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.

* * * * *

(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:

	Nominee
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:

	Nominee
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:

	Nominee
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
Accountability, Finance and Personnel				
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)	
Parent and Community Engagement				
2425R-010	Establish Operational Review Advisory Committee	February 2025	Develop the charge of the committee. First report to be presented in August	
Student Achievement and School Innovation				
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
Legislation, Rules and Policies				
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
Student Achievement and School Innovation			
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 not 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 Whiters, 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.

* * * * *

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
- Starms 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(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

* * * * *

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

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	Kirianya 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			

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
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	Groppi	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
		Office of the Chief of Staff	$140,595
(5)(r)	Meghan Dunlap	Principal I K-6, River west	Schedule 03, Range 13T
		Office of the Chief of School Administration	$120,475
(2)(r)	Natalie Fluker	Employment Relations Specialist I	Schedule 03, Range 08A
		Office of the Chief of Human Resources	$91,260
(5)(nr)	Michelle Klos-Gonzalez	Associate II, Recreation Supervisor (CLC)	Schedule 03, Range 04A
		Office of the Chief of Operations	$90,032
(5)(nr)	Matthew Ryan	Associate II, Recreation Supervisor (Adult Sports)	Schedule 03, Range 04A
		Office of the Chief of Operations	$81,000
(4)(nr)	Cesar Miranda	Associate I, Family & Communication Engagement	Schedule 03, Range 03A
		Office of the Chief of Human Resources	$62,000
(5)(r)	Jennifer Hofschulte	Associate I, Family & Communication Engagement	Schedule 03, Range 03A
		Office of the Chief of Human Resources	$61,000
~~(4)(r)~~	~~Raphael Gray Jr.~~	~~Planning Assistant II~~	~~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
		Office of the Chief of Finance	$166,501
	Previous Position	Business Specialist I	$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 Office of the Chief of Operations 04/30/25 to 10/31/25	$40.00
(2)(r)	Eric Coleman	Title IX Investigator Office of the Chief of School Administration 02/28/25 to 08/31/25	$40.00
(5)(nr)	Jacqueline Meifert	Extended Learning Opportunities Office of the Chief of School Administration 07/01/25 to 12/19/25	$40.00
(2)(r)	Curtis Williams	Climate and Culture Mentor Office of the Chief of School Administration 04/21/25 to 06/13/25	$30.00
(2)(r)	Lorraine Applewhite	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/01/25	$40.00
(5)(r)	Barbara Hickling	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of the Chief of School Administration 01/01/25 to 06/30/25	$40.00
(5)(r)	Erin Wolf	Radio Regan Club Advisor Office of the Chief of School Administration 09/02/25 to 01/26/26	$30.00
(5)(nr)	Lynnae Ortiz	Tutoring Site Coordinator Office of the Chief of Academics 04/01/25 to 06/13/25	$30.00
(2)(nr)	MacKenzie Menefee	Tutoring Site Coordinator Office of the Chief of Academics 04/01/25 to 06/13/25	$30.00
(2)(nr)	Melody Ratney	Tutoring Site Coordinator Office of the Chief of Academics 04/01/25 to 06/13/25	$30.00
(2)(nr)	Venetia Best	Tutoring Site Coordinator Office of the Chief of Academics 04/01/25 to 06/13/25	$30.00
(5)(r)	Amanda Carvalho	Tutoring Site Coordinator Office of the Chief of Academics 04/01/25 to 06/13/25	$30.00
(5)(nr)	Elizabeth Miller	Tutoring Site Coordinator Office of the Chief of Academics 04/01/25 to 06/13/25	$30.00
(5)(r)	Kris Bertram	Scanning/Filing Office of the Chief of Human Resources 04/29/25 to 10/26/25	$25.00
(5)(r)	Jessica Pierson	Theater Director Office of the Chief of School Administration 05/01/25 to 06/13/25	$25.00
(2)(r)	F. Roxanne Fair	Dance Choreography Instruction Office of the Chief of School Administration	$20.00

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%

Proposed …… 0%

$ 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

Required 0%

Proposed ……. 0%

$ 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

Required 0%

Proposed 0%

$ Value …… .....N/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%

Proposed …… 0%

$ 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

Required ……0%

Proposed ……0%

$ Value …… ..... N/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 Employees … 219

Total # of Minorities … ..... .121

Total # of Women …… .....38 HUB PARTICIPATION

Required ……NA

Proposed ……100%

$ 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
	Total Monetary Donations	*22,067.50*	
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
	Total Non-Monetary Donations	*145,700.77*	
	Total Value of Donations	*167,768.27*	
	** Donations from MPS Alumni*	-	

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			285	95%
	IA & IIA	90		
	IIIA	99		
	IVA	96		
The Owners Group dba Learning Exchange	IA & IIA	92	287	95.67%
	IIIA	97		
	IVA	98		
Mainstream Development Educational Group	IA & IIA	88	258	86%
	IIIA	96		
	IVA	74		

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

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

Catapult Learning West LLC

GOE-0-I-1N6-1S-ECES INSTRUCTIONAL SERVICES – Title IA.....$5,011,158.65

PRT-0-S-1N6-1S-ECTS FAMILY ENGAGEMENT SERVICES – Title IA.....$56,643.86

MSS-0-S-1N6-1S-ECTS PROFESSIONAL DEVELOPMENT – Title IA $283,219.31

MSS-0-S-236-1S-ECTS CONTRACT SERVICES – Title IIA $518,914.57

GOE-0-I-T36-1S-ECES CONTRACT SERVICES – Title IIIA $168,913.22

PRT-0-S-T36-1S-ECTS FAMILY ENGAGEMENT SERVICES –Title IIIA.....$1,796.95

SDV-0-S-T36-1S-ECTS PROFESSIONAL DEVELOPMENT - TITLE IIIA..... $8,984.75

SFH-0-S-4B6-1S-ECTS SAFE & HEALTHY SERVICES - Title IVA $201,151.17

WRE-0-S-4B6-1S-ECTS WELL-ROUNDED SERVICES - Title IVA..... $201,151.17

EUT-0-S-4B6-1S-ECTS EFFECTIVE USE OF TECH – Title IVA..... $44,700.26

TOTAL: $6,496,633.91

The Owners Group dba Learning Exchange

GOE-0-I-1N6-1S-ECES INSTRUCTIONAL SERVICES – Title IA $12,190,253.51

PRT-0-S-1N6-1S-ECTS FAMILY ENGAGEMENT SERVICES –Title IA $137,793.09

MSS-0-S-1N6-1S-ECTS TITLE I PROFESSIONAL DEVELOPMENT - Title IA..... $688,965.45

MSS-0-S-236-1S-ECTS CONTRACT SERVICES – Title IIA $1,152,913.49

GOE-0-I-T36-1S-ECES INSTRUCTIONAL SERVICES – Title IIIA..... $184,151.29

PRT-0-S-T36-1S-ECTS FAMILY ENGAGEMENT SERVICES –Title IIIA..... $1,959.06

SDV-0-S-T36-1S-ECTS PROFESSIONAL DEVELOPMENT -TITLE IIIA..... $9,795.28

SFH-0-S-4B6-1S-ECTS SAFE & HEALTHY SERVICES - Title IVA $446,913.45

WRE-0-S-4B6-1S-ECTS WELL-ROUNDED SERVICES - Title IVA..... $446,913.45

EUT-0-S-4B6-1S-ECTS EFFECTIVE USE OF TECH – Title IVA..... $99,314.10

TOTAL: $15,358,972.17

Mainstream Development Educational Group

GOE-0-I-1N6-1S-ECES INSTRUCTIONAL SERVICES – Title IA $2,249,839.74

PRT-0-S-1N6-1S-ECTS FAMILY ENGAGEMENT SERVICES –

Title IA $25,431.17

MSS-0-S-1N6-1S-ECTS PROFESSIONAL DEVELOPMENT -Title IA $127,155.83

MSS-0-S-236-1S-ECTS CONTRACT SERVICES – Title IIA $198,292.84

GOE-0-I-T36-1S-ECES CONTRACT SERVICES – Title IIIA $7,668.82

PRT-0-S-T36-1S-ECTS FAMILY ENG.– Title IIIA $81.58

SDV-0-S-T36-1S-ECTS PROFESSIONAL DEVELOPMENT -TITLE IIIA..... $407.92

SFH-0-S-4B6-1S-ECTS SAFE & HEALTHY SERVICES - Title IVA $76,865.90

WRE-0-S-4B6-1S-ECTS WELL-ROUNDED SERVICES - Title IVA..... $76,865.90

EUT-0-S-4B6-1S-ECTS EFFECTIVE USE OF TECH – Title IVA..... $17,081.31

TOTAL: $2,779,691.01

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

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

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

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

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

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

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

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

Responsiveness to any contact from MPS within 48 hours 20 20

Documentation of Medicaid billing submissions 15 15

Total 100 90

Performance Metrics for – 1:1

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

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

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

Responsiveness to any contact from MPS within 48 hours 20 20

Documentation of Medicaid billing submissions 25 20

Total 100 90

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

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

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

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

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

Criteria for Renewal Maximum Points Evaluation Points

Provision of speech pathologists within a given timeframe 20 20

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

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

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

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

Total 100 96

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

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

Budget Code:

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

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

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

The recess support services will consist of three components:

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

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

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

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

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

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

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

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

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

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

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

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

Budget Codes: Three (3) Year Total

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

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

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

Contractor Three (3) Year Total

First Student, Inc.$8,053,236.00

Lakeside Buses $3,636,576.00

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

Safeway Transportation Services Corporation $17,863,624.80

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

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

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

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

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

Program Contractor Three (3) Year Total

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

First Student, Inc.$239,405.00

Lamers Bus Lines, Inc. $263,250.00

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

Safeway Transportation Wisconsin LLC $385,000.00

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

First Student, Inc.$16,000.00

Lamers Bus Lines, Inc. $15,500.00

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

Safeway Transportation Wisconsin LLC $80,000.00

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

First Student, Inc.$30,000.00

Lamers Bus Lines, Inc. $26,000.00

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

Safeway Transportation Wisconsin LLC $40,000.00

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

First Student, Inc.$4,000.00

Lamers Bus Lines, Inc. $3,000.00

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

Safeway Transportation Wisconsin LLC $8,000.00

Budget Code: 000-0-0-000-BL-ECTS (blanket contract)..... $1,857,115.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

* * * * *

(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

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

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.

* * * * *

(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
S U P E R I N T E N D E N T ' 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 *must* 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

			Director, Office of Accountability and Efficiency.
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:
  - Educators new to teaching
  - Educators new to the district
  - Educators new to their grade level
  - 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:
  - Educators new to teaching
  - Educators new to the district
  - Educators new to their grade level
  - 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

* * * * *

(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 5feeder 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.

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no delegate reports for this month.

* * * * *

(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.

* * * * *

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.

* * * * *

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.

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(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.

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(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.

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(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.
- Starms 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 bout 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 Chines 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.

* * * * *

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	$201,406
		Office of the Superintendent	Sch 03, Range 18A
(5)(nr)	Kurt Schneider	Academic Superintendent	$194,918
		Office of the Chief of School Administration	Sch 03, Range 17A
(4)(r)	Elia Dimayuga-Bruggeman	Academic Superintendent	$185,000
		Office of the Chief of School Administration	Sch 03, Range 17A
(2)(nr)	Gregory Oqunbowale	Manager III, School Operations	$171,413
		Office of the Chief of School Administration	Sch 03, Range 13A
(2)(nr)	Maurice Turner	Manager III, School Operations	$163,467
		Office of the Chief of School Administration	Sch 03, Range 13A
(4)(nr)	Ana Gabriela Bell Jimenez	Academic Superintendent	$160,000
		Office of the Chief of School Administration	Sch 03, Range 17A
(4)(r)	Marybell Nieves Harris	Manager III, School Operations	$155,896
		Office of the Chief of School Administration	Sch 03, Range 13A
(2)(nr)	Demetri Beekman	Manager III, School Operations	$152,006
		Office of the Chief of School Administration	Sch 03, Range 13A
(5)(nr)	Mark Mobley	Civil Engineer	$135,007
		Office of the Chief of Operations	Sch 03, Range 11A
(4)(r)	Regina Navejar	Principal II K-8, Alba	$134,165
		Office of the Chief of School Administration	Sch 03, Range 14T
(5)(nr)	Todd Hartwig	Assessment Specialist III	$131,404
		Office of the Chief of Communications	Sch 03, Range 10A
(2)(r)	Tonya Love	Principal II, K-8, Starms	$128,438
		Office of the Chief of School Administration	Sch 03, Range 13T
(5)(r)	Saruccia Benedetto	Coordinator III-Non-Public Education Services	$119,591
		Office of the Chief of Finance	Sch 03, Range 08A
(2)(r)	Mulunda Jones	Assistant Principal III, Hamilton	$118,969
		Office of the Chief of Academics	Sch 03, Range 12C
(5)(nr)	Joseph Viste	Assistant Principal III, Project Stay	$108,000
		Office of the Chief of School Administration	Sch 03, Range 12C
(2)(r)	Johnnie Austin	Supervisor I, System Administration	$102,700
		Office of the Chief of Finance	Sch 03, Range 09A
(4)(nr)	Dorcas Lopez	Assistant Principal III, Pulaski	$96,565
		Office of the Chief of School Administration	Sch 03, Range 12C
(2)(r)	Regina Williams	Assistant Principal III, Alliance	$93,665
		Office of the Chief of School Administration	Sch 03, Range 12C
(5)(r)	Daniel Baker	Webmaster	$91,000
		Office of the Chief of Communications	Sch 03, Range 08A
(5)(nr)	Shanon Uhrig	Special Education Supervisor	$79,911

		Office of the Chief of Academics	Sch 03, Range 09C
(2)(nr)	Chavandalyn Jackson	Assistant Principal I, Holmes	$78,556
		Office of the Chief of School Administration	Sch 03, Range 10C
(2)(r)	Tanya Johnson	Planning Assistant II	$77,842
		Office of the Chief of Academics	Sch 03, Range 02A
(2)(r)	Beverly Bonds	Special Education Supervisor	$76,556
		Office of the Chief of Academics	Sch 03, Range 09C
(5)(r)	Larissa Bassett	Associate II, Communications Website Copywriter	$75,345
		Office of the Chief of Communications	Sch 03, Range 05A
(5)(nr)	Zechariah Diemert	Associate II, Recreation (Wellness)	$62,690
		Office of the Chief of Operations	Sch 03, Range 04A
(5)(r)	Mariangelly Rivera	Information Specialist	$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	Sch 03, Range 03A
		Office of Board Governance	$59,585

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

(4)(nr)	Elia Dimayuga-Bruggeman	Regional Academic Superintendent (High School)	$88.94
		Office of the Superintendent	06/01/25 to 06/30/25
(5)(r)	Sandra Schroeder	Project Manager & Site Coordinator	$50.00
		Office of the Chief of Facilities and Maintenance	07/01/25 to 12/31/25
(4)(nr)	Carlos de Arteaga	Auditing and Investigative Support	$45.00
		Office of Accountability & Efficiency	09/15/25 to 03/15/26
(2)(r)	Erika Banks	College and Career Readiness	$40.00
		Office of the Chief of Academics	01/30/25 to 06/30/25
(2)(nr)	Barbara Henry	College and Career Readiness	$40.00
		Office of the Chief of Academics	01/30/25 to 06/30/25
(5)(nr)	Mariella Kuehn	School Bookkeeper	$32.00
		Office of the Chief of Finance +	07/01/25 to 12/31/25
(5)(nr)	Alexander Zach	Special Education Intensive Support Classroom Assistant	$30.00
		Office of the Chief of School Administration	09/01/25 to 12/31/25
(5)(nr)	Sophia Roth	Reagan Musical Choreographer	$30.00
		Office of the Chief of School Administration	11/10/25 to 12/31/25
(5)(nr)	Bruce Dreyer	Grant Project Coordinator	$30.00
		Office of the Chief of Academics	08/02/25 to 01/02/26
(5)(r)	James Tomasello	Co-Advisor/Artist in Residence	$30.00
		Office of the Chief of School Administration	08/01/25 to 12/31/25
(2)(r)	Teshona Marion	College and Career Readiness	$30.00
		Office of the Chief of Academics	01/30/25 to 06/30/25
(5)(nr)	Paula Kais	Scanning Personnel Files	$22.00
		Office of the Chief of Human Resources	04/29/25 to 10/26/25
(2)(r)	Gregory Davis	Para Educational Assistant	$20.00
		Office of the Chief of School Administration	05/19/25 to 06/13/25
(2)(r)	Davien Holton	Dance Choreography Instruction	$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	Shadmeshabed 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

	Present Assignment	Effective From
Illness Leave May 2025		
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	Nyiomi 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

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 Veaasley	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.

* * * * *

(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:	1D includes:	1E includes:	2F includes:	1G includes:
Emp Tr Specialist	Various - Instructional Coaches	12 mo Teacher	Library Media Spec	O&M Teacher

*Substitute Teachers are paid $28.94/hr

*Sub Ben Elig are paid $32.69

**Long term Subsitute 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 Clerk260 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

		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
Human Resources		
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
Student Services		
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
Board Governance		
ADT-0-0-TLN-DW-EMTC	Intercom Network	$5,700.00
Specialized Services		
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
Facilities & Maintenance		
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
Research, Assessment and Data		
SYS-0-0-TLN-DW-EMTC	Data Warehouse (PowerSchool)	$110,792.90
Finance		
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
College and Career Readiness		
CDV-0-0-TLN-DW-EMTC	Parchment	$56,138.25
Strategy and Enterprise Initiatives		
SPT-0-0-TLN-DW-EMTC	Smartsheet	$63,250.00
Nutrition Services		
FSV-0-0-TLN-DW-EMTC	Horizon	$172,523.64
Accountability and Efficiency		
ADT-0-0-TLN-DW-EMTC	B2Gnow	$24,001.00
Business Services		
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
Recreation		
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
Communications and School Performance		
INF-0-0-TLN-DW-EMTC	Titan	$20,000.00
	Sub-Total	$20,000.00
Organizational Development		
SDV-0-0-TLN-DW-EMTC	Infor LMS	$129,202.51
Technology		
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
	Sub-Total	*$4,445,775.88*
	GRAND TOTAL	*$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 360 AI Streaming Collection Mailbox Plus	July 1, 2025 - June 30, 2026	K4-12	$342,488.00	TIPS awarded contract #230105

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 Stepping 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 Stepping 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
	Total Monetary Donations Over $5,000	*10,000.00*	
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	Charites 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
	Total Non-Monetary Donations	*19,196.74*	
	Total Value of Donations	*55,512.18*	
	** Donations from MPS Alumni*	*13,628.82*	

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 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 (ASSESMENT 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 significate 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	Lowwell	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(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 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 he 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

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	Present Assignment	Effective From
Brendan Laguna	Vieau	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 Office of the Superintendent	Schedule 03, Range 19A $241,287
*(2)(r)	Paulette Chambers	Chief Advisor	Schedule 03, Range 18A

		Office of the Superintendent	$201,406
(5)(nr)	Keely Roberts	Chief of Schools	Schedule 03, Range 18A
		Office of the Superintendent	$201,406
*(2)(nr)	Michael Harris	Chief of Staff	Schedule 03, Range 18A
		Office of the Superintendent	$201,406
(4)(nr)	Silvia Romero Johnson	Academic Superintendent	Schedule 03, Range 17A
		Office of the Chief of Schools	$194,918
(2)(r)	Carletta Noland	Academic Superintendent	Schedule 03, Range 17A
		Office of the Chief of Schools	$186,948
(5)(nr)	Aaron Shapiro	Academic Superintendent	Schedule 03, Range 17A
		Office of the Chief of Schools	$183,000
(2)(r)	Ebony Grice	Academic Superintendent	Schedule 03, Range 17A
		Office of the Chief of Schools	$180,169
(5)(nr)	Jennifer Smith	Principal II, 9-12, Bradley Tech	Schedule 03, Range 15A
		Office of the Chief of Schools	$179,758
(4)(r)	Miguel Sanchez	Principal I, K-8, Carver Academy	Schedule 03, Range 13T
		Office of the Chief of Schools	$178,270
(2)(nr)	Laurie Fiorenza	Academic Superintendent	Schedule 03, Range 17A
		Office of the Chief of Schools	$176,621
(2)(nr)	Felice Beal	Principal I, K-8, River Trail	Schedule 03, Range 13T
		Office of the Chief of Schools	$163,467
(2)(nr)	Jeremiah Holiday	Principal I, K-6, Maple Tree	Schedule 03, Range 13T
		Office of the Chief of Schools	$163,467
(2)(nr)	Zannetta Walker	Principal I, K–12, WCLL	Schedule 03, Range 14A
		Office of the Chief of Schools	$162,701
(5)(nr)	William Luedtke	Principal, K–12, Milwaukee Virtual Program	Schedule 03, Range 14A
		Office of the Chief of Schools	$155,077
(4)(r)	Jennifer Hernandez	Academic Superintendent	Schedule 03, Range 17A
		Office of the Chief of Schools	$149,994
(2)(r)	Janel Hawkins	Principal I, K-8, MLK, Jr.	Schedule 03, Range 13T
		Office of the Chief of Schools	$147,600
(5)(nr)	Suzanne Gahan	Principal I, K-8, MACL	Schedule 03, Range 13T
		Office of the Chief of Schools	$147,600
(5)(nr)	Richard Bukosky	Principal I, K-5, Kilbourn	Schedule 03, Range 13T
		Office of the Chief of Schools	$147,600
(5)(nr)	Kristin Hinds	Principal I, K-8, Cooper Elementary	Schedule03, Range 13T
		Office of the Chief of Schools	$145,887
(2)(r)	Darryl Moore	Assistant Principal I, Milwaukee Sign Language	Schedule 03, Range 10C
		Office of the Chief of Schools	$141,633
(2)(r)	Ramona Phillips	Assistant Principal III, Rufus King IB High School	Schedule 03, Range 12C
		Office of the Chief of Schools	$141,577
(5)(r)	Mark Sholta	Principal I, K-8, Bay View Montessori	Schedule 03, Range 13T
		Office of the Chief of Schools	$141,171
(2)(r)	Debra Evans	Principal I, K-6, Hampton	Schedule 03, Range 13T
		Office of the Chief of Schools	$141,171
(2)(r)	Tonja Whittley	Assistant Principal I, Townsend	Schedule 03, Range 10C
		Office of the Chief of Schools	$138,721
(2)(r)	Myra Edwards	Director I, MPS Foundations	Schedule 03, Range 14A
		Office of the Chief of Family, Community & Partnership	$130,000
(4)(nr)	Christopher Garza	Principal I, K-8, Manitoba	Schedule 03, Range 13T

		Office of the Chief of Schools	$121,886
(2)(r)	Anesia Hayes	Assistant Principal III, Vincent	Schedule 03, Range 12C
		Office of the Chief of Schools	$115,301
(2)(r)	Andrea Blackmon	Business Analyst III	Schedule 03, Range 07A
		Office of the Chief of Finance	$107,285
(1)(r)	Alyssa Mussa	Specialist I, First Nation	Schedule 03, Range 09A
		Office of the Chief of Academics	$103,309
(2)(r)	Robert Perry	Coordinator II, Recreation	Schedule 03, Range 07A
		Office of the Chief of Finance	$103,237
(4)(r)	Ivelis Perez	Assistant Principal I, Vieau	Schedule 03, Range 10C
		Office of the Chief of Schools	$99,850
(3)(nr)	Jenny Lo	Assistant Principal I, Hartford	Schedule 03, Range 10C
		Office of the Chief of Schools	$95,769
(3)(nr)	Yeng Vang-Strath	Assistant Principal I, MACL	Schedule 03, Range 10C
		Office of the Chief of Schools	$88,300
(2)(r)	Chyla Nation	Assistant Principal II, Green Tree	Schedule 03, Range 11C
		Office of the Chief of Schools	$86,188
(2)(r)	Emily Brown	Internship Coordinator II	Schedule 03, Range 07A
		Office of the Chief of Academics	$83,137
(6)(nr)	Molly Green	Administrative Assistant III, C&I	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 Urbina-McCarthy	Manager, Strategic Initiatives Office of the Superintendent 07/21/25 to 12/30/25	$68.00
(5)(nr)	Melanie Stewart	Advance Placement and International Baccalaureate Support Office of the Chief of Academics 07/01/25 to 12/31/25	$40.00
(5)(nr)	Margie Hood	Office of Academic Support Office of the Chief of Academics 07/01/25 to 12/30/25	$40.00
(4)(r)	Janine Cano-Graber	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	$40.00
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	$40.00

(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 to01/31/26	$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 to09/30/25	$35.00
(5)(r)	Vivienne Andersen	Refugee Service Provider Office of the Chief of Academics 06/01/25 to08/22/25	$35.00
(3)(r)	Mala Nan Leth	Refugee Service Provider Office of the Chief of Academics 06/01/25 to09/306/25	$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 to01/23/26	$30.00
(4)(r)	Norma Garcia	South Division High School Office of the Chief of Schools 08/03/25 to02/02/26	$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

		07/21/25 to 12/21/25	
(2)(r)	Henry Flemming	Cellphone, Monitoring, Outside Exits Office of the Chief of Schools 08/28/25 to02/27/26	$25.00
(5)(r)	Julie Kenney	Cellphone, Monitoring, Outside Exits Office of the Chief of Schools 08/28/25 to02/27/26	$25.00
(4)(r)	Angel Aguirre	Law Clerk Office of the Chief of Human Resources 07/07/25 to01/07/26	$20.00
(2)(r)	Sally Hamilton	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(5)(r)	Jeffery Sokolowski	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(nr)	Lorriane Ewing	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(r)	Jasmine Harland	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(6)(r)	Monica Garner	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(r)	George Ragland	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(r)	Danita Green	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(r)	Jacqueline Miller	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(r)	Tiana Hood	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(r)	Carmelita Biami	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(5)(r)	Eric Michalski	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(2)(r)	Lewis Lea	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$17.88
(5)(nr)	Andeya Spurlin	Lead/Dust Cleaning Office of the Chief of Schools 06/23/25 to08/22/25	$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 1 .....Labor Day
September 2 .....First Day of School for Students
October 8 .....Early Release Day for K-12 Professional Development
October 17 .....Parent/Teacher Conference Day
October 20 .....October Break
November 7.....Record (K-8)/Professional Development Day (HS)
November 24-25 .....Districtwide Professional Development
November 26-28 .....Thanksgiving 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 19.....MLK 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
Total Monetary Donations Over $5,000		*25,000.00*	
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 inBemidji Minnesota
Gaenslen School	Character Playbook Community Impact GrantProject	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 LLCScott 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 andCustomer 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 KatiePorter
Ronald Reagan High School	SecureFutures	1,000.00	BSU Black Excellence Conference
Total Monetary Donations		*19,739.00*	
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 TechnicalEducation	DonorsChoose	346.30	Life Skills, Literacy & Language
Obama School of Career and TechnicalEducation	DonorsChoose	417.26	Life Skills, Literacy & Language
Office of Academics - Specialized Services	Brew City Optimist Club	165.00	30 Free Sandwich Gift Cards FromMcDonald'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
Total Non-Monetary Donations		*75,110.57*	
Total Value of Donations		*119,849.57*	
** Donations from MPS Alumni*		*4,582.50*	

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.

* * * * *

(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.

* * * * *

(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.

* * * * *

(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, 9064, 9065, & 9066 2026 Green Infrastructure Upgrades Cohort 8 – Design Services

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.

* * * * *

(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.

* * * * *

(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.

* * * * *

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

* * * * *

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of the June 2025 Special and Regular meetings were approved by consensus.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

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

* * * * *

(Item 2) Action on a Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statues, 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.

* * * * *

(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(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."

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	Tanesha 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 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,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	01/MA	$88,738.77	8/25/2025
	SPEC ED MULTICATEG.			
2,nr	Knox, Sarah	01/MA	$58,133.49	8/25/2025
	EEN MULTICATEGORICAL			
5,nr	Knue,Brooke	01/MA	$93,112.45	8/25/2025
	SPEC ED MULTICATEG.			
5,r	Konieczny,Melissa Lynn	01/BA	$88,363.62	8/25/2025
	KINDERGARTEN (4 YR OLDS)			
5,nr	Kroenke,Seth	01/MA	$101,856.32	8/25/2025
	HEALTH - PHY ED			
5,r	LaMothe,Clark J	01/BA	$54,386.11	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
5,nr	Langewisch,Matthew	01/BA	$54,386.11	8/25/2025
	SCIENCE			
5,r	Ledvina,Emily J	01/BA	$56,384.25	8/25/2025
	ENGLISH			
4,r	Lekhtman,Alexander	01/BA	$54,386.11	8/8/2025
	DAY TO DAY TEACHER			
5,nr	Lindner,Scott B	01/MA	$97,483.80	8/25/2025
	MATH			
4,nr	Lopez,Jason	01/BA	$72,373.97	8/25/2025
	ENGLISH			
5,nr	Lynch,Maggy K	01/BA	$68,376.54	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
5,nr	McKim,Alayna	01/BA	$54,386.11	8/25/2025
	AMP ART			
5,nr	Meyers,Cody	01/MA	$79,994.90	8/25/2025
	FOREIGN LANGUAGE			
5,r	Mitchell,Caitlin	01/BA	$58,383.54	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
3,r	Moua,Mao	01/MA	$60,320.32	7/1/2025
	ENGLISH AS SECOND LANGUAGE			
5,r	Mullen,Katie E.	01/BA	$54,386.11	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
5,nr	Myhre,Ashley E	01/BA	$86,365.48	8/25/2025
	REG (5 YR) KINDERGARTEN			
4,r	Najera,Cassandra	01/BA	$54,386.11	8/25/2025
	EDUCATIONAL OPERATIONS			
4,r	Pabon,Tiffany	01/BA	$82,368.12	7/1/2025
	FOREIGN LANGUAGE			
5,r	Paek,Kelly A	01/BA	$54,386.11	8/25/2025
	EARLY CHILDHOOD- SPEC ED			
2,r	Peterson,Kimberly R	01/MA	$88,738.77	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
5,nr	Petrovich,Joshua	01/MA	$60,320.32	8/25/2025
	ENGLISH AS SECOND LANGUAGE			
3,r	Pillai,Sarita	01/BA	$54,386.11	8/25/2025
	ART			
5,nr	Pineur,Jill	01/MA	$101,856.32	8/25/2025
	HEALTH - PHY ED			
5,r	Quirk,Justin P	01/BA	$78,370.69	7/1/2025
	SCIENCE			
4,nr	Ramos,Maribel	01/MA	$101,856.32	8/25/2025
	BILINGUAL EDUCATION			
5.r	Reilly,Teresa	01/BA	$76,371.40	8/25/2025
	TITLE I SCHOOLWIDE			

5,nr	Rode,McKenzie	01/BA	$54,386.11	8/25/2025
	KINDERGARTEN (4 YR OLDS)			
2,r	Rogers,Lakaya S	01/MA	$58,133.49	8/25/2025
	SAGE			
4,nr	Salas,Cassandra	01/BA	$54,386.11	8/25/2025
	SCIENCE			
3,r	Saldana,Catherine Kate	01/BA	$54,386.11	8/25/2025
	TITLE I SCHOOLWIDE			
7,r	Schlehlein,Elizabeth	01/BA	$54,386.11	8/25/2025
	REG (5 YR) KINDERGARTEN			
5,r	Shotton,Sydney	01/BA	$54,386.11	8/25/2025
	FOREIGN LANGUAGE			
2,r	Sisk,Sherell N	01/BA	$54,386.11	8/25/2025
	REG (5 YR) KINDERGARTEN			
4,r	Soto,Yazmin	01/BA	$54,386.11	8/25/2025
	BILINGUAL ED			
5,r	Stearns,Anne	01/BA	$54,386.11	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
3,r	Turner,Alissa	01/MA	$95,296.97	8/25/2025
	AMP HPE			
3,r	Wallace,Micayla	01/BA	$60,381.68	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
5,r	Wanserski,Aaron M	01/MA	$79,994.90	8/25/2025
	SPEC ED MULTICATEG.			
5,r	Whitty,Ashlee Gene	01/BA	$76,371.40	8/25/2025
	SPEC ED MULTICATEG.			
4,nr	Wiberg,Elisa	01/BA	$54,386.11	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
2,r	Williams,Kizzy Y	01/BA	$54,386.11	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
5,r	Willoughby,Gabriel	01/BA	$54,386.11	8/25/2025
	AMP MUSIC			
3,nr	Xiong,Jou	01/BA	$88,363.62	8/25/2025
	GEN ELEM & K8 - ALL GRADES			
3,nr	Yazdani,Zeba K	01/MA	$66,877.36	8/25/2025
	ENGLISH AS SECOND LANGUAGE			
2,nr	Jackson,Chavandalyn D	03/10C	$78,556.00	9/20/2016
	GENERAL OPERATIONS			
4,r	Arteaga Moran,Maria	XX/4W2	$54,386.11	8/25/2025
	REG (5 YR) KINDERGARTEN			
4,nr	Chapparo,Luz	XX/4W2	$54,386.11	8/25/2025
	BILINGUAL EDUCATION			
5,nr	Dorney-Riffle,Ian	XX/4W2	$54,386.11	8/25/2025
	SCIENCE			
4,r	Galindo Vargas,Miguel Angel	XX/4W2	$54,386.11	8/25/2025
	SPEC ED MULTICATEG.			
2,r	Gray,Tia Njeri	XX/4W2	$54,386.11	8/25/2025
	SPEC ED MULTICATEG.			
2,r	Jones,Aletha S	XX/4W2	$54,386.11	8/25/2025
	MULTICATEG. COMP. SEN			
2,nr	Lee,Joyce	XX/4W2	$54,386.11	8/25/2025
	EARLY CHILDHOOD- SPEC ED			
5,r	Livermore,Angela	XX/4W2	$54,386.11	8/25/2025
	MULTICATEG. COMP. SEN			
5,r	Mathson,Kristen	XX/4W2	$54,386.11	8/25/2025
	EDUCATIONAL OPERATIONS			

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

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)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
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 Office of the Superintendent	Sch 03, Range 18A $201,406
(5)(nr)	Domenico Maniscalco	Chief Human Resources Officer Office of the Superintendent	Sch 03, Range 18A $201,406
(2)(r)	Toni Dinkins	Assistant Principal I, Hartford Office of the Chief of Schools	Sch 03, Range 10C $172,676
(1)(r)	Louise Van Drisse	Special Education Supervisor, 10-month Office of the Chief of Academics	Sch 03, Range 9C $111,182
(6)(r)	Patience Wade	Assistant Principal III, North Division Office of the Chief of Schools	Sch 03, Range 12C $103,330
(5)(nr)	Anne Sempos	Special Education Supervisor, 10-month Office of the Chief of Academics	Sch 03, Range 09C $94,307
(4)(r)	Rey Bautista	Coordinator III, BLMA Office of the Chief of Schools	Sch 03, Range 08A $90,707
(5)(nr)	Chele Kirsch	Planning Assistant, Academics Office of the Chief of Academics	Sch 03, Range 02A $66,222

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

(2)(r)	John Sanchez	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	$40.00
(5)(r)	Stephen Sanders	Evening CS Board Meeting IT Support (2-3 evenings per month) Office of the Chief of Communications 09/01/25 to 02/28/26	$36.00
(5)(r)	Karen Green	Computer Science Instructional Coach Office of the Chief of Academics 07/01/25 to 12/31/25	$30.00
(5)(r)	Paul Westfahl	Percussion Specialist Office of the Chief of Schools 09/02/25 to 01/26/26	$30.00

(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 Lerose	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
Total Non-Monetary Donations		*18,758.83*	
Total Value of Donations		*37,212.39*	
** Donations from MPS Alumni*		*1,950.00*	

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 Nursing Services/Plan	To adopt as presented
4340	Student Accident/Illness/ Concussion and Sudden Cardiac Arrest	To adopt as presented
4350	Suicide Prevention, Intervention and Postvention	To adopt as presented
4407	School Resource Officer Program	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.

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

The Board President gave an oral report.

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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.

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.

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(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
    o 36 schools are receiving pre-pack meals from Milwaukee Parkside
    o 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:
    o Prepare the food at another site and ship the food in a hot box and serve the food hot to the students.
    o 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

* * * * *

(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.

* * * * *

(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.

* * * * *

(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 **s**upport 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

* * * * *

(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

* * * * *

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.

* * * * *

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	Kimmaria 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 APPOINYMENTS-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

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

ACTION ON CERTIFICATED APPOINTMENTS-TEACHER - RESTORATIVE PRACTICE

2,nr	Colvin,Janet D. TITLE I SCHOOLWIDE	1D/MA	$117,586.72	8/14/2025

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	1D/MA	$115,064.16	8/14/2025

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

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	Leitheim,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	

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
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 September2025	Present Assignment	Effective From
Samora Johnson	Starms	September 3, 2025
Personal Leave September 2025	Present Assignment	Effective From
Cayley McKowen	Itinerant	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 Office of the Chief of Academics	Sch 03, Range 11A $141,277
(2)(r)	Tonja Whittley	Assistant Principal III, Milwaukee Virtual Office of the Chief of Schools	Sch 03, Range 12A $138,721
(2)(nr)	Darrell Strong	Manager III, Building Operations Office of the Chief of Schools	Sch 03, Range 13A $131,936
(5)(r)	Jennifer Roberts	Talent Management Specialist I Office of the Chief of Human Resources	Sch 03, Range 08A $110,500
(5)(nr)	Stephanie Wilson	Specialist III, Procurement Office of the Chief of Family, Community & Partnerships	Sch 03, Range 10A $109,500
(2)(r)	Malik Cupid	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
	Previous position	*Teacher*	*$72,242*

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
Total Monetary Donations		*3,600.00*	
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!
Total Non-Monetary Donations		*12,687.67*	
Total Value of Donations		*16,287.67*	
** Donations from MPS Alumni* -			

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 Ener 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

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 – <u>Recognition of</u> 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.

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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

* * * * *

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.

* * * * *

(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:

Teir 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.

* * * * *

(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.

* * * * *

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 8, 2025

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

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

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

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

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

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

PUBLIC HEARING AND PUBLIC ACCESS

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

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

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

Background

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

Administrative Policy 6.19
Positions: Staff

(1) All staff positions in the Milwaukee Public Schools shall be established only with the approval of the Board, except as follows:

(a) The school principal, who has responsibility for management of the school budget within budget limits for each fiscal year, shall have authority to create new positions during the course of the year to effectively staff schools according to ongoing needs with Superintendent or Human Resources approval. ~~The school shall assume the full cost of employee benefits for positions created after October 1st of the fiscal year~~.

(b) The superintendent or his/her designee shall develop standard procedures for reporting the creation of new positions and shall maintain a list of authorized positions in each school and central office. New full-time-equivalent positions will be presented to the Board for approval as part of normal personnel actions.

(c) Certificated staff positions, including non-represented staff, shall be established in accordance with applicable state statutes and Department of Public Instruction requirements.

(d) Classified staff positions, including non-represented staff, shall be established in accordance with the requirements of the Board of City Service Commissioners, city civil service laws and rules, and the personnel statutes and ordinances governing city service employment.

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

(~~3~~2) The Board believes that the schools must be adequately staffed by competent personnel to achieve the educational objectives established for the schools. The Board, therefore, may from time to time approve staffing formulas which will create a sufficient number of positions to accomplish these objectives.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.01 - General Personnel Policies

Fiscal Impact Statement

No fiscal impact.

Recommendation

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

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

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

* * * * *

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

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

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

(Item 2) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board consider this item in a closed session.

* * * * *

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

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Recommendation

That the Board consider this item in closed session.

* * * * *

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

Background

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board consider this item in closed session.

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

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

The Board adjourned at 7:05 p.m.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 23, 2025

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

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

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in Room 155 of the Central Services Building, 5225 W. Vliet Street, Milwaukee, WI.

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

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

PUBLIC HEARING AND PUBLIC ACCESS

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.
This meeting will not be broadcast. The meeting may be accessed in person.

EXECUTIVE SESSION

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

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

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

Background

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

That the Board consider this item in closed session.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

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

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

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

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 28, 2025

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

Present — Directors Fons, Herndon, Jackson (5:46 p.m.), O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Absent and Excused – Director Ferguson – 1.

The Board Clerk read the following call of the meeting:

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

To the Members of the Board of School Directors:

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

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

The purpose of this meeting is:

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

PUBLIC HEARING AND PUBLIC ACCESS

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.
This meeting will held in person at the Central Services Building, 5225 W. Vliet Street, Milwaukee, Wisconsin. It will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via the MPS YouTube Stream at: https://mpsmke.com/boardcast.

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

Background

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

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

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

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

2025-26 Fall Adjustment Summary

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

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

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

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

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

Executive Summary

Budget Change – Spring to Fall

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

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

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

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

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

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

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

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

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

Enrollment

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

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

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

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

Revenue Limit

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

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

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

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

Revenues Controlled by State Revenue Limits

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

State Equalization Aid

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

Property Tax Levy by Fund

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

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

Property Tax Lev by Budget Fund – Comparison to Spring

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

Expenditures by Fund

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

Budget Change by Budget Fund – Spring to Fall

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

School Operations

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

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

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

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

School Nutrition Services Fund

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

Fund 46 – Long-Term Capital Improvement Trust

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

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

Extension Fund

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

Debt Fund

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

Construction Fund

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Recommendation

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

School Operations Fund

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

Construction Fund

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

Extension Fund

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

Director Zombor moved to waive Board Rule 1.09 to accept public testimony. The motion passed, the vote being as follows:

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

Director O'Halloran moved to divide the question to consider the School Operations and Extension funds separately from the Construction fund. The motion passed, the vote being as follows:

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

Director O'Halloran moved to adopt the resolutions for the School Operations and Extension funds. The motion passed, the vote being as follows:

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

Director Siemsen moved to adopt the resolutions for the Construction fund. The motion passed, the vote being as follows:

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

The Board adjourned at 6:55 p.m.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 2025

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

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

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

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

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

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of August 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.

Council of Great City Schools

October 22–26, 2025
Sessions with MPS Presentations:
• Analyzing Suicide Risk through Racial and Gender Lenses
• Transforming School Culture: The Power of Student Voice
• Beyond the Numbers: Empowering IEP Teams to make Data Based Decisions
• Fostering Compassionate Conversations: Strategies for Parent Engagement during Crisis Situations

Media Events

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

Community & Student Engagement

Community Engagement

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

Conclusion of the Listen & Learn Tours

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

Student Engagement and School Visits

• Learning Community 1:
o Anna F. Doerfler School
o Milwaukee French Immersion School
oRogers Street Academy
• Learning Community 6:
oGrantosa Drive School
oKilbourn School
oSherman Multicultural Arts School
• Athletics
oVisited Bradley Tech football team
o Milwaukee City Conference Girls' Volleyball tournament

Safe and Welcoming Schools

Lead Update

Now focused on schools with elementary students built 1950-1978

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

Safety Update – Codes

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

Safety Update – Adjusting Policies

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

Safety Update – Expanding Policies

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

Family, Community, and Partnership

Student Advisory Council

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

United Way Partnership Strengthens Community Schools

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

Switchboard Report: First Three Weeks of 2025-26

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

Milwaukee Recreation Community Center

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

Efficient Operations

Staffing Update

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

Staffing Strategic Plan

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

Enrollment

Goal: 66,223
September 2 includes no shows: 1.67%
63,951 students enrolled and in attendance as of Friday, September 19; final count may be lower (65,128 including K3) 97% of our goal

Finance

Baker Tilly audit presentation

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

Transportation

Van update

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

Technology

Devices and Outages

Number of Devices
• 15,865 Chromebooks
• 2,858 power adapters
• 175 Chromebook cases
• 271 document cameras
• 44 interactive flat panels
Outages
• 16 outages
o 5 planned

o 11 unplanned
Additional information is found in the presentation to this item, provided under separate cover.

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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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

Annual Report

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

School Board Retreat - WASB Finance Training

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

School Board Week

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

• The creation of a short video thanking and highlighting board members for their service.
• Participating in a Marquette University event that paired athletes with businesses to practice interviewing
and to connect with various organizations across the city to learn about career possibilities.
• A meet-and-greet with Board Members and the Administrative team.
• A special newsletter describing what school board members do and highlighting the efforts of our current school board members over the past year.

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

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

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

Meeting with Open World Delegation from Central Asia

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

Open Records Training

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

Policy Review Project

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

Committee Agenda Planning

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

Beyond the Boardroom

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

Board Member Engagements and Activities

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

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

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance
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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. So too will the continuing trend of underfunding from the federal level.

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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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 and to Consider Employment Matters of Employees Over Which the Board Exercises Jurisdiction

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

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

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

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

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

Contract Compliance Services (CCS)

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

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

Audit Services

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

Updates in the Audit Services area for the current reporting period of September 18, 2025, through October 16, 2025, include:

Issued two school audits

Reviewed three charter schools' external auditor's reports

Issued two special investigation reports

Biweekly meetings with Employee Relations to discuss received tips

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

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

Initiated the hiring process to fill at least one vacancy to increase office effectiveness

The independent Audit Advisory Committee met, discussed the FY24 external audit report findings and will be making action priority suggestions based upon the reported findings to the AFP Committee

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

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

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

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

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

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

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

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

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

Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Background

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

Certificated Appointments

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

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

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

PROMOTION

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

REHIRES

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Recommended Appointments

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

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

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

Recommended Reclassification

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

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

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

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

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

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

6 Other
7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Committee's Recommendation

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

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Report on Contracts Under $50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Cooperative Authorization to Issue a Purchase Order to West Music Company Inc for Musical Instruments

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

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

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

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

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

Report on Change Orders in Excess of $25,000

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

Contract: B0001571 Goodwill Talentbridge, LLC

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

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

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

Original Contract Amount:.....$15,000,000.00

RCC 9/9/25.....$ 2,000,000.00

Ending Amount: $17,000,000.00

Contract: C032458 - Lamers Bus Lines, Inc.

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

Original Contract Amount:.....$ 4,832,774.10

RCC 9/23/25.....$ 4,832,774.10

Ending Amount: .....$ 9,665,548.20

Contract: C032457 - Lakeside Buses of Wisconsin, Inc.

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

Original Contract Amount:.....$15,289,445.59

RCC 7/15/25.....500,000.00

RCC 9/25/25.....$15,289,445.59

Ending Amount: $31,078,891.18

Contract: C032450

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

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

Original Contract Amount:.....$17,391,909.60

RCC 9/29/25.....$17,391,909.60

Ending Amount: $34,783,819.20

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

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

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

RCC 7/15/2025 ..... 468,794.97

RCC 9/29/25 ..... $ 5,411,261.68

Ending Amount: $11,291,318.32

Contract: C032537 - Specialized Care Transport, Inc.

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

Original Contract Amount: ..... $ 2,073,753.90

RCC 9/29/25 ..... $ 2,073,753.90

Ending Amount: ..... $ 4,147,507.80

Contract: C032456 - First Student, Inc.

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

Original Contract Amount: $13,808,196.71

RCC 9/29/25 ..... $13,808,196.71

Ending Amount: $27,616,393.42

Contract: C032455 - Safeway Transportation Services Corporation

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

Original Contract Amount: $19,539,810.44

RCC 9/29/25 ..... $19,539,810.44

Ending Amount: $39,079,620.88

Monthly Financial Reports

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

Donations

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

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

The Administration recommends approval of the contract with PowerSchool Group.

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

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

* * * * *

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

Background

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

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

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

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

Ricoh USA, Inc.

HUB PARTICIPATION

Required.....0%

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

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

* * * * *

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

Background

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

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

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

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

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

4MATIV Technologies, Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? ..... NO

HUB PARTICIPATION

Required ..... %

Proposed ..... %

$ Value TBD

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

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

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

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

1.The Word Recognition block will be implemented with fidelity in all K-3 classrooms.

2.The Word Study block will be implemented with fidelity in all 4-5 classrooms.

3.K-5 teachers will have the clear, coherent, and aligned curriculum guidance and instructional materials needed to implement a Science of Reading aligned literacy block.

4.District leaders and principals will have the knowledge, skills, and systems necessary to begin leading literacy improvement in SY25-26 and comprehensively lead literacy improvement in SY26-27

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

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

The contract will run from October 31, 2025 through June 30, 2026 and will not exceed $855,000.
Budget Code: OGA-0-0-AAC-EO-ECTS $855,000.00

MGT Impact Solutions, LLC

HUB PARTICIPATION

Required.....N/A

Proposed.....N/A

$ Value N/A

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

* * * * *

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

Professional Services Contracts

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

RFQ #25-028 MPS Fleet Vehicle Oil Change Services

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

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

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

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

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

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

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

RFP #25-023 Small Electric Motor Equipment Repair

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

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

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

Report of Exception to Bid

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

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

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

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

* * *

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

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

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

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

* * *

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

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

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

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

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

* * *

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

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

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

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

* * *

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

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

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

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

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

Barack Obama School - $383,141.86

Riverside University High School - $763,975.58

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

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

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

* * *

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

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

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

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

* * *

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

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

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

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

* * *

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

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

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

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

Change Order

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

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

Total Amount of Change Order: $788,000.00

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

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

Owner's Representative

Milwaukee Recreation Northside Community Center The Concord Group

Total Amount of Change Order: $401,120.00

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

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

Report of Job Order Contracting

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

Robe, Inc.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Total Professional Services Contract Requested = $15,245,000.00
Exception to Bid Purchases:
Total Exception to Bid Purchases Requested = Not to Exceed $9,221,568.25
Change Order:
Total Amount of Change Orders = $1,189,120.00
Job Order Contracting:
Total Amount of Job Order Contracts = $556,426.69

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

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

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

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

Results of Baker Tilly Audit

Audit Objective

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

Our Opinions

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

Federal and State Program Compliance Findings

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

Reporting and Insights Document

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

Required communications

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

Changes in Significant Accounting Policies
  • None noted

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

Significant Audit Adjustments Identified and Recorded During Audit
  • Various related to expenditures/payables, revenue/receivables, unavailable revenue

Uncorrected Misstatements
  • Three uncorrected entries

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

Other Information in Documents Containing Audited Financial Statements

- We are not aware of any other documents

Disagreements with Management

- None

Management's Consultation with Other Accountants

- Assistance provided by CLA

Issues Discussed Prior to Retention

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

Difficulties Encountered in Performing the Audit

- Significant Delays
- Unexpected effort to obtain appropriate evidence

Internal Control Comments and Recommendations

Material Weaknesses

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

Prior year comments carried over to current year

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

Financial Highlights

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.07 - Fiscal Audits

Fiscal Impact Statement

There is no fiscal impact.

Committee's Recommendation

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

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

* * * * *

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

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

Background

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

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

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

Recommended Prioritization

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.07 - Fiscal Audits

* * * * *

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

Background

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

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

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

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.21 - Salary Schedules: Staff

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

* * * * *

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

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.05 - Fund Carryover

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report on Policy Review Project

Background

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review. This review work is ongoing, in partnership with NEOLA. Policies recommended for adoption, modification, or rescission will be brought to the Committee on Legislation, Rules and Policies for its consideration.

Section 2000 Programs and Instruction

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

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

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

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.11 - Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The recommendations of the Committee on Legislation, Rules and Policies will advance to the Board where they will be held to the call of the Chair. Upon completion of the review, the entire policy manual will be brought to the Board for final adoption and enactment.

Committee's Recommendation

Your Committee has presented the attached summary report of its activities related to this project to-date. Your Committee recommends holding its recommendations to the call of the Chair.

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

* * * * *

COMMITTEE ON FAMILY AND COMMUNITY ENGAGEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

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

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

Participant Feedback

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

Application Process

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

Strengths

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

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

Weaknesses

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

Suggestions

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

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

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

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

Strategic Plan Compatibility Statement

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

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Action on Approval of Areas to Be Opened for Textbook Study During the 2025-2026 School Year For Texts To Be Used Beginning With The 2026-2027 School Year

Background

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

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

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.26 - Textbooks/Instructional Materials Adoption

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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

b. Principals and teachers are notified.

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

d. Publishers are notified.

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

f. Textbook/instructional materials evaluation committee is appointed.

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

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

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

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

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

Committee's Recommendation

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

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

* * * * *

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

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

Background

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

No fiscal impact

* * * * *

(Item 3) Report with Possible Action on Academic Standards

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

Background

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

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

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

N/A

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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 Library Board, CESA #1, and WASB.

* * * * *

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

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

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

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ITEMS DEFERRED

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

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

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

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

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

The Board adjourned at 7:19 p.m.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 10, 2025

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

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

The Board Clerk read the following call of the meeting:

November 7, 2025

To the Members of the Board of School Directors:

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

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

ORDER OF BUSINESS

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

PUBLIC HEARING AND PUBLIC ACCESS

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.
This meeting will be held virtually. There will be no in-person access. The meeting may be accessed on the MPS YouTube Stream, the link to which may be found on the Boardcast page of the MPS website.

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

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

Background

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

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

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

2025-26 Fall Adjustment Line-Item Detail

Budget Fund Group	2026 PB Budget ($M)	2026 FA Budget ($M)	Difference ($M)	Percent Change

School Operations	$1,212.9	$1,216.1	$ 3.2	0.3%
Grants - Categorical Aid	$175.7	$ 189.2	$ 13.5	7.7%
School Nutrition	$62.7	$62.7	$ -	0.0%
Long-Term Capital Improvement Trust	$27.8	$52.1	$ 24.3	87.5%
MKE Rec - Extension	$39.4	$39.4	$ -	0.0%
Debt	$27.8	$27.8	$ -	0.0%
Construction	$ 2.7	$2.7	$ -	0.0%
Total	$1,549.0	$1,589.9	$ 40.9	2.6%

Budget Resolutions

School Operations Fund

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of

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

Construction Fund

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

Extension Fund

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $75,584,650 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2026 Fiscal Year, and that $74,628,650 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2026, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Recommendation

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

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

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

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

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

The Board adjourned at 5:26 p.m.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 13, 2025

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

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

The Board Clerk read the following call of the meeting:

November 7, 2025

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

Special Board Meeting
6:30 p.m., Thursday, November 13, 2025
(Or immediately following the Committee on Student Achievement and School Innovation (SASI) Meeting)
ORDER OF BUSINESS

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

Public Hearing and Public Access

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.
This meeting will held in person at the Central Services Building, 5225 W. Vliet Street, Milwaukee, Wisconsin. It will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via the MPS YouTube Stream at: https://mpsmke.com/boardcast.

Executive Session

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

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

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

Background

Currently, there are five regular standing committees of the Board:
• the Committee on Family and Community Engagement;
• the Committee on Student Achievement and School Innovation;
• the Committee on Strategic Planning and Budget;
• the Committee on Legislation, Rules and Policies; and
• the Committee on Accountability, Finance, and Personnel

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.01 - Standing, Special, and Functional Committees

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

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

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

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

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

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

Background

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.

* * * * *

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

Background

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

Strategic Plan Compatibility Statement

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 adjourned at 10:47 p.m.

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 20, 2025

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

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

AWARDS AND COMMENDATIONS

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

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

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

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APPROVAL OF MINUTES

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

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

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes - Director Jackson – 1.

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

Action on this item is noted below.

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

2025-26 Budget Approved

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

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

Working Towards FY25 Deadline

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

Lead Action Plan Report

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

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

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

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

Status of Lead Stabilization

Pre-1950 Schools

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

Post-1950 Schools

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

Testing

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

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

Training and Educational Resources

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

Monitoring

Environmental Services/Safety

3 staff members in DFMS monitor lead safety
Every 3 years, a full facility risk assessment for lead-based hazards is performed concurrently with the asbestos risk assessments.
• Schools
o Checklists to monitor building conditions
▪ Beginning School Checklist (98% completion rate by DFMS)
▪ Administrator Report of Services (December & June)
▪ Building Condition Reports (October & March)
o 4 operation managers continually access building conditions and report any issues to DFMS

Building Operations Staff

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

Water Safety

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

Lead in Soil

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

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

Costs

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

* As of November 17, 2025

Community & School Engagement

GEAR UP Grant
UNCF Empower Me Tour
Milwaukee Delegation of Legislators Meeting
Youth Gun Violence Summit
Panel with 101.7 The Truth
National Parental Involvement Day
School Visits

- Emerson
- Brown Street
- Manitoba
- Auer Avenue
- Hopkins-Lloyd
- Jackson
- Keefe Avenue
- Clarke Street
- LaFollette
- Thurston Woods

February 2025 - MGT Operational Audit

Implementation Progress Update - November 2025

February 2025 MGT Operations Audit identified 29 strategic priorities for improving central office operations
18 recommended action steps are complete or well underway
29 recommendations propose comprehensive, multi-year improvement initiatives and most recommendations list multiple action steps

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

18 recommended action steps are complete or underway
Complete

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

Underway

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

Goal 1: Create a coherent central system

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

Invest in Human Resources
- (See HR audit) ..... In Progress

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

Goal 2: Foster meaningful communication & collaboration

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

Bolster leadership and operations within Communications
- Develop a communications plan ..... In Progress
- Develop SOPs, KPIs to monitor effectiveness ..... In Progress
- Address external communications gaps in preparation for facilities adjustments ..... In Progress

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

Goal 3: Operate and fund strategically

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

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

Redesign key internal procedures Redesign onboarding process In Progress
- Hire a permanent comptroller ..... Not Started
- Overhaul reporting and grievance policies ..... In Progress

June 2025 CGCS Review of the Office of Human Resources

Implementation Progress Update

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

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

Vision

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

Guiding Principles

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

60-Day Progress

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

12-Month Human Resources Strategy

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

Compensation at Milwaukee Public Schools

MPS is committed to attracting, retaining, rewarding and engaging a highly qualified and diverse workforce. Compensation at Milwaukee Public Schools

– Builds the foundation for career progression and articulates pathways for those ready, willing and able to take on additional responsibilities

– Establishes and maintains competitive salary opportunities within relevant markets and total compensation packages

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

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

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

17 recommended action steps are complete or underway

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

CGCS HR recommendations – October 2025 Status

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

- Strengthen stakeholder engagement ..... Underway
- Conduct study of HR staffing levels ..... Underway
- Set short-, mid-, long-term HR goals ..... Future SY
- Integrate HR technology systems ..... Planned

4. Hiring Authority
- Delegated hiring authority to Superintendent ..... Future SY

5. Teacher Recruitment
- Evaluation of teacher recruitment program ..... Planned
- Develop annual recruitment calendar ..... Planned
- Allocate recruitment budget & track ROI Planned
- Build staffing forecast for proactive recruitment ..... Planned
- Deploy trained teams to recruitment events ..... Planned
- Launch recruitment media and marketing plan ..... Underway
- Employee Value Proposition ..... Future SY
- Implement a year-round recruitment model ..... Underway
- Document fast-track hiring procedures ..... Planned
- Prevent bottlenecks and streamline onboarding ..... Underway
- Expand "grow-your-own" programs ..... Underway
- Set substitute placement ..... Future SY
- Strengthen ties with pipeline and university programs ..... Planned
- Provide timely offers & communication ..... Underway
- Maintain vacancy reporting protocols year-round Planned
- Keep job postings current, mobile-friendly, and accessible .... Planned

6. Succession Planning
- Succession planning ..... Planned

7. Employee Development
- Comprehensive employee development strategy ..... Planned
- Conduct classification and compensation studies..... Planned
- District-wide professional development program ..... Planned
- Expand employee recognition & reward systems ..... Planned

8. Hiring & Onboarding
- Modernize hiring and onboarding ..... Planned
- Replace manual processes ..... Planned
- Streamline physical examinations ..... Underway
- Establish blended onboarding programs ..... Planned
- Standardize hiring timelines ..... Planned
- Launch regular hiring practice audits ..... Future SY

9. Open Communication
- Leaders champion open communication ..... Future SY
- Clearly communicate goals and objectives ..... Future SY
- Intraoffice and interdepartmental collaboration ..... Future SY
- Clarify performance expectations ..... Future SY
- Provide change rationale ..... Future SY
- Cascade information consistently ..... Future SY
- Create feedback loops ..... Future SY

10. Customer Service
- Implement customer service strategy ..... Underway

11 OAE Culture
- Address culture of fear ..... Planned
- Revise anonymous complaint procedures ..... Planned
- Implement supportive, transparent accountability ..... Planned
- Create confidential escalation protocols ..... Underway
- Schedule recurring OAE–HR communication ..... Planned
- Train supervisors on reporting & psychological safety ..... Future SY
- Conduct regular climate assessments ..... Future SY

12. Employee Handbook

Rewrite handbook in plain language with glossary ..... Underway
Establish annual review/update cycle Planned
Publish searchable online version .....Planned
Create highlights doc for major changes .....Planned
Implement employee sign-off process .....Underway
Integrate handbook into new employee orientation .....Future SY
Train managers on referencing handbook .....Future SY
Specify which policies are universal vs. group-specific .....Planned
Add guidance on finding collective bargaining agreements ..... Future SY
Launch communication plan for updated handbook .....Planned

13. HR Service Center
HR service center .....Future SY

14. Change Management
Change management .....Planned
Align individual goals to strategic plan .....Future SY
14b. Ensure senior leaders model desired behavior .....Planned
14c. Conduct readiness survey & targeted PD .....Future SY
14d. Change management communication plan .....Underway
14e. Create feedback and monitoring mechanisms .....Future SY

15. Employee Relations
Employee relations .....Planned
Standardize discipline policies .....Planned
Centralize all employee relations in OHR .....Planned
Train principals in employee relations .....Planned
Require remediation plans before transfers .....Future SY
Guarantee access to evidence before discipline .....Future SY
Streamline due process procedures .....Future SY

16. Data Accuracy
Quality control for assignment data .....Planned
Standardize OHR data entry procedures .....Planned
Ongoing training on policies, procedures, systems .....Planned
Implement quality checks of position control .....Planned
Monitor assignment entry accuracy .....Future SY

17. Background Verification
Fingerprint-based background verification .....Future SY

18. Instructional Staffing
Align staffing strategy with instructional priorities .....Planned
Redesign teacher mentor program .....Future SY
Develop a differentiated staffing model by school needs .....Planned
Support system for underperforming teachers .....Future SY
Incentives for early retirement notification .....Future SY
Provide site-specific HR support .....Planned

Literacy Implementation

What: Key Shifts in Literacy Instruction

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

Tier I Instruction

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

Transparency and Partnership

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

Year 1, By Spring 2026: 20% of students are above the 40th percentile on MPS universal screener
Year 2, By Spring 2027: 45% of students are above the 40th percentile on MPS universal screener
Year 3, By Spring 2028: 60% of students are above the 40th percentile on MPS universal screener

How: Focus on Implementation

SY26 action is planned for 29 of the 38 recommendations

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

18 recommended action steps are underway

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

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

Goals for Implementation

Year 1 - By Spring 2026

Classroom Practice
Word Recognition (Grades K – 5)
- In 60% of classroom observations, there is evidence of effective implementation of the foundational skills component of HMH Into Reading V3 that is aligned to the principles of structured literacy

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

Teacher Perception
- In surveys, 60% of teachers will agree or strongly agree with the following statements:
  - I use district-adopted instructional materials in my daily reading instruction
  - I have a clear vision for how to effectively implement the Literacy Block in my classroom

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

Leader Perception
- In surveys, 60% of teachers will agree or strongly agree with the following statements
  - Teachers consistently use district-adopted instructional materials in daily reading instruction
  - I have a clear vision for how to support teachers in implementing the literacy block

Year 2 & 3 goals increase expectations for implementation

Family Perception

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

Year 2 & 3 goals increase expectations for implementation

Districtwide Leadership Team - Key Outcomes

❑ Establish a Literacy Leadership team, inclusive of key representation from the Office of Academics, Office of School Administration, and other relevant district leaders that meets regularly to monitor progress toward literacy goals

❑ There are clear systems for MTEA and ASC input to be considered

❑ Develop a shared, clear vision of effective structured literacy practices across K-8 classrooms, and communicate that plan districtwide

❑ Make and execute a plan for data collection aligned to literacy goals

❑ Align on priority supports and actions across departments

❑ Create and implement a district wide literacy family engagement plan

Professional Development for Leaders - Key Outcomes

❑ District Leaders have the knowledge, skills, and mindsets to effectively support principals and lead their learning communities in implementing effective literacy instruction

❑ Principals have the knowledge, skills, and mindsets to effectively lead implementation of structured literacy and drive strong literacy outcomes

❑ Principals are aligned on a shared, clear vision of effective structured literacy practices across K-8 classrooms districtwide

High-Quality Instructional Materials and Assessments - Key Outcomes

❑ Adoption of High-Quality Instructional Materials that are fully aligned to the Science of Reading for all teachers in grades K5 - 5

❑ Clear, time-bound guidance for the structure of the literacy block for each grade level, aligned to instructional materials

❑ Clear pacing guides aligned to High-Quality Instructional Materials for every grade level

❑ Comprehensive assessment system including screening, diagnostic, formative, and summative assessment, phased in over three years

The New Teacher Project Report

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

• When students had access to more grade-appropriate assignments, they made an average of 1.7 months more academic progress in a single school year.

Pivot: K5-Grade 5 English Language Arts Materials

K5 - Grade 3, Structured Literacy

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

Gr. 4-5 Word Study

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

K5 to Gr.5 HMH v3

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

Professional Development for Teacher - Key Outcomes

❏ Strategic, long-term Professional Development plan for teachers that includes theory (LETRS) as well as concrete application grounded in instructional materials

❏ Professional Development is consistently delivered in a format and at a pace that is conducive to adult learning and includes time for collaboration and planning

❏ Establish Professional Learning Communities for teachers that are focused on artifacts of student learning and embedded into the school day

School Coaching

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

District Wide PD

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

Instructional Coaching & Modeling - Key Outcomes

❏ Strategic coaching plan levering HMH coaches to launch Into Reading V3 in grades K-5

❏ Plan to leverage HMH virtual coaching to reinforce professional development and support teachers and teams

❏ Sustainable plan for ongoing literacy coaching and modeling beyond initial adoption of instructional materials

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

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Recommendation

That the Board consider this item in closed session.

Deferred to the end of the meeting

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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 has presented the attached report for November 2025.

Government Relations

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

Student Readers

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

Discussions on Meeting Structures

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

Records Work

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

Awards and Commendations

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

Board Member Engagements and Activities

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

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

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

Beyond the Boardroom

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

Strategic Plan Compatibility Statement

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

The Manger of Legislative Affairs presented 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

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

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

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

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

Contract Compliance Services (CCS)

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

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

Several CCS vendors also volunteered for mock interviews at Hamilton, Washington, and Reagan High Schools, and participated in the Milwaukee Tool Career Fair for Milwaukee Public Schools high school students, supporting career readiness and workforce development. As we move ahead, CCS remains committed to compliance, equity, and impactful student engagement in alignment with Administrative Policies 3.10 and 3.13.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively. Updates in the Audit Services area for the current reporting period of October 17, 2025, through November 11, 2025, include:

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

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

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

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

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

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

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

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

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

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

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

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

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

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

PROMOTION

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

REHIRES

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

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

Action on Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

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

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

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER W / LICENSE

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

ACTION ON CERTIFICATED APPOINTMENTS - SPEECH PATHOLOGIST

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

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PSYCH-10 MO

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

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

2,r	Clayvon,Keyante L SPEC ED MULTICATEG.	XX/4W2	$54,386.11	11/3/2025
5,nr	Kremski,Caroline MULTICATEG. COMP. SEN	XX/4W2	$54,386.11	10/13/2025
5,r	Sankovitz,Nora DAY TO DAY TEACHER	XX/4W2	$54,386.11	10/13/2025
2,r	Wallace, Kayla GENERAL OPERATIONS	XX/4W2	$54,386.11	10/6/2025

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

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

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

Leaves of Absence

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

Certificated Resignations and Classified Retirements

Certificated Resignations

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

Classified Resignations

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

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

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

Monthly Personnel Report

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Recommended Appointments

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

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

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

Reclassifications

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

(5)(r)	Matthew Chason	Chief of Accountability & Efficiency Office of Accountability & Efficiency	Sch 03, Range 18A $201,406

The Board Clerk recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(5)(r)	Anna Miller	Board Associate II Office of Board Governance	Sch 03, Range 04A $64,538

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

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

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

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

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

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

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

Having set the item aside for separate consideration, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant awards; Acceptance of Donations

Purchases

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Change Orders in Excess of $25,000

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

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

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

Original Contract Amount: ..... $ 130,000.00

RCC 10/15/25 ..... $ 375,143.00

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

Contract: C034026 - Stryv365, Inc.

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

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

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

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

Contract: C034030 Journey House Inc.

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

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

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

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

Contract: C034027 - Silver Spring Neighborhood Center, Inc.

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

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

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

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

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

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

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

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

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

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

Ending amount: $2,125,000.00

Monthly Financial Reports

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

Donations

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

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

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

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

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

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

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

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

RFP 1062 ..... Leased Metro Ethernet Services

TOTAL CONTRACT AMOUNT: ..... $ 1,501,891.08

ANTICIPATED E-RATE REIMBURSEMENT: ..... $ 1,277,027.32

ANTICIPATED MPS SHARE: $224,863.76*

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

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

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

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

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

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

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

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

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

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

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

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) $247,200.00

RFP 1055.....Internet Access Service and Connectivity

TOTAL CONTRACT AMOUNT:.....$ 247,200.00

ANTICIPATED E-RATE REIMBURSEMENT: .....$ 222,480.00

ANTICIPATED MPS SHARE: .....$ 24,720.00

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

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

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

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

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

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

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance – District Wide) $3,277,429.00

RFP 1094 Authorization to Extend a Contract with Occupational Health Centers of the Southwest P.A. d/b/a Concentra Medical Centers for Occupational Medical Services

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

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

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

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

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

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

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

Group A: IT Service Technician to assist the Division of Technology in maintaining and

supporting the District's computers and other technology;

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

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

Group D: Database Specialist Administrator.

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Professional Services Contract

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

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

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

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

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

Budget Code: STS 00 RCI RC ECMC

Exception-to-Bid

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

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

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

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

Contract Modification

Authorization to Increase Spending Authority – Moving Services

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

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

Budget Code: Various

Material Purchase

ROCK SALT

Various sites

Prime Contractor

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

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

One-Time Purchase Amount: $62,410.32

Budget Code: BLD 00 BOP DW ESUP

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contract:
Total Professional Services Contracts Requested = $73,021.00
Exception to Bid:
Total Exception to Bid Requested = $509,000.00
Contract Modification:
Total Contract Modification Requested = $500,000.00 per year
Material Purchase:
Total Material Purchase Requested = $62,410.32

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

• Modrzejewski Playfield

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

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

Background

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

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

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

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

Background

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

on the survey results, Administration is requesting Board approval of the selected calendars for FY27 and FY28.

Tentative 2026-27 Districtwide Calendar

June 29 to July 3 ----------Districtwide Closure
July 6 to 31 ----------Summer School and CLC Recreation Sessions
August 25 to 31 ----------Professional Development & Teacher Organization; no attendance
September 1 ----------First Day of Student Attendance
September 7 ----------School Closed
October 23 ----------Parent/Teacher Conferences; No school
October 26 ----------School Closed
November 3----------Professional Development; no student attendance
November 24 ----------Professional Development; no student attendance
November 25 to 7 ----------School Closed
December 21 to January 1 ----------School Closed
January 4----------Students return from break
January 18 ----------School Closed
January 22 ----------Professional Development; no student attendance
February 22----------School Closed
March 25----------Parent/Teacher Conferences; No school
March 26 to April 2----------School Closed
April 30 ----------Professional Development; no student attendance
May 31 ----------School Closed
June 15 ----------Last day of student attendance
June 16 ----------Professional Development

Tentative 2027-28 Districtwide Calendar

June 28 to July 2 ----------Districtwide Closure
July 5 to 30 ----------Summer School and CLC Recreation Sessions
August 25 to 31 ----------Professional Development & Teacher Organization; no attendance
September 1 ----------First Day of Student Attendance
September 6 ----------School Closed
October 22 ----------Parent/Teacher Conferences; No school
October 25 ----------School Closed
November 3----------Professional Development; no student attendance
November 23 ----------Professional Development; no student attendance
November 24 to 26 ----------School Closed
December 22 to 31----------School Closed
January 3----------Students return from break
January 17 ----------School Closed
January 21 ----------Professional Development; no student attendance
February 25----------Professional Development; no student attendance
March 24----------Parent/Teacher Conferences; No school
April 3 to 7----------School Closed
April 14 ----------Professional Development; no student attendance
May 29 ----------School Closed
June 8----------Last day of student attendance
June 9----------Professional Development

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
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 Board approval the finalized calendars will be prepared and shared with all internal and external stakeholders and posted on the district website.

Committee's Recommendation

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

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

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COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Background

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

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

> (3)The director of the Division of Facilities and Maintenance shall be either a registered architect or a registered professional engineer in the State of Wisconsin. If not registered at the time of hire, the director must become registered within 12-18 months of hire. In addition, a degree in construction, engineering, architecture, design, or equivalent is highly recommended.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends approval of the revised policy, as attached, but specifying "within 18 months" as the timeframe.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 2) Action on a Request to Approve Revisions to Administrative Policy 6.23 Recruitment and Hiring Staff

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 6.23 Recruitment and Hiring Staff and has attached the recommended revisions.

The recommendation is that Section (4) of the policy be amended as follows:

(4) Limited-term Employment (LTE) Positions

(a) All LTE (limited-term employment) contracts for LTE positions at any level of operation shall be reported to Board within 60 days of commencement of services.

(b) LTE positions must have the approval of the superintendent, or designee the management of the Office of Accountability and Efficiency, or the director of the Office of Board Governance (OBG), whichever is applicable, and the funding source must be confirmed by the Office of Finance before any LTE contract that exceeds 60 days may be brought forth for approval by the Board.

(c) No LTE contract shall be for a period of one year or more without ~~the Board's advance approval of the extension~~ Superintendent or designee's approval~~.~~

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

No fiscal impact.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to Administrative 6.23 as attached.

Director Reza moved approval of the Administration's recommendation, as presented in the revised attachment. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None.

* * * * *

(Item 3) Work Session on Policy Review: Consideration of, and Possible Action on, Section 7000 Property

Background

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review. This review work is ongoing, in partnership with NEOLA. Policies recommended for adoption, modification, or rescission will be brought to the Committee on Legislation, Rules and Policies for its consideration.

Section 7000 Property

This month, your Committee reports having conducted a work session on policies to be included in Section 7000, Property.

A report of the Committee's recommendations, to date, is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.11 - Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The recommendations of the Committee on Legislation, Rules and Policies will advance to the Board where they will be held to the call of the Chair. Upon completion of the review, the entire policy manual will be brought to the Board for final adoption and enactment.

Committee's Recommendation

After setting aside the below policies for separate consideration, your Committee makes the following recommendations:

7240	Site Acquisition	To approve as presented
7300	Disposition of Inventory of Real Property	To approve as presented
7540.08	Artificial Intelligence (AI)	To approve as presented
7544	Use of Social Media	Hold in Committee

Your Committee further recommends that the remainder of the policies included in the item be adopted as presented.

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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) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for Whittier Elementary, Inc. for Whittier Elementary School

Background

Whittier School, located at 4382 South 3rd Street, was established as an instrumentality charter school beginning in 2013. The current contract is for a maximum of 225 full-time-equivalent (FTE) pupils in grades K4 through 5. Whittier's mission is to provide high-quality education in a safe, respectful, and inclusive environment that builds a foundation for life-long learning.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On August 1, 2025, representatives from Whittier submitted the charter renewal letter of intent and on September 5, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

On October 2, 2025, the Charter School Review Team (Team) conducted a full-day site visit at Whittier School. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with Whittier.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Whittier, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with Whittier Elementary, Inc.; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Whittier Elementary, Inc. for Whittier Elementary School and to draft a renewed instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2030-31 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 2) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Carmen High School of Science and Technology, Inc. for Carmen Northwest

Background

Carmen Schools of Science and Technology - Northwest, located at 5496 North 72nd Street, was established as a non-instrumentality charter school beginning in 2013. The current contract is for a maximum of 800 full-time equivalent (FTE) pupils in grades 6-12. Carmen's mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement, and family life.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On July 29, 2025, representatives from Carmen Northwest submitted the charter renewal letter of intent and on September 4, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

The Administration recommends that the Board:

1. approve the renewal of a three-year non-instrumentality charter school contract with Carmen High School of Science and Technology, Inc.; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Carmen High School of Science and Technology, Inc. for Carmen Northwest and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2028-29 school year.

On October 9, 2025, the Charter School Review Team (Team) conducted a full-day site visit at Carmen Northwest. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the non-instrumentality charter school contract with Carmen Northwest.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Carmen Northwest, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee has advanced this item to the Board without a recommendation.
As previously indicated, this item was considered before the reports of the executive officers.

Director O'Halloran moved to

1. approve the Administration's recommendation to renew the school for one year (through the end of 2026-27 school year) with the lease to terminate at the end of the school year with no option to purchase or renew the building;

2. authorize the Administration to negotiate a contract accordingly

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 6.
Noes — Directors Fons and Vannoy – 2.

Director O'Halloran left the meeting at 5:50 p.m.

President Zombor called for a recess at 5:50 p.m.

The meeting resumed at 5:57 p.m.

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(Item 3) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for La Causa, Inc. for La Causa Charter School

Background

La Causa Charter School, located at 1643 South 2nd Street and 809 West Greenfield Avenue, was established as a non-instrumentality charter school beginning in 2003. The current contract is for a maximum of 810 full-time equivalent (FTE) pupils in grades K4-8. La Causa's mission is provide innovative, foundational, and culturally rich academic programs, focused on Fine Arts, Science and Technology, Bilingual Education and English as a Second Language, while engaging the entire family in their children's educational experience.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On June 25, 2025, representatives from La Causa submitted the charter renewal letter of intent and on September 5, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

On October 23, 2025, the Charter School Review Team (Team) conducted a full-day site visit at La Causa. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with La Causa.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of La Causa, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract with La Causa, Inc.; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of La Causa, Inc. for La Causa Charter School and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2030-31 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 4) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for IDEAL Charter School, Inc. for Individualized, Developmental, Educational Approaches to Learning (I.D.E.A.L.)

Background

Individualized, Developmental, Educational Approaches to Learning (I.D.E.A.L.), located at 1420 West Goldcrest Avenue, was established as an instrumentality charter school beginning in 2001. The current contract is for a maximum of 300 full-time equivalent (FTE) pupils in grades K4-8. I.D.E.A.L.'s mission is to ensure the healthy developmental and high academic success of all students through the unique multi-age program.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On July 18, 2025, representatives from I.D.E.A.L. submitted the charter renewal letter of intent and on September 4, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

On October 29, 2025, the Charter School Review Team (Team) conducted a full-day site visit at I.D.E.A.L. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with I.D.E.A.L.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.12 - Charter Schools

Fiscal Impact Statement

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

Implementation and Assessment Plan

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of I.D.E.A.L., in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

Committee's Recommendation

Your Committee recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with IDEAL Charter School, Inc.; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of IDEAL Charter School, Inc. for Individualized, Developmental, Educational Approaches to Learning (I.D.E.A.L.) and to draft a renewed instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2030-31 school year.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 5) Action on a Request to Approve District Library Plan

Background

Wisconsin Administrative Code PI8.01(2)(h) requires districts to create and submit district library plans. Library plans are essential to the strength and success of the library program to meet the needs of students and school communities. This presentation will outline the purpose and goals of the MPS district library plan.

The Administration recommends approval of the district library plan. The full plan is attached to the minutes of your Committee's meeting.

• In Wisconsin, school districts are required to develop long-range plans for library services, as outlined in Wisconsin Administrative Code PI 8.01(2)(h).

• The purpose of the district library plan is to ensure alignment with broader district priorities rather than functioning as an isolated service.

• The Department of Public Instruction has provided guidance, tools, and professional learning.

• The Future Ready Librarian framework serves as a valuable foundation for aligning library planning with district goals and priorities.

Common School Fund

• The Common School Fund is a state-managed fund that provides funding for public education, particularly school libraries.

• The money from the fund is distributed to school districts annually and have specific restrictions on how it can be spent for library materials.

Goal 1: Common School Funding

Library Goal 2025-2030: All schools in the district must fully spend their annual Common School Fund (CSF) allocation by April 30 of each fiscal year to ensure the timely procurement of library materials and alignment with state requirements.

Goal 2: Equitable Library Programs

Library Goal 2025-2030: All students in the district will have equitable access to school library resources, services, and spaces that support their literacy, academic, social-emotional, and personal growth regardless of school location, grade level, ability, language, or socioeconomic background.

Goal 3: Digital Citizenship, Information Literacy & Research

Library Goal 2025-2030: By the end of the academic year, school librarians will collaboratively plan and deliver instruction that integrates digital citizenship, information literacy, and research skills into grade-level curriculum. Instructional impact will be measured by student growth in responsible technology use, source evaluation, and research proficiency, as demonstrated through pre- and post-assessments.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval of this item, the district library plan will be uploaded in the WISEadmin Portal to satisfy requirements from DPI.

Committee's Recommendation

Your Committee has advanced this item to the Board without recommendation.

Director Siemsen moved to approve the plan as presented. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None.

* * * * *

(Item 6) Report with Possible Action Regarding Music Education

Your Committee reports receiving the following report. Although this item was noticed for possible action, no action is required.

Background

At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

Music Staffing: 2025-26 School Year

Total of 127 music staff for 2025-26

• 99 classroom teachers serving 85 schools
• 24 traveling music teachers serving 52 schools
• 2 music instructional coaches supporting 23 teachers
• 1 instrument specialist serving all schools
• 66.4% of schools have a music teacher
• 28.1% of schools use a community partner for instruction
Wisconsin Conservatory of Music is serving 36 MPS Schools
• 5.6% of schools had no music instruction for the year (seven schools, or 1764 students)

51st MPS Biennial Festiva

Over 5000 students will perform May 6th and 7th, 2026 at 6:30pm at the UWM Panther Arena
• Representing ALL MPS Schools
• 3 Bands, 3 Orchestras, 3 Choirs, Modern Band,
• All-City Drum Line, World Drums, Piano, and Harp

District Music Events for 2025-26

• All schools with a drumline are expected to participate as exhibition or competitors.
• All schools with ensembles are expected to send students 6th grade and above to WSMA Solo and Ensemble.
• ALL SCHOOLS are expected to participate in the MPS Biennial Music Festival.
A list of program types and staffing is attached to the minutes of your Committee's meeting.

Looking Forward to FY27

• Support ALL music positions at a minimum of 0.5FTE to facilitate staffing
• Fund additional music and art positions at arts schools to offer aligned programming at elementary, middle and high school levels
• Add dance and theater position to our schools

Strategic Plan Compatibility Statement

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 7) Report with Possible Action Regarding Art Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004 regarding a proposed art education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and

School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45: Art Education.

Staffing

2024-25

148 art positions filled with arts educators
14 art vacancies filled with board-approved vendors
5 art vacancies
• 3 high school
• 1 middle school
• 1 elementary school

2025-26

154 art positions filled with arts educators
Art vacancies at 7 schools
• Thurston Woods, Kilbourn, Washington, Hopkins-Lloyd, Sherman, Emerson, Curtain
• 3.8 FTEs total combined
• 1 applicant in process
• Contracted services (Arts @ Large or TBEY) filling 6 vacancies

Visual Arts District Staffing

Two visual art teacher leaders:
• Provide professional development during district designated days
• Lead curriculum development K–12
• Respond to principals' support requests across the district
• Provide student-centered coaching to all visual art teachers in years 0–3:
o Educators new to teaching
o Educators new to the district
o Educators new to their grade level
o International teachers

Two arts integration teacher leaders eliminated for 2025-26:
• Sketchnoting was the focus for 2024–25
• Over 175 points of contact with teachers:
o Co-planning
o Co-teaching
o Providing feedback on implementation
o ELA, social studies, science, art, and math
• Teacher surveys indicate that sketchnoting:
o Boosted student engagement
o Improved information retention
o Differentiated instruction to reach diverse learners

2024-25 Visual Arts and Ambitious Instruction

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 upcoming contests and community events:
• Fire prevention
• City of Milwaukee Early Voting
• MLK Art Contest
• Spelling bee T-shirt design
• STEAM Fair buttons
• Museum of Wisconsin Art Teen Exhibition
• Cesar Chavez Art Contest
• State Fair Youth Art Awards
• International Folk Fair murals

Strategic Plan Compatibility Statement

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 8) Follow-up on Report with Possible Action on the MPS FY26 Academic Plan

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

On August 28, 2025, Administration presented the 2025-26 Academic Plan. On September 11, 2025, Administration responded to questions regarding the literacy portion of the 2025-26 Academic Plan and offered an opportunity to receive feedback on the information that was presented.

On October 16, 2025, the presentation outlined the district's assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. Administration addressed the purpose of assessments, testing times, and also highlighted the key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support literacy across the district. Tonight, Administration will provide an update on literacy and the recommendations from the MGT audit, which include feedback from stakeholders in establishing a literacy implementation plan.

The New Teacher Project Report

The TNTP report, The Opportunity Myth, identifies grade-appropriate assignments (the primary component of High-Quality Instructional Materials or HQIM) as one of four key resources essential for student success.

• Significant Time Wasted on Non-Rigor: Students spend the equivalent of about six months (over 500 hours) per school year on assignments that are not appropriate for their grade and do not challenge them to meet grade-level standards.

• The Mastery Gap: Despite most students earning passing grades (As and Bs), they demonstrated mastery of grade-level standards on only 17% of their assignments, revealing that the content they were completing was fundamentally not preparing them for the next level.

• Acceleration and Learning Gains: When students had access to more grade-appropriate assignments, they made an average of 1.7 months more academic progress in a single school year.

• Equity and Opportunity: Students of color and those from low-income families are disproportionately denied this critical resource. For instance, the study found that 4 out of 10 classrooms with a majority of students of color never received a single grade-level assignment.

Three Beliefs

Tier I, daily core instruction, is standards-aligned and delivered via high-quality instructional materials.

All students have access to Tier I daily core instruction. All means ALL.

Clarity: Grade-level specific prioritized teacher actions and corresponding student outcomes are clear.

Challenges to Original 2025-26 SY Plan

• Difficulty implementing virtual-only resources, particularly in primary grades
• Not enough time or capacity to plan integrated blocks with enough time for teachers to prepare
• Technical challenges integrating HMH resources with Google-based guidance in the classroom

Pivot: K5 - Grade 5 English Language Arts Materials

K5-Grade 3 Structured Literacy

Provides the essential foundational skills curriculum, offering explicit, systematic, and diagnostic instruction in phonological awareness, phonics, and morphology, ensuring alignment with the Science of Reading for early reading proficiency.

Gr. 4-5 Word Study

Delivers a dedicated, evidence-based approach to vocabulary acquisition and spelling, building upon foundational phonics with structured lessons that deepen students' knowledge of orthography and etymology,

critical for bridging decoding to comprehension.

K5 to Gr. 5 Houghten Mifflin Harcourt V3

Offers the robust core English Language Arts program (ELA) that seamlessly integrates with the foundational skills and provides high quality, complex texts, building fluency, comprehension, and writing skills through a user-friendly, digitally-enabled platform for effective instruction and assessment.

K5 - Grade 5 HMH Professional Development

School Coaching

Each K5 to Gr. 5 program will have access to unlimited online coaching and up to two in-person school visits.

District-wide Professional Development

In person professional development aligned to the science of reading to implement HQIM.

Literacy Implementation Support Plan

To ensure that this investment in HQIM has the desired impact on teaching and learning, it will be supported by a robust implementation plan that includes:

Science of Reading training for central office staff

A clear monthly implementation focus and protocols to monitor districtwide progress

Long and short-term goals for student achievement

Establishment of Literacy Leadership team that:

• Leads a learning walk protocol to collect implementation data

• Monitors implementation progress against monthly goals

• Collects, analyzes, and applies teacher feedback

• Monitors student achievement against short and long-term goals

To maximize the impact of new materials and the HMH coaching & PD package, it will be supported by a robust implementation plan that includes:

Training for school leaders focused on concrete actions to support implementation of the Science of Reading

A long-term plan for teacher PD, including theory (LETRS) and concrete implementation grounded in HMH materials

A strategic plan to leverage HMH in-person and virtual coaching aligned to teacher needs, PLCs, and

implementation focus areas

A roadmap for curriculum and assessment that includes:

• Clear guidance on pacing and materials implementation aligned to master schedules

• Curriculum adoption plan and timeline for specialized schools

• Timeline for implementation of research-based assessments

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegates to the District Advisory Council (DAC), Wisconsin Association of School Boards (WASB) and CESA #1.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

President Zombor made oral remarks.

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RESOLUTIONS

Resolution 2526R-003

By Director Fons

WHEREAS, Milwaukee Public Schools (MPS) is committed to the education, protection, and wellbeing of Milwaukee's K–12 students and their families; and

WHEREAS, MPS's goal is to ensure that all graduates are prepared to successfully pursue post-secondary education and/or high-quality career pathways; and

WHEREAS, tens of thousands of MPS students and family members have been preyed upon and exploited by for-profit colleges—such as Everest College, ITT Technical Institute, Sanford-Brown College, and Kaplan University—that promise a quick and inexpensive education leading to career advancement, but in fact frequently leave students with little more than unmanageable debt, non-transferable credits, and no measurable improvement in employment outcomes; and

WHEREAS, many of these organizations spend significantly more on marketing and recruitment than on instruction, student services, or educational quality; and

WHEREAS, research done by the nonprofit Student Borrower Protection Center found that predatory for-profit colleges disproportionately target low-income students and students of color, specifically noting the high rate of such targeting among Milwaukee residents and MPS graduates; and

WHEREAS, according to a comprehensive two-year study conducted by the United States Senate, for-profit colleges have been structured to exploit and game the federal financial aid system to their own financial benefit rather than to advance student success; and

WHEREAS, that same U.S. Senate study found that, absent reform, for-profit colleges "will continue to fall far short in retaining students and helping them secure valuable degrees and good jobs;" and

WHEREAS, a study by the nonprofit National Bureau of Economic Research found evidence across a wide spectrum of sources demonstrating that students enrolled in for-profit institutions "borrow more, default at a higher rate, and have lower likelihood of employment" compared to students attending public or nonprofit schools; and

WHEREAS, a majority of Milwaukee Common Council members have issued a public statement warning residents about the dangers posed by predatory for-profit colleges and urging stronger consumer protections; now, therefore, be it

RESOLVED, that the Milwaukee Board of School Directors formally endorses and supports the for-profit college accountability legislation presently before the Wisconsin Legislature, including AB 637 (reforming for-profit school revenue sources), AB 642 (creating for students a statutory cause of action for fraud against private for-profit colleges), AB 638 (increasing a student protection fee imposed on private for-profit colleges), and AB 636 (requiring for-profit schools to include veteran enrollment information in their quarterly reports); and be it

FURTHER RESOLVED, that the Board hereby directs the Office of Board Governance to communicate its position to Governor Tony Evers, Mayor Cavalier Johnson, Common Council President José Pérez, Milwaukee County Executive David Crowley, Milwaukee County Board Chair Marcelia Nicholson-Bovell, all members of the Wisconsin State Legislature, and appropriate news and media outlets.

Referred to the Committee on Legislation, Rules and Policies.

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following item/s:

- Action on a Request to Retire to Closed Session to Consider Negotiation Strategy with Respect to a Possible Lease for the Use of Dyer Playfield

- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(e) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None.

The Board retired to closed session at 7:46 p.m.

The Board adjourned at 9:19 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 18, 2026

Regular meeting of the Board of School Directors called to order by President Zombor at 5:33 p.m.

Present — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Absent and Excused— Director Herndon – 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:

- Toni Banks, a Paraprofessional from Riverwest Elementary School
- Caroline Mont, a retired General Ed. Assist from Fritsche Middle School
- Alvin Moore, a retired Teacher from Morse Middle School
- Robert Oberbrunner, a retired Painter from the MPS Paint Shop
- Zysean Owten, a 5th grade Student from Starms/Elm Creative
- Azari Reed-Irish, a 9th grade Student from Riverside H.S.
- Ronald Schimmelpfennig, a retired Teacher from Morse Middle School
- London Swan, an 11th grade Student from Project Stay

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APPROVAL OF MINUTES

No minutes were presented this month.

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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.

Community & School Engagement – Awards & Recognitions

- Hi-Mount Principal Derick Jenkins honored by Milwaukee Common Council
- Chief of Staff Michael Harris selected for Black Excellence Legacy of Excellence Awards
- Chief HR Officer Dominick Maniscalco recognized by Council of Great City Schools

Lead Update

- Districtwide work completed ahead of December 31 deadline
- All schools meeting or exceeding state and city health requirements
- 99 schools, 2,700 classrooms, 7 million square feet
- Next: Touch-up paint and some spaces not in use by students

Finance Update

- 2024-25 Audit update
- 2025-26 Budget submitted to the state
- 2026-27 Budget preparation

School & Community Activities Attended

W.A.R.M. Foundation
City of Milwaukee Tree Lighting
620 WTMJ Stand Out of the Year
Daisie Foundation Holiday Magic
Vincent High School Holiday Market
Milwaukee Recreation Winter Wonder Woods
Battle of the Drumlines
Other School Engagement
- Transition High School
- Rufus King International Middle School
- Obama School of Career & Technical Ed.
- Green Tree Preparatory
- Groppi High School
- Project STAY
- Reagan College Preparatory High School

Other Community Engagement
- Remarks at BGB Club
- Kids' Cabinet meeting with Mayor Johnson
- Remarks at Portrait of a Graduate event
- Greater Milwaukee Committee Operations Committee meeting
- MPS Foundation Luminaries Social & Mixer for Giving Tuesday
- December PLI and Principals Holiday Luncheon
- Wisconsin Policy Forum's Chairman's Club event
- LRFMP Steering Committee meeting
- Lead remediation news conference

Stakeholder Engagement
- United Way • Milwaukee Bucks
- Sojourner Family Peace Center
- Milwaukee Early Literacy League
- Administrators & Supervisors Council
- Parents and Caregivers of MPS Trans and Nonbinary Youth
- Milwaukee School Social Work Association
- Comprehensive Behavioral Health Model at Boston Public Schools

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) Communication from the Superintendent's Student Advisory Council

Background

The Superintendent's Student Advisory Council meets monthly September through May and is open to high school student representatives from across our Milwaukee Public Schools. The recruitment goal this year is to have a minimum of two representatives from each of our 25 high schools who regularly attend the monthly meetings. The SSAC has registered 57 student representatives from 18 high schools to date. Schools yet to fill: Project Stay, Transition, North Division, Groppi, Vincent, Alliance and Hamilton.

Elected Officers of the 2025-26 SSAC

President: Mèi Namiko, Wisconsin Conservatory of Lifelong Learning

Vice President: Lucina Matos, Rufus King International School

Secretary: Ingrid Melzer, Milwaukee High School of the Arts

At-Large Members:

Mae Soe, Milwaukee High School of the Arts; Chinaza Onyebuashi, Milwaukee School of Languages; Mateo De La Cruz, Reagan College Preparatory High School; Thaddeaus Hilliard, Rufus King International School Campus; Jayana Scott-Warner, MacDowell Montessori.

Meeting Activities

This year the SSAC has hosted three meetings so far and within those meetings have covered a wide range of topics through conversations with Superintendent Cassellius, Mr. Shapiro, Mr. Harris and with support from other administrative team members. Discussion topics have included:

• Continuously improving school lunches; culturally representative meals, scratch cooking, etc..
• Increasing daily student attendance - working to identify barriers and solutions
• Ensuring all schools are places where all students feel safe & included
• Seeking and providing insights on ways to help students further develop and express a stronger sense of connection to academics and to their school community
• School Resource Officers/SRO training & school safety protocols including scanning machines.
• An overview of the new district-wide Literacy Plan and the need for broader community support
• Follow up on concerns regarding technology safety updates, some website access being denied and the unintended consequences of some academic sites being blocked

Feedback Opportunities

In November the SSAC was provided with a presentation from the Department of Communications which included a sneak preview of the upcoming MPS website. Members were able to provide feedback on the new look and features. The SSAC was also invited to provide feedback on the drafted MPS Sustainability Action Plan as a follow up to the consultation the SSAC had with their planning team last spring.

Other Action Items

In addition to continuing to have productive and honest conversations with Administration and amplifying the student experience while increasing our leadership capacity, the SSAC is working to build more solidarity and a broader sense of community between the high school campuses. We are beginning that work by raising the profile of the SSAC within our schools through the following action items in progress:

• Collaboratively creating an SSAC representatives shirt design.

• Working with the Department of Communications to enhance the visibility of the SSAC and its school-based representatives for use both inside MPS and outside of MPS through a variety of media platforms.

• Developing a template for hallway and common space screens at schools which can be customized for each school to introduce SSAC representatives and grow participation in the schools without current representation.

Policy Input

Lastly, as a final step in reinvigorating Administrative Policy 8.18, Student Involvement in Decision Making - the SSAC has co-created with our advisor and Administration the procedure on selecting SSAC representative members to participate in Board committees and discussions as non-voting members. The drafted procedure is under final review by the SSAC officers and nearly ready for implementation. We are looking forward to having regular SSAC representation to the Board and/or its committees in early 2026.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy or Board Rule Statement

Admin Policy 2.12 - Advisory Committees: Administration-originated

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(Item 3) Action on a Request to Consider a Report on District Safety Drill as Required by Wi. State Statute 118.07(4)(cp) and Review of Emergency Operations Plans in Closed Session

Background

WI. State Statute 118.07(4)(cp) requires all School Boards to review annual School Safety Violence Drills in Wisconsin. In compliance with WI. State Statute 118.07(4)(cp), the district-wide school safety drill was conducted on two dates: October 16 and October 23, 2025, and evaluations were documented.

In accordance with Wisconsin Statute §118.07, the Milwaukee Public Schools Board of Education shall conduct an annual review of the District's Emergency Operations Plans (EOP) to ensure compliance with state law and alignment with best practices in school safety.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy or Board Rule Statement

Admin Policy 4.03 - Security

Recommendation

That the Board discuss this item in closed session.

Director O'Halloran moved to retire to closed session to consider this item. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None – 0.

The Board retired to closed session at 6:02 p.m. and resumed open session at 6:12 p.m.

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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.

November and December are filled with holiday activities, special events, and year-end commitments. We are especially grateful this month for all the ways in which we have been supported throughout the year by the Board, community, and other teams in the district office and across the district.

Here are just a few of our key efforts from the Month of December:

Constituent Services

A key focus in the Office of Board Governance this month has been on our constituent response services, such as responding to constituent concerns, records requests, and information requests. Our team has been evaluating systems, changing response templates, and developing new workflows. This will allow us to build our new request system with a better understanding of how it can be most efficient and best serve the needs of the community.

Board Services

This month, our office worked with Board members to prepare their monthly Board member newsletters and to distribute these through E-Notify. Our Board Services team continues to look at outreach analytics and explore additional ways to expand community outreach (community engagement). If you or someone you know would like to sign up to receive the Board's monthly newsletters via E-Notify, you can do so by following the steps on the Meetings and Agendas page of the MPS website.

The Board Services Team also planned and hosted a holiday gathering between the Milwaukee Board of School Directors, the MPS Foundation Board, and the Superintendent's Cabinet, and facilitated several Board member engagements across the district in collaboration with the Communications department.

Individually, we have assisted several Board members in responding to constituent questions and concerns, researching policy questions, and responding to media requests. Over the next couple of weeks, we will be working on developing some communications tools for Board members to use for engagements with the media.

Clerk & Information Services

Our Records Team has been fast at work, facilitating responses to records requests. Our team also assisted with the preparation of two resolutions for the Board's consideration.

Invest & Grow Sessions

One of the Board's goals in creating a community engagement element of the Committee on Family and Community Engagement (FACE) was to create more opportunities for informal conversation

between the Board and constituents. Over the next several months, the Committee is partnering with the Superintendent and the Academic Superintendents to bring those conversations into the community through the Invest and Grow Sessions. Anyone can attend these sessions, where updates will be provided on some of the key initiatives of the district, and the community will be engaged in sharing thoughts, perspectives and ideas that will inform our work. To find out more about how to attend these sessions, visit the district webpage.

Collaboration with the Office of the City Attorney

The Board Clerk and Assistant Clerk met several times this month with the Assistant City Attorneys to discuss legal matters and to prepare items for the Board's discussion.

Holiday Magic

Dr. Tina and the Board Services Team attended the Holiday Magic event at Morgandale Elementary School. A special thank you to the Daisie Foundation for making sure every student and staff member received a gift at this fantastic event.

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 December:

- Academic Superintendent Community Engagement/ Invest & Grow Sessions
- Director Jackson and Homer Blow's Thanksgiving Meal Giveaway at 53rd St. & Clemens Schools
- Song Sung Blue Event with Hugh Jackman at Milwaukee High School of the Arts
- Myles Turner/Bricks and Minifigs Event at MacDowell Montessori
- Morgandale's Holiday Magic (Surprise) Event with the Daisie Foundation
- Grantosa's Holiday Concert
- Fratney's Community Service Event
- Holiday Market at Vincent School of Agricultural Sciences

Beyond the Boardroom

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 our office a message.

Best wishes to everyone for a safe and joyful holiday season!

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. So too will the continuing trend of underfunding from the federal level.

As noted in the Wisconsin Supreme Court's decision in Vincent v Voight, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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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

Recommendation

That the Board retire to closed session.

Consideration deferred to the end of the meeting.

* * * * *

(Item 4) Action on Consideration of Employment Matters that Require a Closed Session

Background

Pursuant to Wisconsin Statute 19.85(1)(c)(f)(g), the Board may retire to closed session to consider employment, promotion, compensation, or performance evaluation data of employees over which the Board has jurisdiction and to consider financial, medical, social or personal histories or disciplinary data of specific employees, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to. The Board may also 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 these employment matters.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

1.02 - Regular Board Meetings

Recommendation

That the Board retire to closed session to consider this item.

Consideration deferred to the end of the meeting.

* * * * *

REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between November 9, 2025, and December 6, 2025, Accountability and Efficiency Services completed six constituent inquiries, one request for information/research, one request for data analysis, one audit review, and two special projects.

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 continue supporting MPS students in the 2025–2026 school year, with a continued focus on expanding meaningful work-based learning opportunities for high school students. To date, we have successfully onboarded 19 Education Youth Apprentices who are completing their apprenticeships at various MPS high schools.

Additionally, CCS is working with the Department of Facilities and Maintenance Services (DFMS) to sponsor youth interns. Two students have been successfully onboarded as Sheet Metal youth interns and are eager to begin developing their skillsets under the guidance of MPS skilled trades staff.

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 November 12, 2025, through December 8, 2025, include:

Audit Completions and Activities

Issued three school audits

Issued one performance audit

Issued one audit follow-up report

Held an opening conference to initiate a performance audit

The Audit Advisory Committee met with agenda topics that included a brief on the administration's response to the FY24 audit results and the status of the FY25 audit work

Bi-weekly meetings with Employee Relations to discuss received tips

Provided input and feedback to various administration groups on internal control and processes development

Hired one Performance Auditor I and have an accepted offer for a second hire

Ongoing activities include open and active investigations resulting from fraud hotline tips, school audits and Board-approved performance audits

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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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

December 1, 2025 @ 9:00 a.m.

December 8, 2025 @ 9:00 a.m.

December 10, 2025 @ 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Fons, 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 following items from the Committee on Accountability, Finance and Personnel:

> Item 2, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, has been set aside by the Administration
>
> Item 5, Action on Monthly Facilities Matters: FMS Award of Professional Services Contract, Report of Change Order and Contract Modification Recommendation and Report of Job Order Contracting Contracts, has been set aside by the Administration
>
> Item 7, Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue Contracts for Gear Up Grant and for Trustee/Custodian Services, was advanced to the Board without a full recommendation

Separate consideration was requested of the following items from the Committee on Legislation, Rules and Policies:

> Item 1, Action on Resolution 2526R-003 by Director Fons on Support for Legislation on For-Profit Colleges
>
> Item 3, Action on a Request to Adopt Revisions to Administrative Policies: 8.23, Weapons in the Schools (and Criminal Offenses); 8.31 Student Suspension and Expulsion; and 8.32 Student Expulsion, was advanced to the Board without a recommendation.
>
> Item 5, Work Session on Policy Review: Report of December Activity, has been set aside as one draft was advanced to the Board without a recommendation.

On the motion of Director Vannoy, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Fons, 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 Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transactions

	Name	Position	Salary	Date
		NEW HIRES		
2	Arrion Brown	Children's Health Assistant	$22,755.00	11/24/2025
2	Kiarra Dixon	Children's Health Assistant	$26,419.81	11/24/2025
2	Cynthia Jackson	Children's Health Assistant	$25,687.18	11/21/2025
2	Nekiya Jackson Randolph	Children's Health Assistant	$22,755.00	11/10/2025
2	Laquitta Johnson	Children's Health Assistant	$23,488.00	11/24/2025
2	La Rita Settlers	Children's Health Assistant	$22,755.00	11/10/2025
2	Kerra Trice	Children's Health Assistant	$24,954.55	11/24/2025
5	Alexia Walker	Children's Health Assistant	$25,687.18	11/24/2025
2	Lakeisha Walker	Children's Health Assistant	$24,220.67	11/24/2025
1	Annmarie Fahy Clemmons	Food Service Assistant	$18.40 /hr	11/17/2025
2	Jefonte Franklin	Food Service Assistant	$18.40 /hr	11/17/2025
2	Mia Johnson	Food Service Assistant	$18.40 /hr	11/17/2025
2	Nicole Joshua	Food Service Assistant	$18.40 /hr	11/17/2025
2	Kimora Piggue	Food Service Assistant	$18.40 /hr	11/18/2025
2	Valencia Randolph	Food Service Assistant	$18.40 /hr	11/17/2025
5	John Shane	Food Service Assistant	$18.40 /hr	11/17/2025
2	Tatyanna Turner	Food Service Assistant	$18.40 /hr	11/18/2025
2	Ashley Washington	Food Service Assistant	$18.40 /hr	11/17/2025
2	Shiesha Williams	Food Service Assistant	$18.40 /hr	11/17/2025
2	Takyha Clay	Paraprofessional	$23,432.23	11/17/2025
4	Angel Galarza	Paraprofessional	$22,873.70	11/10/2025
4	Elbaliz Holmes Rodriguez	Paraprofessional	$22,873.70	11/10/2025
2	Julien Johnson	Paraprofessional	$22,873.70	11/17/2025
2	Xzavier Jones	Paraprofessional	$22,873.70	11/10/2025
2	Tanicquea Moore	Paraprofessional	$22,873.70	11/17/2025
2	Sheria Brookins	School Safety Assistant	$29,504.35	11/10/2025
2	Kenadee Henderson	School Safety Assistant	$29,504.35	11/10/2025
2	Christionna Hopkins	School Safety Assistant	$29,504.35	11/10/2025
2	Jeffery Jackson	School Safety Assistant	$29,504.35	11/10/2025
2	Daysha Merriweather	School Safety Assistant	$29,504.35	11/10/2025
2	Keajah Walker	School Safety Assistant	$29,504.35	11/10/2025
2	Harold Williams	School Safety Assistant	$29,504.35	11/10/2025
2	Diamonique Rice	School Safety Assistant	$29,504.35	11/10/2025
2	Shareeta Dates	School Kitchen Manager I	$29,997.74	11/17/2025
5	Susan Zimmerman	School Kitchen Manager I	$31,797.68	11/18/2025
1	Stanley Tom	School Kitchen Manager III	$41,966.12	11/12/2025
4	Jose Then	School Kitchen Manager Trainee	$18.83 /hr	11/12/2025
4	Giovanni Gonzalez	Truck Driver (Light)	$58,012.53	11/17/2025
		PROMOTION		
2	Deontay Forrest	Building Service Helper II	$44,450.77	11/10/2025
2	Mahogany Harness	Building Service Helper II	$44,450.77	11/10/2025
2	Jalen Lemon	Building Service Helper II	$44,450.77	11/10/2025
2	William Monroe	Building Service Helper II	$45,775.14	11/10/2025
2	Marvonte Smith	Building Service Helper II	$43,126.40	11/10/2025
2	Meiko Critton	Boiler Attendant Trainee	$50,564.30	11/10/2025

	Name	Position	Salary	Date
2	Curtis Reynolds	Boiler Attendant Trainee	$44,970.56	11/10/2025
5	Chiquita Villines	Boiler Attendant Trainee	$46,369.30	11/10/2025
5	Charmian Easter	Paraprofessional	$31,849.13	11/10/2025
2	Shannon Davis	School Engineer I	$61,624.52	10/27/2025
2	Tanza Newson	School Safety Assistant	$29,504.35	11/10/2025
4	Bethzaida Valentin	School Secretary I 10 Month	$35,117.57	11/24/2025
2	DeShaun Brister	School Engineer I	$65,785.59	11/10/2025
2	Nicee Calhoun	School Kitchen Manager Trainee	$24.91 /hr	11/10/2025

REHIRES

2	Zaniya Wesley Carter	Children's Health Assistant	$22,755.00	11/03/2025
6	Carey Simmons	Food Service Assistant	$18.40 /hr	11/17/2025
2	Tamerra Torrence	Food Service Assistant	$18.40 /hr	11/17/2025
2	Latoya Davis	Paraprofessional	$26,796.39	11/10/2025
2	Annquetta Fondren	Paraprofessional	$25,952.11	11/17/2025
5	Madeleine Key	Paraprofessional	$22,873.70	11/17/2025
2	Brandon Redd	Paraprofessional	$22,873.70	11/10/2025
2	Marquest Robertson	Paraprofessional	$26,796.39	11/10/2025
2	Dominique Williams	Paraprofessional	$27,640.68	11/17/2025
2	Skiya Batton	School Safety Assistant	$29,504.35	11/10/2025
2	Dontasia Stewart	School Safety Assistant	$29,504.35	11/10/2025

Codes
1 Native American
2 African American
3 Asian//Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or More Codes
r Resident
nr Non-resident

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4,r	Florez,Beatriz BILINGUAL EDUCATION	01/BA	$54,386.11	11/3/2025
5,nr	Karabegovic,Stacey WISCONSIN DPI GRANTS	01/MA	$84,366.26	11/10/2025
5,r	Wetrich,Susan Marie TITLE I SCHOOLWIDE	01/MA	$82,181.74	11/17/2025

ACTION ON CERTIFICATED APPOINTMENTS-SPEECH PATHOLOGIST

5,nr	Hunter,Marcia L SPEECH PATHOLOGY	01/SLP	$100,559.73	11/17/2025

ACTION ON CERTIFICATED APPOINTMENTS-PERMIT TEACHER

5,r	Brisolese,Ugo FOREIGN LANGUAGE	XX/4W2	$54,386.11	11/3/2025
5,r	Ferguson,Dakota SPEC ED MULTICATEG.	XX/4W2	$54,386.11	11/3/2025

3,nr	Feroze,Nyella S WISCONSIN DPI GRANTS	XX/4W2	$54,386.11	12/1/2025
4,nr	Perez Sanchez,Sandy ENGLISH AS SECOND LANGUAGE	XX/4W2	$54,386.11	11/17/2025
2,r	Strong,LaDetra C EARLY CHILDHOOD- SPEC ED	XX/4W2	$54,386.11	11/3/2025

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	2	7	0	1	1	2	5	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	2	7	0	1	1	2	5	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Personal Leave December 2025		
Angela Green	Itinerant	December 12, 2025
Personal Leave November 2025		
Cynthia Eastern	WCLL	November 4, 2025
Natalie Randolph	Out of Assignment	November 3, 2025
Illness Leave November 2025		
Laura Rygiel	Jackson Elementary	November 6, 2025
Shannon Williams	Out of Assignment	November 3, 2025
Illness Leave October 2025		
Elise Peavey	Grantosa Drive School	October 28, 2025

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	16.2	5	Ansaya Drouin	Teacher	Central Svcs	11/25/2025
Other Work	0.8	4	Hannah Ingram	Coord	Central Svcs	01/16/2026
Personal	4.3	5	Haley Plucheck	Teacher	53rd Street	12/02/2025

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.9	2	Vincent Bevenue	BSH I	Hamilton	11/14/2025
Personal	0.1	4	Antonia Carranza Barcenas	FSA	Rogers Street	10/28/2025

Personal	1.2	2	Willie Cook	FSA	AAL	11/16/2025
Other Work	0.1	2	Shareeta Dates	FSM I	Lancaster	11/17/2025
Other Work	3.0	2	Deanna Green	Para	Washington	10/24/2025
Personal	3.0	2	Conaniah Jackson	Para	Green Tree	08/24/2025
Personal	3.0	4	Mizraim Jurado	Para	Pulaski	12/06/2025
Personal	7.1	2	Amber Kendrick	Para	MacDowell	11/19/2025
Personal	2.0	2	Lydia Lee	Safety Asst	School Safety	12/01/2025
Personal	0.3	2	Michael Love	BSH I	Central Svcs	11/18/2025
Retire	6.2	4	Laura Marin	Secretary I	Fairview	11/07/2025
Other Work	17.0	5	Antje McClellen	Para	German Imm	10/24/2025
Personal	0.3	2	Ebony McFadden	Para	Holmes	11/05/2025
Personal	12.2	2	Camille Pierce	Plann Asst	Central Svcs	01/07/2026
Personal	3.0	4	Annuchka Trejo Penunuri	Para	Morgandale	12/02/2025
Personal	0.7	2	Zaniya Wesley Carter	CHA	Hamilton	11/03/2025
Personal	2.1	3	Paosoua Xiong	Para	Stuart	12/03/2025
Personal	0.3	2	Ciara Young	CHA	Stuart	11/29/2025

Other District – 0 (Classified 0 – Certificated – 0)
Other Work – 4 (Classified 3 – Certificated – 1)
Personal – 16 (Classified 14 – Certificated – 2)
Retirement – 1 (Classified 1 – Certificated – 0)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

By consensus, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Administrative Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(nr)	Ibrahima Diop	Deputy Superintendent of Operations Office of the Superintendent	Sch 03, Range 19A $240,000
(5)(nr)	Brent Borkgren	Sr. Director, Facilities & Maintenance Office of the Chief of Operations	Sch 03, Range 16A $168,500
(5)(r)	Annie McGinnity Kubes	Sr. Director, School & Community Recreation Office of Family and Community Partnership	Sch 03, Range 16A $155,000
(5)(nr)	Scott Hilker	Manager I, Financial Planning Office of the Chief of Finance	Sch 03, Range 11A $141,817
(2)(nr)	Oscar Hawthorne	Director II, Talent Management Office of the Chief Human Resources	Sch 03, Range 15A $142,500
(5)(nr)	Jenelle Zito	Director II, HR Data & Strategy Office of the Chief Human Resources	Sch 03, Range 15A $138,500
(5)(nr)	Nicholas Malovec	Manager II, Operations Office of the Chief of Operations	Sch 03, Range 12A $120,000
(5)(r)	Bryce Radke	Manager I, Financial Reporting Office of the Chief of Finance	Sch 03, Range 11A $117,500
(5)(r)	JaDee Langston Dolphin	Assistant Principal I, Grant Office of the Chief of Schools	Sch 03, Range 10C $115,087
(5)(nr)	Brian Day	Systems Administrator Office of the Chief of Operations	Sch 03, Range 06A $112,061
(5)(r)	Eman Atshan	Accountant IV Office of the Chief of Finance	Sch 03, Range 06A $106,120
(2)(r)	Mary Grant	Associate I, Alumni & Student Engagement Office of the Chief of Operations	Sch 03, Range 03A $83,343
(5)(r)	McKenzie Collier	Associate II, Recreation Supervisor Office of Family and Community Partnership	Sch 03, Range 04A $75,399
(4)(r)	Jorge Montanez	Associate II, Recreation Supervisor Office of Family and Community Partnership	Sch 03, Range 04A $70,790
(4)(r)	Ivelisse Belmontes	Associate I, Payroll Office of the Chief of Finance	Sch 03, Range 03A $70,000
(5)(nr)	Jill Roberson	Associate II, Recreation Supervisor Office of Family and Community Partnership	Sch 03, Range 04A $66,000
(5)(nr)	Emily Wammer	Associate II, Recreation Supervisor Office of Family and Community Partnership	Sch 03, Range 04A $64,538

(5)(nr)	Adele Kujawa	Administrative Assistant III Office of the Chief of Schools	Sch 03, Range 03A $60,019
(4)(r)	Raphael Garcia	Planning Assistant II Office of the Chief of Academics	Sch 03, Range 02A $60,000

Recommended Appointments of the Office of Accountability and Efficiency

The Office of Accountability and Efficiency recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Matthew Hart	Interim Chief Auditor, Audit Services Office of Accountability and Efficiency	Sch 03, Range 14A $149,490
(4)(r)	Behlen Casillas	Performance Auditor Office of Accountability and Efficiency	Sch 03, Range 04A $64,538
(2)(r)	Latoya Carroll	Assistant I, Accountability and Efficiency Office of Accountability and Efficiency	Sch 03, Range 01A $59,000
(5)(nr)	Elissia Brennan-Adamczyk	Assistant I, Contract Compliance Services Office of Accountability and Efficiency	Sch 03, Range 01A $55,685

Reclassifications

The Superintendent recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board

(2)(nr)	Darrell Strong	Interim Academic Superintendent Office of the Chief of Academics	Sch 03, Range 17A $180,000
(5)(r)	Larry Cote	Director II, Employment Relations Office of the Chief of Human Resources	Sch 03, Range 15A $160,000
(2)(r)	Alexandra Kestner	Manager III, Employee Benefits Office of the Chief of Human Resources	Sch 03, Range 13A $135,000

The Office of Board Governance recommends that the following individuals be reclassified to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Christopher Thiel	Director I, Legislative Advocacy Services Office of Board Governance	Sch 03, Range 14A $155,998
(5)(nr)	Jillain Kawala	Director I, Clerk & Information Services Office of Board Governance	Sch 03, Range 14A $140,400
(2)(r)	Nita Farrow	Director I, Board Services Office of Board Governance	Sch 03, Range 14A $140,000
(2)(r)	Brandi Williams	Manager II, Clerk & Information Services Office of Board Governance	Sch 03, Range 12A $103,017

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(r)	James Dunn	Title IX Deputy Coordinator Office of Family & Community Partnership 11/15/25 to 05/15/26	$55.00
(5)(r)	Sandra Schroeder	Project Manager & Site Coordinator Office of Operations 01/01/26 to 06/30/26	$50.00
(5)(r)	Tammy Nemoir	Infinite Campus Coordinator/Database Support Office of Schools	$45.00

		11/07/25 to 05/07/26	
(2)(r)	Barbara Hickling	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of Schools 12/01/25 to 05/31/26	$40.00
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of Schools 02/01/26 to 07/31/26	$40.00
(2)(nr)	Angelena Terry	Independent Hearing Officer Office of Schools 08/15/25 to 02/15/26	$40.00
(2)(r)	Patti Debow	Milwaukee Virtual School Office of Schools 08/04/25 to 12/01/25	$40.00
(5)(r)	Sean Veternick	ESL Literacy Resource Instructor Office of Schools 10/21/25 to 04/21/26	$35.00
(5)(r)	Jenieve Duffy	Milwaukee Early Literacy League Mentor Office of Academics 10/24/25 to 04/24/26	$30.00
(5)(r)	Michael Key	Induction & Support, Benjamin Franklin School Office of Schools 01/05/26 to 06/19/26	$30.00
(5)(r)	Debra Migdal	Mentor Secretary Program Office of Schools 08/18/25 to 02/18/26	$30.00
(5)(nr)	Linda Ewaskowitz	Mentor Secretary Program Office of Schools 08/18/25 to 02/15/26	$30.00
(5)(r)	Jessica Pierson	Theater Director Office of School Administration 10/01/25 to 03/31/26	$25.00
(5)(r)	Dawn Butler	School Kitchen Manager Mentor Office of Operations 11/07/25 to 05/07/26	$25.00
(5)(r)	Angela Chojnacki	School Kitchen Manager Mentor Office of Operations 11/07/25 to 05/07/26	$25.00
(3)(r)	Souphaphone Vichathep	Paraprofessional Albert Story School Office of Schools 12/01/25 to 05/30/26	$20.00

Codes	
R	Resident
Nr	Non-resident

1 Native American
2 African American
3 Asian/Pacific Islander
4 Hispanic
5 White
6 Other
7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

By consensus, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Subsequent to your Committee's meeting, the Administration has submitted a revised list and requests approval.

Director Siemsen moved to approve the appointments as indicated in the revised attachment. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of $25,000; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under $50,000 and Cumulative Total Report; Report on Monthly Grant awards; Acceptance of Donations

Purchases

Cooperative Authorization to Issue a Purchase Order to Bobcat Plus, Inc. for a Bobcat Skid Steer Loader

The Administration is requesting authorization to issue a purchase order to Bobcat Plus, Inc. for a one-time purchase of a Bobcat Skid Steer Loader for use at Milwaukee Recreation's Oak Ridge Farm.

Updated equipment is required to support ongoing operational, maintenance, and facility needs. The Bobcat Skid Steer Loader identified below will provide essential support for grounds maintenance and farm operations.

The equipment to be purchased is one (1) M0231-S650 T4 Bobcat Skid Steer Loader, which includes standard features such as a 74 HP Tier 4 Turbo Diesel Engine, variable-flow auxiliary hydraulics, backup alarm, Bob-Tach system, Bobcat Interlock Control System (BICS), Bobcat standard controls, lift and tilt cylinder cushioning, engine/hydraulic systems shutdown, and automatic glow plugs.

The unit also includes the Comfort Package, featuring an enclosed HVAC cab, adjustable vinyl suspension seat, Power Bob-Tach, oval display, standard lights, two-speed travel, 7-pin attachment control, single-direction bucket positioning, ride control, selectable joystick controls, and high-flow hydraulics.

This purchase is being made under the NASPO Construction Equipment Master Agreement for the State of Wisconsin (505ENT-024-CONSTREQUIP-02).

The total cost of the purchase shall not exceed $61,855.34.

Budget Code: ORF-0-0-PRC-RC-EEQ5 .....$61,855.34

BuyBoard Authorization to Issue a Purchase Order to Ceia USA, Ltd. for Strategic Planning and Transition Services

The Administration is requesting authorization to issue a purchase order to CEIA USA for 78 OpenGate walkthrough screening systems including setup, required accessories and training. These systems will provide a modern, non-intrusive and highly effective way to reduce weapons and dangerous items from entering the school buildings while maintaining a welcoming environment for students, staff, and families.

MPS's current screening machines are aging technology and often create excessive delays that disrupt the school day and impact learning. As school safety threats continue to evolve, OpenGate systems give the district a scalable, districtwide tool to proactively prevent incidents and strengthen overall security posture.

This purchase will be made under the Buy Board Contract 769-25. The total cost of the purchase will not exceed $2,080,616.00.

Budget Code: OPR-0-A-CCT-FM-EEQT $2,080,616.00

CooperativeAuthorization to Issue a Purchase Order to Crown Equipment Corporation d/b/a Crown Lift Trucks for a Narrow-Aisle Reach Truck

The Administration is requesting authorization to issue a purchase order to Crown Equipment Corporation d/b/a Crown Lift Trucks for a one-time purchase of a narrow-aisle reach truck for use at the Milwaukee Recreation Warehouse.

Updated equipment is required to support daily warehouse operations, including material handling, storage efficiency, and overall operational safety. The narrow-aisle reach truck identified below will replace the existing forklift and provide improved performance within the warehouse's confined and high-rack storage environment.

The equipment to be purchased is one (1) RR5725-45 narrow-aisle reach truck with a 4,500-lb. capacity and 36-volt power system. The unit includes key specifications such as lift height, collapsed height, fork length, mast guard options, outrigger ID and OD dimensions, work lights, work-light mount, LED flashing light, travel alarm, V-force lead acid industrial battery, a V-force charging system, and a standard one-year (unlimited hours) warranty.

This purchase is being made under the Sourcewell cooperative purchasing agreement (#053024-CRO).

The total cost of the purchase shall not exceed $65,653.00.

Budget Code: STS-0-0-FGR-RC-EEQ5.....$65,653.00

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: C033433 - Von Briesen & Roper, S.C.

On April 22, 2025, the Milwaukee Board of School Directors and von Briesen & Roper, S.C. entered into Professional Services Contract number C033433, with a term of April 22, 2025 through April 21, 2026, to provide legal services and representation on an as needed basis in relation to employment matters. A Request

to Change Contract (RCC) was approved October 31, 2025, to add additional funds due to an increased demand in services

Original Contract Amount:.....$ 300,000.00

RCC 10/31/25..... 300,000.00

Ending Amount: .....$ 600,000.00

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. An RCC was approved on November 5, 2025, for $1,341,967.60 due to increased demand for services.

Original Contract Amount:.....$1,500,000.00

RCC 5/19/25.....415,000.00

RCC 11/5/2025.....1,341,967.60

Ending amount: $3,256,9967.60

Contract: B0001469 - Houghton Mifflin Harcourt Publishing Co. (HMH)

On June 16, 2021, the Milwaukee Board of School Directors and Houghton Mifflin Harcourt Publishing Company (HMH) entered into Professional Services Contract number B0001469, with a term of July 1, 2021 through June 30, 2029 for the textbook adoption for grades K-8 Literacy including Bilingual and English as a Second Language (ESL). A Request to Change Contract (RCC) was approved on November 17, 2025 to add $7,938,057.40 to update the instructional materials for the teaching of Tier 1 instruction aligned with the science of reading for integrated reading-writing and explicit teaching of phonics.

Original Contract Amount:.....$12,000,000.00

RCC 10/15/2025.....$ 7,938,057.40

Ending Amount: $19,938,057.40

Contract: C033808 - Council of the Great City Schools

On June 9, 2025, the Milwaukee Board of School Directors and Council of the Great City Schools entered into Professional Services Contract number C033808, with a term of June 10, 2025 through December 31, 2025, to provide support to MPS's CFO and Finance staff in the design of a new system of centralized funding and to create the fully compliant WUFAR system in Business Plus. A Request to Change Contract (RCC) was approved November 19, 2025, to extend the term through June 30, 2026 and for continued support of the Office of Finance.

Original Contract Amount:.....$ 40,000.00

RCC 11/19/25..... 60,000.00

Ending Amount: .....$ 100,000.00

Contract: C033694 - Novir, LLC

On May 20, 2025, the Milwaukee Board of School Directors and Novir, LLC entered into Professional Services Contract number C033694 with a term of May 20, 2025 through December 31, 2025, to provide lead testing services. A Request to Change Contract (RCC) was approved November 21, 2025, to extend the contract through November 30, 2026 and expand testing to 8,000 students over 2026.

Original Contract Amount:.....$ 20,000.00

RCC 11/21/25 ..... 330,000.00

Ending Amount: ..... $ 350,000.00

Monthly Financial Reports

The report on revenues and expenses; monthly expenditure control report; 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			
Albert E Kagel School	New Berlin Lions Club Foundation Inc	497.00	General School Supplies
Bay View Montessori School	Abigail Davis	5.00	Field Trip to Barthel's Fruit Farm
Bay View Montessori School	Mary-Alice Ninko	100.00	Primary Field Trip Account
Burdick School	* Charlene D Busse	1,106.35	Student Activities
Carver Academy	Chipotle	51.48	Chipotle Citi Year Donation
Clemens School	Anonymous	5.00	Field Trip
Clemens School	Parent of Breon Reece	15.00	PBIS
Fernwood School	Sarah Paynter	500.00	General School Supplies
French Immersion School	Anonymous	30.00	Sunshine Fund
Hamilton High School	Arcane Lounge LLC	500.00	Volleyball Team
Meir School	Harley-Davidson Motor Company	2,000.00	Robotics
Mitchell School	Kiwanis Club of Milwaukee, Inc	2,000.00	RIF Books Distribution Donation
Obama School of Career and Technical Education	Our Daily Bread Community Outreach Center, Inc.	100.00	Scholarship Fund
Obama School of Career and Technical Education	Our Daily Bread Community Outreach Center, Inc.	100.00	Students Back to School
Ronald Reagan High School	UWSP Foundation, Inc	250.00	Educators Rising Club
Starms Discovery School	The Village Church	300.00	Field Trip
Washington High School	Community Baptist Church of Greater Milwaukee	324.50	Honor Roll Breakfast
Washington High School	Educators Credit Union	500.00	Christmas Wish List for Special Education Students
	Total Monetary Donations	*8,384.33*	
Non-Monetary Donations			
Bay View Montessori School	Julie Radtke	100.00	Literacy and Montessori Manipulatives
Bay View Montessori School	Bay View Montessori School PTO	58.19	Electric Pencil Sharpener
Bethune Academy	Zoobean, Inc.	25.00	Gift Card
Burbank School	Panda Express	1,360.00	Panda Express Gift Cards

Location	Donor	Amount	Gift or Purpose
Carver Academy	DonorsChoose	395.22	Health Sports & Wellness, Students with Disabilities
Clarke Street School	Leonardo DRS Naval Power Systems	1,500.00	School Supplies, Deodorants, Bookbags, Wipes, Undergarments
Doerfler School	DonorsChoose	184.24	What's Your Name?
Doerfler School	DonorsChoose	584.48	Art Choice Day!
Dr. B Carson Academy of Science	DonorsChoose	143.01	Music & The Arts, STEM
Dr. B Carson Academy of Science	DonorsChoose	160.70	Basic Necessities
Emerson School	DonorsChoose	187.75	Health Sports & Wellness, STEM
Fernwood School	DonorsChoose	236.42	Montessori Peace Education
Fernwood School	DonorsChoose	472.24	Montessori Practical Life & Joy
Fifty-Third Street School	DonorsChoose	874.58	Help Refill our Tiger Store!
Forest Home Avenue School	DonorsChoose	12.02	Classroom Essentials
Forest Home Avenue School	DonorsChoose	592.65	Social Emotional Learning
Fratney Street School	DonorsChoose	9.75	Classroom Essentials
French Immersion School	Milwaukee French Immersion PTA	15,000.00	4th & 5th Grade New Seating
French Immersion School	DonorsChoose	3,730.57	Hang It Up in a Cubby!
Gaenslen School	DonorsChoose	351.49	Life Skills, Students with Disabilities
Gaenslen School	DonorsChoose	401.48	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	401.48	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	401.48	Quality Tables for Quality Work
Gaenslen School	DonorsChoose	548.11	Quality Tables for Quality Work
Gaenslen School	DonorsChoose	670.44	Literacy & Language
Gilbert Stuart School	DonorsChoose	171.78	Students with Disabilities
Goodrich School	DonorsChoose	145.70	Supplies Right in Reach!
Goodrich School	DonorsChoose	224.01	Pockets for Classroom Chairs
Goodrich School	DonorsChoose	334.44	Cube Chairs for Kindergarten
Goodrich School	DonorsChoose	480.68	Snack Time
Greenfield School	DonorsChoose	109.91	Classroom Essentials
Gwen T. Jackson School	* Margarita Drumgoole	250.00	General School Supplies
Gwen T. Jackson School	Discover Church Members	1,000.00	Book Bags & School Supplies
Gwen T. Jackson School	DonorsChoose	425.75	Health Sports & Wellness
Hayes Bilingual School	DonorsChoose	328.00	Literacy & Language, Students with Disabilities
Hayes Bilingual School	DonorsChoose	329.78	Organize to Inspire Music!
Hayes Bilingual School	DonorsChoose	414.96	This Is Me!
Hayes Bilingual School	DonorsChoose	1,096.47	Students with Disabilities
Hi-Mount School	DonorsChoose	17.31	Classroom Essentials

Location	Donor	Amount	Gift or Purpose
Kilbourn School	DonorsChoose	240.75	Life Skills, Warmth Care & Hunger
King High School	DonorsChoose	830.23	Cozy Learning Corner
Kluge School	DonorsChoose	384.26	Literacy & Language, STEM
Lafollette School	Walmart	95.00	Gift Card
Lafollette School	Walmart	95.00	Gift Card
Lafollette School	Walmart	95.00	Gift Card
Lincoln Middle School	DonorsChoose	634.70	Solve Hunger and Movement
Lloyd Barbee Montessori	Anonymous	98.00	Hygiene Items
Lloyd Barbee Montessori	Timeia Williams	29.00	Hygiene Items
Lloyd Barbee Montessori	Lolita Williams	189.60	Female Sanitary Items
Lloyd Barbee Montessori	DonorsChoose	438.60	Is This Really Learning?
Lloyd Barbee Montessori	DonorsChoose	511.87	Tools to Grow
Lloyd Barbee Montessori	DonorsChoose	515.61	Literacy & Language, Students with Disabilities
Lloyd Barbee Montessori	DonorsChoose	801.89	Health Sports & Wellness, Warmth Care & Hunger
Morgandale School	DonorsChoose	9.49	Classroom Essentials
Morgandale School	DonorsChoose	797.95	Board Games Club
Neeskara School	DonorsChoose	31.88	Classroom Essentials
Ninety-Fifth Street School	DonorsChoose	33.80	Classroom Essentials
Ninety-Fifth Street School	DonorsChoose	154.48	A Picture Book of My Own
Ninety-Fifth Street School	DonorsChoose	173.18	STEM, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	187.37	Morphology for 4th Graders
Ninety-Fifth Street School	DonorsChoose	198.74	Beginning of the Year Supplies
Ninety-Fifth Street School	DonorsChoose	202.30	Unplugged Recess for All
North Division High School	Wings Over Milwaukee	199.90	BBQ Food Items for PBIS Honor Roll Celebration
Obama School of Career and Technical Education	Nancy Mudd	271.47	Food for Fundraiser
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Jackson Park Church	300.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	UW-Milwaukee Office of Undergrad Admissions	50.00	Various School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Sacred Needle Piercings	480.00	16 Backpacks for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	MPS Literacy Department	250.00	2 Boxes of Picture Books
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Way to Happiness	1,000.00	Way to Happiness Booklets

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Aurora St. Luke's	150.00	General School Supplies for School Supply Drive
Parkview School	DonorsChoose	596.52	Life Skills, Students with Disabilities
Project Stay High School	* Kevin Kimmons	1,000.00	Vending Machine
Pulaski High School	DonorsChoose	508.83	Literacy & Language, Racial Justice & Representation
River Trail School	DonorsChoose	148.69	Literacy & Language
Rogers Street Academy	DonorsChoose	9.49	Classroom Essentials
Sherman School	Dr. Madeline Levay	620.00	School Supplies
Siefert School	DonorsChoose	361.80	Dazzling Disinfectant!
Siefert School	DonorsChoose	456.00	Hurray for Homework!
Siefert School	DonorsChoose	841.75	Hurray for Headphones!
Spanish Immersion School	DonorsChoose	608.19	Life Skills, Literacy & Language
Trowbridge School	DonorsChoose	192.10	Ufli to Build Strong Readers!
Victory School	DonorsChoose	589.05	Fresh Start
Victory School	DonorsChoose	631.59	Life Skills, Students with Disabilities
Vieau School	DonorsChoose	132.32	Students with Disabilities
Vieau School	DonorsChoose	506.02	Group Time Rug and Library Rug
Vieau School	DonorsChoose	557.74	Small Group Instruction!
Vincent High School	DonorsChoose	37.66	Classroom Essentials
Walt Whitman School	Milwaukee Admiral	80.00	4 tickets to Admiral's game
Walt Whitman School	DonorsChoose	215.44	Students with Disabilities
	Total Non-Monetary Donations	*51,273.35*	
	Total Value of Donations	*59,657.68*	
	** Donations from MPS Alumni*	*2,356.35*	

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 consensus, 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 Committee's reports.

* * * * *

(Item 4) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to Underwood Distributing CO for Computer Supplies

The Administration is requesting authorization to issue a purchase order to Underwood Distributing CO for computer supplies. Contractor will be used to deliver computer supplies related to the TEAM GEAR UP grant project.

The purchase is intended to help more underserved students prepare for, and succeed at, college, by boosting academic achievement, providing mentorship opportunities and enhancing classroom instruction that will prepare students for a modern workforce.

The Exception to Bid has been granted on the basis of grant (Administrative Policy 3.09(2)(c)).

The total cost of the purchase will not exceed $177,908.75.

Budget Code: DII-0-A-GQ6-EO-ENTH (Non-Capital Technology Hardware) $177,908.75

Exception Authorization to Enter into Contracts with Young Enterprising Society LLC and NAF fka National Academy Foundation for Partnership Activities Associated with the TEAM GEAR UP Grant

The Administration is requesting authorization to enter into Contracts with Young Enterprising Society LLC and NAF fka National Academy Foundation for partnership activities associated with the TEAM GEAR UP grant. These contractors will be used to provide a variety of activities including advising, academic enrichment, family engagement, dual enrollment, and workforce-aligned pathways to ensure students graduate from high school prepared for postsecondary success. Over 4100 students will be served in 28 schools annually, including: Bethune Academy, Carson Academy, Carver Academy, Cass Street Elementary, Clarke Street Elementary, Gaenslen Elementary, Hartford Avenue Elementary, Longfellow Elementary, Vieau Elementary, Andrew S. Douglas MS, Audubon Technology and Communication Middle School, Rufus King International Baccalaureate MS, Lincoln MS, Morse MS, Roosevelt MS, and Wedgewood Park School. These are feeder schools for the project high schools (HS), which include Lynde and Harry Bradley Technology and Trade School, Alexander Hamilton HS, Milwaukee Marshall High School, Milwaukee High School of the Arts, Riverside University HS, Rufus King International Baccalaureate HS, Harold S. Vincent HS, and South Division HS. The multi-level schools serving 6-12 grade students are Barack Obama School of Career and Technical Education, Golda Meir, Milwaukee School of Languages, and Wisconsin Conservatory of Lifelong Learning.

The contracts are intended to help more underserved students prepare for, and succeed at, college, by boosting academic achievement, providing mentorship opportunities and enhancing classroom instruction that will prepare students for a modern workforce.

The exception to bid has been approved on the basis of grant: (Administrative Policy 3.09(2)(c)).

The total cost of all contracts in the initial term will not exceed $186,691.42, as follows:

Vendor	Amount	Budget Code	Term
Young Enterprise Society LLC	$97,681.90	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through September 30, 2026
NAF fka National Academy Foundation	$89,009.52	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through September 30, 2026

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

By consensus, your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committee's reports.

* * * * *

(Item 5) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract, Report of Change Order and Contract Modification Recommendation and Report of Job Order Contracting Contracts

Professional Services Contract

The Administration requests that the Board approve the following professional services contracts:

RFP #3369 Roof Replacement Design – Hartford Avenue

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for the Roof Replacement at Hartford Avenue.

Selected firm: ZS Architectural Engineering (ZS LLC) Contract Amount: $75,000.00

Contract Period: December 19, 2025 – August 14, 2026 Budget Code: MBM 0A CCT FM ECNC

RFP #25-015 IDIQ (Indefinite Delivery, Indefinite Quantity) Professional Design and Consultant Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain proposals from firms to provide IDIQ (Indefinite Delivery, Indefinite Quantity) Professional Design and Consultant Services in accordance with the terms and conditions of RFP #25-015. The Consultants will provide services in the areas of architecture and interior design; engineering services in the areas of civil, environmental, mechanical, electrical, fire protection, HVAC, plumbing and low voltage/telecommunication systems; and other services including owner's representative services and estimating. The fees for services are pre-determined based on a percentage of the construction or project contract value or based on hourly rates submitted with their proposal. The IDIQ design contracts are an indefinite quantity contract pursuant to which the Consultant may perform an ongoing series of individual Projects at different locations.

Proposals were received from all consultants, and were evaluated based on responsiveness to requirements, experience, references and abilities to meet the needs of MPS.

Contracts will be issued on an as-needed basis in alignment with the pre-approved Adjustment Factor.

Recommended Contractor	Division	Discipline
R. L. TOWNSEND & ASSOCIATES LLC	2	Construction Audit, Cost Control & Management Advisory Services

Change Order

The Administration is reporting to the Board the following change orders in excess of $50,000.00. Emigh Playfield Renovation, Site #714

Poblocki Paving Corporation

Total Amount of Change Order: $165,460.00

Construction activity and material storage for the Emigh Playfield renovation, which is concluding November 2026, caused significant wear and damage on the existing parking lot asphalt. The milling & overlaying addressed condition issues and meetings current ADA and city code requirements.

The change order will be funded from account code MBM0A G56 EH EMTC (Project No. 8187).

Contract Modifications

Authorization to Modify a Contract for Construction Manager at Risk Services for the Construction Project @ Milwaukee Recreation Community Center (MRCC) & Browning Playfield with CG Schmidt, 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 28-month contract to a 3-year contract.

The vendor was chosen pursuant to RFP #24-009, with a term of August 30, 2024 – December 31, 2026. This modification to the contract will run from August 30, 2024 – August 27, 2027.

Budget Code: CSV 00 RFI RC ECNC

Authorization to Modify a Contract for Design Services – Northside Community Center with Quorum Architects, 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 32-month contract to a 50-month contract.

The vendor was chosen pursuant to RFP #23-005, with a term of June 30, 2023 – February 28, 2026. This modification to the contract will run from June 30, 2023 – August 27, 2027.

Budget Code: CSV 00 RFI RC ECNC

Authorization to Modify a Contract for Design Services – Playground Improvement Project – Bryant Playfield with Stantec Consulting Services 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 3 year contract to a 4 year, 7-month contract.

The vendor was chosen pursuant to RFP #23-002R, with a term of January 27, 2023 – November 18, 2024. The contract was modified to run from January 27, 2023 – January 26, 2026. This second modification to the contract will run from January 27, 2023 – August 27, 2027.

Budget Code: STS 00 RFI RC ECNC

Report of Job Order Contracting Contracts

The Administration is reporting to the Board the following contracts that were issued during the months of October and November utilizing the Job Order Contracting program.

Bear Construction	Phase 2	Interior Column Repairs MacDowell	$235,399.98
ALLCON LLC	Phase 2	Culinary Arts Lab Expansion Bay View High School	$164,843.08
Bear Construction	Phase 2	Flooring Central Services	$50,891.52
Nicholas & Associates	Phase 2	Protective Netting Wick Playfield	$607,763.43

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 = $75,000.00
Change Order:
Total Change Order Requested = $165,460.00
Job Order Contracts:
Total Job Order Contracting Contracts = $1,058,898.01

Implementation and Assessment Plan

Upon the Board's approval, the attached professional services contracts, change order, contract modifications, and report of job order contracting contracts will be executed.

Committee's Recommendation

Having set this item aside for consideration, your Committee recommends removing the current student and career education requirements and replacing the requirement with 0% in the ZS Architectural Engineering Roof Design contract.

Director Jackson moved to approve the contracts and contract modifications as attached, with the modification to the ZS Architectural contract for a 0% student and career education requirement. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None – 0.

* * * * *

(Item 6) Action on the Possible Sunset of Requirements of Resolution 2223R-013 on Food Justice

Background

In January 2023 the Board adopted Resolution 2223R-013. The Resolved portion of the Resolution reads as follows:

RESOLVED, That the Milwaukee Board of School Directors hereby establishes the Food Justice Task Force for the purpose of making recommendations on the MPS Nutrition Program to the Board for possible implementation; and, be it

FURTHER RESOLVED, That membership on the Task Force include students from MPS schools, representation from the Board, the Milwaukee Teachers Education Association, youth groups including Youth Empowered in the Struggle (YES), and the Administration; and, be it

FURTHER RESOLVED, That the charge of the Food Justice Task Force is to define the challenges that are impeding the district's goals for its nutrition program and to develop a plan for possible implementation; and, be it

FURTHER RESOLVED, That Task Force discussion and reporting include:

• Defining a "full production kitchen" and making recommendations for the expansion of such kitchens in our schools;

• Providing recommendations for opportunities to attract and retain kitchen staff;

• Making recommendations for professional development opportunities for food service workers to learn about the various dietary needs of the student populations they serve;

• Recommending specific improvements to the quality and delivery of food to students;

• Determining recommendations on how to maximize the use of local food sources;

• Recommending menu options that meet the dietary needs of our diverse student population

FURTHER RESOLVED, That the Food Justice Task Force report on its work on a bimonthly basis (every other month), with the first report to be given in March 2023 and to continue through January 2024.

FURTHER RESOLVED, That a biannual report be given every June and January beginning June 2024 through January 2026; and be it

FURTHER RESOLVED, That in January 2026 the Board will sunset Resolution 2223R-013 or set parameters for its continuation.

The Resolution directed that the requirements therein sunset in January 2026 unless the Board directs otherwise.

The Resolution established the Food Justice Task Force, to involve participation by the Board, MPS students, the MTEA, the Administration, and community-based youth groups.

The charge of the Task Force was to discuss and make recommendations to the Board on:

• the expansion of production such kitchens in our schools;

• opportunities to attract and retain kitchen staff;

• professional development opportunities for food service workers to learn about the various dietary needs of the student populations they serve;

• specific improvements to the quality and delivery of food to students;

• maximizing the use of local food sources; and

• menu options that meet the dietary needs of our diverse student population

The purpose of this item is for the Board to determine the extent to which the objectives of the Food Justice Task Force have been met, and whether to sunset the Resolution.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy or Board Rule Statement

2.11 - Advisory Committees

Fiscal Impact Statement

None

Implementation and Assessment Plan

The implementation plan is dependent on the action the Board wishes to take.

Committee's Recommendation

Your Committee recommends that the requirements of Resolution 2223R-013 be extended for three years and that the Food Advisory Committee be folded into the Food Justice Task Force.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue Contracts For Gear Up Grant and for Trustee/Custodian Services

Background

Exception Authorization to Enter into Contracts with NCCEP, Mentor Greater Milwaukee, Boys & Girls Clubs of Greater Milwaukee, Texas Instruments Inc, Board of Regents of the

University of Wisconsin System on behalf of the University of Wisconsin-Oshkosh, Xcalibur Inc, Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Parkside, Board of Regents of the University of Wisconsin System on Behalf of the University of Wisconsin-Milwaukee, Northwestern University, and The Center for Advanced Academics for Partnership Activities Associated with the TEAM GEAR UP Grant

The Administration is requesting authorization to enter into Contracts with NCCEP, Mentor Greater Milwaukee, Boys & Girls Clubs of Greater Milwaukee, Texas Instruments Inc, Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Oshkosh, Xcalibur Inc, Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Parkside, Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee, Northwestern University, and The Center for Advanced Academics for partnership activities associated with the TEAM GEAR UP grant.

These contractors will be used to provide a variety of activities including advising, academic enrichment, family engagement, dual enrollment, and workforce-aligned pathways to ensure students graduate from high school prepared for postsecondary success.

Over 4100 students will be served in 28 schools annually, including: Bethune Academy, Carson Academy, Carver Academy, Cass Street Elementary, Clarke Street Elementary, Gaenslen Elementary, Hartford Avenue Elementary, Longfellow Elementary, Vieau Elementary, Andrew S. Douglas MS, Audubon Technology and Communication Middle School, Rufus King International Baccalaureate MS, Lincoln MS, Morse MS, Roosevelt MS, and Wedgewood Park School. These are feeder schools for the project high schools (HS), which include Lynde and Harry Bradley Technology and Trade School, Alexander Hamilton HS, Milwaukee Marshall High School, Milwaukee High School of the Arts, Riverside University HS, Rufus King International Baccalaureate HS, Harold S. Vincent HS, and South Division HS. The multi-level schools serving 6-12 grade students are Barack Obama School of Career and Technical Education, Golda Meir, Milwaukee School of Languages, and Wisconsin Conservatory of Lifelong Learning.

The contracts are intended to help more underserved students prepare for, and succeed at, college, by boosting academic achievement, providing mentorship opportunities and enhancing classroom instruction that will prepare students for a modern workforce.

The exception to bid has been approved on the basis of grant: (Administrative Policy 3.09(2)(c)).

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the contracts to reflect the grant award timeline.

The terms will vary, and the total cost of all contracts in the initial term will not exceed $ 5,444,417.06, as follows:

Vendor	Amount	Budget Code	Term
NCCEP	$221,990	SDV-AS-GQ6-EO-ECTS	January 1, 2026through September 30, 2032
Mentor Greater Milwaukee	$677,509	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through September 30, 2032
Boys & Girls Clubs of Greater Milwaukee	$1,423,569	DTI-0S-GQ6-EO-ECTS	January 1, 2026through September 30, 2032
Texas Instruments Inc	$394,400	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through

			September30, 2032
Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Oshkosh	$71,822.98	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through September 30, 2032
Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Parkside	$145,835.08	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through September 30, 2032
Xcalibur Inc	$234,250	SD1-0A-GQ6-EO-ETRS	January 1, 2026 through September30, 2032
The Center for Advanced Academics Inc	$135,620	DTI-0I-GQ6-EO-ECTS	January 1, 2026through September 30, 2030
Northwestern University	$254,069	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through September 30, 2030
Board of Regents of the University of Wisconsin System on behalf of the University of Wisconsin-Milwaukee	$1,885,352	SD1-0I-GQ6-EO-ECTS	January 1, 2026 through September 30, 2032

RFP 1121 Authorization to Enter into Three (3) Contracts with US Bank National Association for Trustee/Custodian Services

The Administration is requesting authorization to enter into three (3) contracts with US Bank National Association for Trustee/Custodian services. The contractor will be used to deliver Trustee/Custodian Services for the Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers ("Teachers Plan"), Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan ("Directors Plan"), and Milwaukee Public Schools Retiree Healthcare and Life Insurance Programs ("OPEB Trust").

Teachers Plan:

The Plan was originally established, effective July 1, 1982, pursuant to a collective bargaining agreement between the Milwaukee Board of School Directors (the "Board") and the Milwaukee Teachers' Education Association (the "MTEA (Teachers)"), which provides that the Board will establish and maintain a pension plan for teachers covered by the Wisconsin Retirement System and certain classified employees covered by the Employees' Retirement System (City of Milwaukee), and that such pension plan will provide benefits after early retirement age which will supplement those benefits provided by the Wisconsin Retirement System and/or the Employees' Retirement System, whichever is applicable. Effective July 1, 2013, the Plan was amended to close participation to any employee hired or rehired or transferred or demoted to a teaching position: cease accruals of Years of Vesting Service and Years of Creditable Service; limit Average Monthly Compensation for purposes of calculating benefits under the Plan; and permit Participants in the Plan as of July 1, 2013 and who do not subsequently separate from service prior to eligibility for retirement to continue to accrue Years of Vesting Service.

This Plan is a governmental plan (within the meaning of Section 414(d) of the Code) which covers collectively bargained employees (within the meaning of Internal Revenue Service Reg. Sec. 1.410(b)-6(d)(2)). The Plan has been amended over time to include provisions to comply with applicable legal changes and to reflect other operational and administrative changes. This Plan, which includes all modifications through May, 2013 is intended to meet the requirements of Section 401(a) of the Internal Revenue Code of 1986, to the extent such requirements are applicable.

Please note that the Teachers Plan also holds positions in the State of Wisconsin Core Retirement Trust Fund, and State of Wisconsin Variable Retirement Trust Fund, however, these funds are not currently recorded as line item assets by the trustee/custodian.

Director's Plan:

This Plan was originally established, effective January 1, 1978, pursuant to a collective bargaining agreement between the Milwaukee Board of School Directors and the Administrators and Supervisors Council, Inc. which provides that the Board will establish and maintain a deferred compensation plan for administrative and supervisory employees covered by the Wisconsin Retirement System and/or City of Milwaukee Retirement Plan, and that such deferred compensation will be used to provide benefits after early retirement age which will supplement those benefits provided by the Wisconsin Retirement System and/or City of Milwaukee Retirement Plan.

This Plan, as amended and restated, is intended to meet the requirements of Section 401(a) of the Internal Revenue Code of 1986, to the extent such requirements apply to "governmental plans" within the meaning of Section 414(d) of the Code.

Effective July 1, 2003, participation in this plan was frozen and the Plan shall cover only those individuals who became a covered employee on or before June 30, 2003.

Please note that the Directors Plan also holds positions in the State of Wisconsin Core Retirement Trust Fund, and State of Wisconsin Variable Retirement Trust Fund, however, these funds are not currently recorded as line item assets by the trustee/custodian.

OPEB Trust:

The District administers the OPEB Trust–a single-employer defined benefit plan that is used to provide postemployment benefits other than pensions for all eligible former employees of the District and their covered dependents. The benefits are the result of services rendered during employment. The OPEB trust fund account (trust) may hold, be used to account for assets used to pay post-employment benefits or fund accrued liability associated with such benefits.

The purpose of the trust is to provide the Milwaukee Board of School Directors (MBSD) with a source of funds to pay any obligations that it may have to provide post-employment benefits for participants and their covered dependents under the plan.

The trust is irrevocable and no assets of the trust may be returned to MBSD, except to reimburse MBSD for the payment of benefits and insurance premiums under one or more plans; to reimburse MBSD for the costs and expenses of administering the plans; to reimburse MBSD for the cost and expense of administering the trust; and upon the termination of the trust

The OPEB plan provides healthcare and life insurance benefits for eligible retirees and their eligible dependents. Benefits are provided through a third-party insurer for Medicare Eligible retirees and dependents. The District is self-funded for all eligible pre-Medicare retirees and dependents. The District provides a subsidy towards the cost of benefits covered by the plan or depending on prior collective bargaining, for some retirees the full cost of benefits are covered.

Contractor was chosen pursuant to RFP 1121, which closed on January 30, 2024. The contracts were approved by the Retirement Plan Committee on December 3, 2025.

Due to the nature of these services, these contracts can be terminated at any time with 90-days prior written notice by either party. For the District to terminate, a new trustee will need to be appointed prior to the termination date. The contracts will start on January 1, 2026 and the Administration will seek approval to continue services every five (5) years unless the contracts are terminated.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term.

The estimated total yearly costs of the three (3) contracts are listed below for reference:

Teachers Plan .....$126,926.00 per year

Director's Plan.....$25,982.00 per year

OPEB Trust ..... $38,881.00 per year

Budget Code:

Any fees or payments required to be made to the Contractor will be done directly from the individual Plan accounts.

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 holding attachments 12 and 13 to the Regular meeting for more information on fee schedules and approving the balance of the attachments in the item.

Director Ferguson moved to waive Administrative Policy 3.09(9)(e) and approve the contracts as attached to the item. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None – 0.

* * * * *

(Item 8) Action on a Request for Title I Part A ED-Flex Waiver

Background

The Administration seeks your approval to request an ED-Flex waiver from the Department of Public Instruction (DPI) that would allow us to exceed the 15 percent carryover limit for Title I, Part A funds. According to the Every Student Succeeds Act (ESEA), local education agencies (LEAs) with Title I, Part A allocations over $50,000 are restricted to carrying over only 15 percent of these funds.

The U.S. Department of Education has granted DPI the authority to waive specific requirements under the Every Student Succeeds Act (ESSA), enabling greater flexibility for LEAs in meeting their unique needs. By securing this waiver, Milwaukee Public Schools (MPS) would have the opportunity to carry over more than the standard limit, allowing us to allocate these funds more effectively toward initiatives that enhance our students' academic performance.

We believe this request is justified and necessary for our ongoing efforts to improve services provided to Milwaukee resident students attending private schools. Therefore, we respectfully ask for your support in pursuing this waiver.

The completed waiver form to be submitted is 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 3.05 - Fund Carryover

Fiscal Impact Statement

The Administration will be able to carryover $4,658,684.20 in Title I part A funds.

Implementation and Assessment Plan

Upon Board approval, the Administration will submit the ED-Flex written request to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the submission of the Ed-Flex waiver to the Wisconsin Department of Public Instruction.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District

Background

Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district's sustainability initiatives through $4,531,447.00 in partnership funding grants for green infrastructure projects at the following six school sites:

* Rogers Street – 2430 W Rogers St
* Forest Home - 1516 W Forest Home Ave
* Greenfield - 1711 S 35th St
* Lincoln Avenue - 1817 W Lincoln Ave
* Milwaukee Sign Language & Morse - 7900 W Acacia St
* Story Elementary - 3815 W Kilbourn Ave

The funding agreements indicate that upon completion of these green infrastructure projects that an 11-year limited term conservation easement be executed for each site in order to ensure the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

The proposed easement 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 5.01 - Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the limited term conservation easements will be executed between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

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 Resolution 2526R-003 by Director Fons on Support for Legislation on For-Profit Colleges

Background

At the November 2025 Regular meeting of the Board, Director Fons introduced Resolution 2526R-003. The Resolved portion of the resolution reads:

RESOLVED, that the Milwaukee Board of School Directors formally endorses and supports the for-profit college accountability legislation presently before the Wisconsin Legislature, including AB 637 (reforming for-profit school revenue sources), AB 642 (creating for students a statutory cause of action for fraud against private for-profit colleges), AB 638 (increasing a student protection fee imposed on private for-profit colleges), and AB 636 (requiring for-profit schools to include veteran enrollment information in their quarterly reports); and be it

FURTHER RESOLVED, that the Board hereby directs the Office of Board Governance to communicate its position to Governor Tony Evers, Mayor Cavalier Johnson, Common Council President José Pérez, Milwaukee County Executive David Crowley, Milwaukee County Board Chair Marcelia Nicholson-Bovell, all members of the Wisconsin State Legislature, and appropriate news and media outlets.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

2.13 - Board Legislative Program

Implementation and Assessment Plan

Should the Board approve this resolution, the Office of Board Governance will transmit the required communications.

Committee's Recommendation

Your Committee recommends approval of the resolution.

Director O'Halloran moved to approve Resolution 2526R-003 and direct the Office of Board Governance to transmit the required communications. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None – 0.

* * * * *

(Item 2) Action on a Request to Revise Administrative Policy 8.50 Homeless Students

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration has reviewed Administrative Policy 8.50 Homeless Students and proposes the following revision to section (3)(i):

> (i) transportation to and from the public school of origin ~~for the duration of homelessness~~ through the remainder of the current academic year, including preschool children who attend programs that provide transportation to non-homeless children;

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 8.50 - Homeless Students

Fiscal Impact Statement

There is no fiscal impact for this policy.

Implementation and Assessment Plan

Upon Board approval the policy will be effective with the recommended change(s).

Committee's Recommendation

Your Committee recommends that the Board approve Administrative Policy 8.50 Homeless Students as attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 3) Action on a Request to Adopt Revisions to Administrative Policies: 8.23, Weapons in the Schools (and Criminal Offenses); 8.31 Student Suspension and Expulsion; and 8.32 Student Expulsion

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration has reviewed Administrative Policies 8.23, 8.31, and 8.32 and made revisions in alignment with local, state and federal statutes.

Administrative Policy 8.23, Weapons in the Schools

The Administration recommends that Administrative Policy 8.23(3)(b), Weapons in the Schools be modified to read:

> Students expelled from the Milwaukee Public Schools ~~shall~~ may be offered educational services, which may include online academic support

Administrative Policy 8.31, Student Suspension

The Administration further recommends that Administrative Policy 8.31, Student Suspension be retitled "Administrative Policy 8.31 Student Suspension and Expulsion" and that the entirety of the policy language be replaced with the following:

(1) GENERAL

The Board recognizes that exclusion from educational programs of the School District, by suspension or expulsion, is a substantial sanction and that such action must comply with the student's due process rights. Exclusionary discipline is appropriate to address serious misconduct or when alternatives, such as in-school discipline or restorative practices, have been ineffective to address a student's repeated refusal or neglect to obey school rules. The Board supports utilizing developmentally appropriate interventions and supports rather than exclusionary discipline for students in fifth grade or below except for situations where the physical, mental, or emotional safety and well-being of specific students and/or staff is at imminent danger.

(2) SUSPENSION

(a) For purposes of this policy, "suspension" shall be the short-term exclusion of a student from a regular District program.

(b) The Superintendent, any principal, or a teacher designated by the Superintendent may suspend a student for up to five (5) school days or, if a notice of expulsion hearing has been sent, for up to fifteen (15) consecutive school days. Students identified with a disability may be suspended in accordance with Administrative Policy 8.28: Student Discipline.

(c) The suspension must be reasonably justified based upon the grounds authorized under 120.13, Wis. Stats., which include, but are not limited to: noncompliance with school rules or Board rules; knowingly conveying any threat or false information concerning an attempt or alleged attempt being made or to be made to destroy any school property by means of explosives; conduct by the student while at school or while under the supervision of a school authority that endangers the property, health, or safety of others; conduct while not at school or while not under the supervision of a school authority that endangers the property, health, or safety of others at school or under the supervision of a school authority; or conduct while not at school or while not under the supervision of a school authority that endangers the property, health, or safety of any employee or Board member of the District in which the student is enrolled.

(d) The Superintendent, any principal, or a teacher designated by the Superintendent shall suspend a student if the student possessed a firearm, as defined in 18 U.S.C. 921(a)(3), while at school or while under the supervision of a school authority.

(e) The parent of a suspended minor must be given prompt notice of the suspension and the reason for the suspension. The student's suspension from school shall be entered in the student's record as required by the rules adopted by the Board concerning the content of student records. The suspended student or the student's parent may, within five (5) school days following the commencement of the suspension, have a conference with the Superintendent or designee, who shall be someone other than a principal, administrator, or teacher in the suspended student's school, to discuss removing reference to the suspension from the student's records. Reference to the suspension on the student's school record shall be removed if the designated administrator finds that the student was suspended unfairly or unjustly; the suspension was inappropriate, given the nature of the alleged offense; or the student suffered undue consequences or penalties as a result of the suspension. The Superintendent or designee shall make a finding within fifteen (15) days of the conference.

(f) A suspended student shall not be denied the opportunity to take any quarterly, semester, or grading period examinations or to complete coursework missed during the suspension period. Such work shall be completed pursuant to the procedures established by the Board.

(g) In the event a student is classified as homeless, the building principal shall consult with the Homeless Coordinator to determine whether the conduct is a result of homelessness. The Homeless Coordinator will assist administration and the student's parents in correcting conduct subject to disciplinary action that is caused by homelessness.

(3) EXPULSION

(a) Under this policy, expulsion shall mean the Board will not permit a student to attend school at all, including any school-sponsored events or activities, for a specified period of time. If the student is expelled, the Board will determine the length of the expulsion period, which may extend at a maximum to the student's 21st birthday. The Board's expulsion order may include the opportunity for the student to return to school prior to the expiration of the term of expulsion under a specified set of early reinstatement condition(s) which are related to the conduct for which the student was expelled. The condition(s), once set forth in an expulsion order, shall be administered at the discretion of the Superintendent who shall have the authority to deny early reinstatement if any early reinstatement condition is not met prior to reinstatement or to revoke it for the remainder of the expulsion period if any enrollment conditions applicable to the student's attendance during a period of expulsion under early reinstatement, or conditional enrollment, are deemed by the Superintendent to have been violated. The decision to revoke a student's conditional enrollment shall be explained in writing. The student or student's parent may request a conference with the Superintendent within five (5) school days of a decision to revoke early reinstatement. The Superintendent shall meet with the student and/or parents within five (5) school days of a request. The Superintendent's decision is final.

(b) The Superintendent may designate another School District employee to perform the functions pertaining to a student's early reinstatement, but may not designate someone that is an administrator or teacher in the student's school.

(c) The Board may expel a student only when it is satisfied that the interest of the school demands the student's expulsion and only when the student: repeatedly refused or neglected to obey the rules established by the School District; knowingly conveyed or caused to be conveyed any threat or false information concerning an attempt or alleged attempt being made or to be made to destroy any school property by means of explosives; engaged in conduct while at school while under the supervision of a school authority that endangered the property, health, or safety of others; engaged in conduct while not at school or while not under the supervision of a school authority that endangered the property, health, or safety of others at school or under the supervision of a school authority or endangered the property, health, or safety of any employee or Board member of the District in which the student is enrolled; or was at least sixteen (16) years old and had repeatedly engaged in conduct while at school or while under the supervision of a school authority that disrupted the ability of school authorities to maintain order or an educational atmosphere at school or at an activity supervised by a school authority and that such conduct did not otherwise constitute grounds for expulsion. For purposes of this policy, conduct that endangers a person or property includes making a threat to the health or safety of a person or making a threat to damage property.

(d) The Board shall hold an expulsion hearing in the event a student is in possession of a firearm while at school or under the supervision of school authorities and shall expel a student from school for not less than one (1) year whenever it finds that the student brought a firearm to school or, while at school or while under the supervision of a school authority, possessed a firearm, as defined in 18 U.S.C. 921(a) (3), unless the Board finds that the punishment should be reduced based upon the circumstances of the incident. Any such finding by the Board shall be in writing. This does not include any circumstance in which a student possessed a firearm while lawfully hunting on school forest land.

(e) The District shall refer any student who brings a firearm (as defined in 18 U.S.C. 921(a)(3)) or a weapon to school to law enforcement.

(f) As required by 20 U.S.C. 7151, the Superintendent will ensure that the following information is sent to the Wisconsin Department of Public Instruction (DPI): a copy of this policy; a description of the circumstances surrounding any expulsion(s) for violating the above-stated firearms policy; the name of the school; the number of students expelled; and the types of firearms involved.

(g) Prior to expelling a student, the Board shall provide the student with a hearing. Prior written notice of the hearing must be sent separately to both the student and if the student is a minor, to their parent(s). The notice must be sent at least five (5) days prior to the date of hearing, not counting the date notice is sent. The notice must also satisfy the requirements of 120.13(1)(c)4, Wis. Stats.

(h) An expelled student or, if the student is a minor, the student's parent(s) may appeal the Board's expulsion decision to the DPI. An appeal from the decision of the DPI may be taken within thirty (30) days to the circuit court for the county in which the school is located.

(i) In the event a student is classified as homeless, the building principal shall consult with the Homeless Coordinator to determine whether the legal conduct is a result of homelessness. The District will not expel a homeless student for legal conduct that is caused by the student's homelessness. The Homeless Coordinator will assist the administration and the student's parents in correcting conduct subject to disciplinary action that is caused by homelessness. If the conduct in question is determined not to be caused by the student's homelessness, the District shall proceed with expulsion proceedings as outlined in this policy.

Administrative Policy 8.32, Student Expulsion

Finally, the Administration recommends that policy 8.32, Student Expulsion, be rescinded.

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.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policies.

Committee's Recommendation

Your Committee has advanced this item to the Board without recommendation.

Director O'Halloran moved to send the item back to Committee. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None – 0.

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(Item 4) Action on Necessary Updates to Policies Due to the Title Change of an Executive Officer

Background

At its November 2025 meeting, the Board reclassified the position of Senior Director, Office of Accountability and Efficiency to Chief of Accountability and Efficiency.

As a result of this action, several policies will need to be updated to accurately reflect the title change.

Additionally, after reviewing these policies, it was discovered that a few still refer to an even older title, "management of the Office of Accountability and Efficiency," which must be updated as well.

It should be noted that these policies have previously been brought forward as part of the Board's Policy Review project work and those drafts will need to be revised, too. The following policies will require this modification. The title change is the only change being proposed for these policies:

Board Governance Policies:

2.06, Board Meetings
2.11, District Policies: Development, Adoption, and Evaluation
2.12, Board Audits: Annual Plan and Coordination
3.01, Board-Appointed Officials
3.08, Role of the Management of Office of Accountability and Efficiency
4.15, Records Management

Board Rule:

1.07, Order of Business
1.08, Meeting Agendas and Reports
1.14, Voting Methods
1.15, Board Proceedings
1.16, Board Officers
1.17, President's Duties and Powers
1.18, Legal Representation
1.19, Conflicts of Interest
1.28, Board Memberships
3.01, Code of Ethics – Board of School Directors

Administrative Policy:

3.04, Fund Transfer
3.09, Purchasing and Bidding Requirements
3.14, Contractor Code of Conduct
6.35, Whistleblower Protections
6.37, Limited Term Employees Positions

Administrative Procedure:

3.14, Contractor Code of Conduct, Investigations
6.22, Leaves of Absence
6.23(6), Filling Limited-term Positions

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

None.

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the necessary updates. The Office of Board Governance will also work with our NEOLA partners to update the drafts that are part of the Policy Review project.

Committee's Recommendation

Your Committee recommends that the Board direct the Office of Board Governance
1. to revise the policies listed in the attachment to reflect the title change; and
2. to work with the NEOLA team to update the title within the draft policies previously presented

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 5) Work Session on Policy Review: Report of December Activity

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.

In February 2024, the plan was presented, including the possibility of working with an outside partner to perform the review. In October 2024, the Board contracted with NEOLA, with the work of the partnership to begin in December 2024.

Criteria for policy review include, but are not limited to:

• alignment to current federal, state, and local laws;

• adherence to the Wisconsin Department of Public Instruction's administrative rules or to the requirements of state administrative offices or other oversight agencies;

• alignment to best practices within the corresponding subject matter areas;

• alignment to other district rules, policies, and procedures and to district guidelines/handbooks;

• the extent to which the policies, rules, and procedures meet the current needs or mission/focus of the District;

• national, state and local trend data on necessity and implementation.

As a result of the review, the recommendation may be that the Board:

• adopt the recommended modifications to specific policies, rules, or procedures;

• modify and adopt the recommendations

• rescind specific policies, rules, or procedures (i.e., eliminate them from the policy manual); or

• reaffirm specific policies, rules, or procedures (i.e., officially considered them "reviewed," but make no changes).

In addition, the final policy manual will have a new numbering system.

As the review proceeds, proposed recommendations will be brought periodically to the Committee on Legislation, Rules and Policies, to be considered in a work session format. The proposed revisions will not become final until the entire review is complete. The policies and procedures, as published on the district's website, will remain in effect in the meantime.

Sections 2000 and 7000

Your Committee reports having consider additional drafts for Sections 2000 and 7000 and makes the following recommendations:

Policy		Recommendation
2131	Educational Outcomes, Goals, and Expectations	To approve as presented
2221	Special Observance Days	To approve as presented
2240	Controversial Issues in the Classroom	To approve as presented
2370	Educational Options Provided by the District	To approve as presented
2407	Physical Education	To approve as presented
2414	Human Growth and Development	To approve as presented
2431	Interscholastic Athletics	To approve as presented
2623	Students Assessment	To approve as presented
7250	Commemoration of School Facilities	To approve as presented
7250.01	Memorial for Staff and Students	To approve as presented

Your Committee further makes the following recommendations on draft policies that were previously considered and held for additional work:

Policy		Recommendation
2416	Student Privacy and Parental Access to Information	To approve as presented
4410	Crisis Intervention	To approve as presented
7240	Site Acquisition	To approve as presented
7544	Use of Social Media	To approve as presented
9130	Public Requests, Suggestions or Complaints	To approve as presented

9150	School Visitors	To hold in Committee for further review
9151	Use of Cameras and Other Recording Devices in Locker Rooms	To advance to the Board without recommendation for discussion in closed session

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's recommendations are in the attached report.

Director Siemsen moved to retire to closed session, pursuant to Wisconsin Statue 19.85(1)(d). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None.

The Board retired to closed session at 6:43 p.m. The Board returned to open session at 6:55 p.m. whereupon Director O'Halloran moved to approve policy 9151 and to hold this, and all other recommendations in this report, to the call of the Chair.

The motion passed, the vote being as follows:

Ayes — Directors, Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None.

(Director Ferguson left the meeting at 6:55 p.m. and was not present before the motion was made).

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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) Action on a Request to Approve the Education for Employment (E4E) Plan

Background

Education for Employment (E4E), as outlined in Administrative Rule P126, ensures that Milwaukee Public Schools provides all students with comprehensive academic and career planning (ACP) aligned to state requirements. Through the use of Xello, an accessible ACP tool that honors all career paths and engages students, families, and staff, MPS supports students in developing the skills, knowledge, and plans needed to be future-ready. This plan reflects the district's mission to prepare every student for success in postsecondary education, the workforce, and active citizenship, while ensuring equitable access to college and career readiness opportunities.

College and Career Readiness Key Target Areas

1. Support MPS students' on-time graduation.
2. Provide academic and career planning (ACP) opportunities for students.
3. Provide internship and youth apprenticeship opportunities for students.
4. Expand dual-enrollment opportunities for students.
5. Support students engaged in college attainment processes: FAFSA, scholarships, and college applications.
6. Expand industry-recognized credential opportunities for students.

Education for Employment (E4E)

Also referred to as Administrative Rule P126, is legislation that requires academic and career planning to occur within all public schools. Academic and career planning is embedded within the E4E plan and includes additional requirements that districts must fulfill:

- Prepare elementary and secondary pupils for future employment.
- Ensure technological literacy to promote lifelong learning.
- Promote good citizenship.
- Promote cooperation among business, industry, labor, postsecondary schools, and public schools.
- Establish a role for public schools in the economic development of Wisconsin.
- Publish the E4E plan annually.

Labor Market Information

In our district, we are dedicated to providing academic and career planning for students in grades 6 through 12. Through a variety of activities held twice a month, we focus on preparing students for future success by connecting classroom learning to real-world applications. Our students also study the labor market and job demands using tools such as Xello and classroom guidance in career and technical education (CTE) instruction.

- Semimonthly activities that engage students in both academic and career-focused discussions
- Integration of labor market trends and job demands through platforms such as Xello for practical insights
- Classroom guidance in CTE instruction that helps students align their interests with future career opportunities

During the 2023–24 school year, we launched professional development for school counselors focused on understanding labor market trends and job demand to better guide students toward in-demand careers and relevant skills.

Students explore the following questions to develop their postsecondary plans:

1. What careers align with my strengths, interests, and values?
2. What education or training will I need for the careers that I am interested in?
3. What are the job prospects and earning potential for the careers I'm considering?

Postsecondary Education and Workforce Preparation

- Growth mindset – Students are adaptable to change and are resilient when challenged

- Critical thinking skills – MPS graduates are problem solves, apply creativity, and possess the academic skills they need to advance their careers
- Interpersonal skills – Student show cultural competence, interacting in the global community and thrive in diversity
- Self-knowledge – Students develop character, confidence, and motivation.
- Life skills – Graduates know how to be responsible and reliable
- Community engagement – MPS graduates are prepared to contribute to and support their community

Career Pathways

Regional Career Pathways align education and training with the needs of the local job market, provide a range of postsecondary options, and result in a high school diploma with an opportunity to have earned an industry-recognized credential, college credit(s), and/or work-based learning experience(s). Regional Career Pathways provide a specific academic and career plan for occupations that are in demand in Wisconsin, allowing schools to focus on student and curriculum activities with input and support from regional employers and higher education.

More than 30 career pathways exist in 15 MPS high schools through the Career and Technical Education office. These pathways include opportunities for students to complete a sequence of career and technical education courses within a given pathway, earn industry-recognized credentials, earn college credits through dual-enrollment opportunities, gain work experience, and participate in career and technical student organization–related activities.

Within CTE, several of our high school CTE teachers have MOUs with Milwaukee Area Technical College (MATC) to teach courses for dual credit. There are currently 22 MOUs completed for students to earn college credits, with MATC in seven of our high schools with CTE pathways. In addition, one pathway offers a course for college credit with UW–Milwaukee. Finally, two schools have MATC instructors who offer pathway courses for dual credit.

Access for All Students

For students with disabilities, their academic and career plan is shared with their individualized education program (IEP) team to ensure alignment with transition services and postsecondary planning. To support inclusive and effective implementation, a member of the special education department serves on all ACP teams, ensuring that the needs of all students are considered in career and academic planning. School counselors, transition coordinators, and special education supervisors meet annually to ensure that schools do not discriminate on the basis of race, color, national origin, sex, or disability. School counselors also meet with the student and parent during the annual ACP conference.

Access to ACP Software Tool

Milwaukee Public Schools students in K5–grade 12 use Xello to learn more about themselves and to develop their academic and career plan. Xello is an online program that helps students build their skills, knowledge, and plans to be future-ready. The program uses an investigative, discovery-based learning process. Each student and parent receives an account that is updated nightly.

Academic and Career Planning (ACP)

The Milwaukee Public Schools district utilizes the ACP process to prepare students for their future. The ACP process is intended to equip students and their families with the tools necessary to make more informed choices about postsecondary education and training as they lead to careers. Academic and career planning is part of our vision for every student to graduate from high school college and career ready. That means students must be competent both socially and emotionally. We want our students to be strong critical thinkers, to collaborate and solve real-world problems, and to persevere when things aren't quite going their way. When put together, it's about making them productive adults with satisfying careers. Parents/guardians are an integral part of the ACP process by supporting ongoing career exploration. Additionally, parents are invited to participate in an ACP conference with their child and the school counselor at 5th, 7th, 9th, and 11th grades.

Academic and career plans are created by all MPS students with the support of the school counselor. Teachers and school counselors guide students through a journey of college and career possibilities.

Four Key Components of ACP Process

Know—Who am I?
Explore—What do I want to do?
Plan—How do I get there? and
Go—Do it!

Throughout middle and high school, students view and update ACP documents. Completed academic and career plans are stored in the e-portfolio of Xello.

Areas of Opportunity

The Milwaukee Public Schools district strives to ensure that all students graduate from high school college and career ready. To provide our students with a wide range of experiences and opportunities to prepare for their future, MPS offers opportunities for students in the following areas:

Advanced Placement courses: Students participate in college-level coursework and have the opportunity to earn college credit.

Career and technical education courses and student organizations: Students participate in introductory to advanced courses and follow career pathways that prepare them for a wide range of high-wage, high-skill, high-demand careers.

College and career readiness courses: Students can explore areas of interest, including but not limited to entrepreneurship, business, computer science, culinary arts, and personal finance.

Dual-enrollment opportunities: Students can earn college credit while they are still in high school.

International Baccalaureate courses: Students participate in college-level coursework and have the opportunity to earn college credit.

Internships: High school students work for employers for a limited period of time to learn about a particular industry or occupation. An internship is designed as an exchange in which the student agrees to complete work that will benefit the employer and, in return, has opportunities to learn new skills, expand their knowledge of a particular field, and explore career options.

Learning Journeys: Students participate in educational field trips to put content-based instruction into practice. The Learning Journey emphasizes holistic learning objectives in career awareness (K3–grade 3), career exploration (grades 4–8), and career planning and preparation (grades 9–12).

The M3 (M-cubed) College Connections Program: This innovative dual-enrollment program of Milwaukee Public Schools, Milwaukee Area Technical College (MATC), and the University of Wisconsin–Milwaukee (UWM) allows eligible students to complete their high school graduation requirements while earning college credits from both MATC and UWM at no expense to the student.

Project Lead the Way: MPS students gain the opportunity to explore STEM education—science, technology, engineering, and mathematics—through a fully developed curriculum intended to stimulate interest in various fields of technology. PLTW offers curriculums for elementary school (PLTW Launch), middle school (PLTW Gateway), and high school (PLTW Engineering, PLTW Biomedical Science, and PLTW Computer Science).

The School-to-Work Transition Program: Students with disabilities receive both social and vocational opportunities in real-world settings. The program focuses on abilities and on promoting and supporting the highest capacities of our students in their personal and professional development.

Youth apprenticeship programs: Students participate in a work experience program in a chosen field.

Further information about these opportunities can be found in our MPS High School Course Guide.

ACP Scope and Sequence

The Milwaukee Public Schools' academic and career planning scope and sequence for kindergarten to grade 12 is designed to provide a comprehensive framework that supports students' academic growth, career exploration, and personal development. This roadmap ensures that students engage in

age-appropriate progressive activities aimed at developing the skills, knowledge, and mindsets necessary for future success in both academic and professional realms. Beginning in kindergarten, students are introduced to foundational skills such as self-awareness and goal setting, which are expanded upon as they progress through each grade level. By high school, students engage in more specialized career exploration and academic planning, preparing them to make informed decisions about postsecondary education and career pathways. Below is the Milwaukee Public Schools ACP scope and sequence for each grade level.

Milwaukee Public Schools has an ACP framework that is aligned with state standards and supports equitable opportunities for all students to achieve their full potential. The district's ACP framework is aligned with state standards and supports equitable opportunities for all students to achieve their full potential.

ACP Engagement Activities

In addition to the wide range of experiences and opportunities to prepare students for their future, all schools in Milwaukee Public Schools offer tailored ACP activities for students in the following areas:

● Academic and career planning conferences: Parents are invited to participate in an ACP conference with their child and the school counselor at 5th, 7th, 9th, and 11th grades to discuss their student's interests, skills, talents, transitional concerns, and postsecondary aspirations.

● ACP Hour/advisory lessons in Xello (9th–12th grade): Students access and complete ACP standards, lessons, and assessments that help them discover relevant college, university, trade, military, and career options based on their personality, skills, learning style, and knowledge. Students receive a 0.125 credit toward academic and career planning for their completion of work that results in a passing "P" letter grade.

● School counselor classroom guidance lessons and the Comprehensive School Counseling Program: Together, classroom guidance lessons and a Comprehensive School Counseling Program ensure a cohesive approach, equipping students with the skills, knowledge, and resources necessary to make informed decisions about their academic and career paths. Classroom guidance lessons help students develop skills such as time management, study strategies, goal setting, and organizational skills, which are essential for academic success. Counselors teach students how to create personal academic goals, understand graduation requirements, and select appropriate courses that align with their future aspirations.

● K–8 classroom Xello lessons: Students are exposed to different career possibilities through the exploration of the 16 career clusters, and they complete academic and career planning standards and assessments that help them connect their interests and skills to postsecondary options.

● Graduation requirements: The Milwaukee Public Schools graduation requirements are aligned with minimum requirements for the University of Wisconsin System colleges as well as most colleges and universities nationwide.

● School-based academic and career plans: These are created by the school-based ACP coordinator and their school-based ACP team to provide all students with two ACP activities per month, per grade level. The school-based academic and career plan is updated each academic year and provides tailored activities based on the school's focus (gifted and talented, information technology, arts-focused, career and technical education, etc.) as well as student career interest profiles in Xello and ACP targets.

● 9th grade UWM Learning Journey: Offered to all 9th grade students in Milwaukee Public Schools, the UWM Learning Journey helps to raise postsecondary aspirations for college, provide college-readiness activities, and prompt student success for both high school completion and higher education.

● 10th grade MATC "Explore Your Future" Day: Offered to all 10th grade students in Milwaukee Public Schools, "Explore Your Future" Day provides an extensive exploration of career pathways to

students through hands-on learning experiences from Milwaukee Area Technical College pathway instructors and pathway students.

● 10th grade Career Day: Career Day provides 10th grade students with a valuable opportunity to explore career pathways by engaging in hands-on experiences, industry exposure, and professional interactions. Through structured activities such as job shadowing, worksite tours, and career-focused workshops, students connect their academic goals with future career aspirations. By collaborating with businesses, community partners, and educational institutions, this initiative fosters career readiness and equips students with the skills necessary for long-term success.

ACP Staff Engagement Activities

All educators in Milwaukee Public Schools actively engage in the ACP process, either directly or indirectly. Staff engagement in academic and career planning plays a pivotal role in shaping students' futures by providing comprehensive support and guidance to all students. Staff engagement activities include the following:

● Required ACP school-based teams

● Required ACP plan

● Each educator has an account in the ACP software Xello

● ACP Hour: Teachers and paraprofessionals offer assistance with the Xello platform during ACP Hour to ensure that students understand how to navigate and use the system effectively for their career exploration and planning.

● ACP conferencing: School counselors collaborate with students on the development of student-led ACP presentations and guide the ACP conferencing process to help facilitate meaningful discussions with students and families about current academics and future academic and career pathways.

● Data chats: School counselors hold meetings with students to review academic performance, set goals, and develop personalized strategies for improving achievement and progress toward graduation.

● Dual enrollment: School counselors actively refer and assist students with applications for dual-enrollment programs, internships, youth apprenticeships, the School-to-Work Transition Program, and the M3 College Connections Program.

● Learning Journeys: Teachers organize grade-appropriate Learning Journeys through the Extended Learning Opportunities office.

● Monthly ACP activities: All staff members participate in the implementation of monthly ACP activities, including the career speaker series, college campus tours and presentations, STEM/STEAM fairs, family literacy night, etc.

● College and Career Centers: College and Career Centers staff members provide assistance to students with both the college application process and the job application process, including but not limited to resume building, creating the cover letter, and general support with postsecondary readiness.

Additionally, teaching staff contributes to the teaching of specialized courses such as the following:

● Advanced Placement (AP)

● International Baccalaureate (IB)

● Project Lead the Way

Staff engagement, including completing the Xello Academy training and participating in the school-based academic and career planning team, allows staff to stay informed about best practices and tools for guiding students toward successful academic and career options.

ACP Family and Community Engagement Activities

Family and community engagement is a vital component of effective academic and career planning, ensuring that students receive the support they need from both their school and home environments. Some ACP opportunities that engage families and communities include the following:

● ACP parent brochures and parent letters help to inform families about the purpose and benefits of academic and career planning.

● ACP conferencing involves families actively participating in discussions about their child's academic goals, career interests, and postsecondary plans as well as receiving and understanding the resources available to support their child.

● Parent grade-level meetings take place where parents district-wide can receive information relevant to the academic year, such as graduation requirements, career exploration tools such as Xello, college-readiness information, and general resources provided by the Milwaukee Public Schools district.

● The Milwaukee Parent Institute provides families with valuable workshops, information, and resources to support their child's academic and career development and encourages them to become active participants in the broader school community's efforts to prepare students for future success.

● Monthly ACP activities involve community engagement by partnering with local businesses, colleges, and organizations to provide students with real-world career exposure through presentations, informational sessions, and workshops.

● Internships and apprenticeships involve the community, providing students with opportunities to explore various career pathways through hands-on experience and guidance from experts within the field.

The Milwaukee Public Schools district has over 200 community partners that provide apprenticeship and internship opportunities to students, including Outpost Natural Foods, Ascension Columbia St. Mary's Hospital, Milwaukee Catholic Home, the Clement J. Zablocki Veterans Affairs Medical Center, Milwaukee Water Works, the Harley-Davidson Museum, Marcus Theaters, the Milwaukee County Zoo, and many more!

2018–2023 Progress

● The team created and developed a scope and sequence for ACP K–12.

● The team created a timeline of ACP activities to be implemented in the 2023–2024 school year.

● The Milwaukee Board of School Directors approved ACP graduation requirements.

● Created Xello completion standards for students in grades 6–12.

● Hired a district ACP coordinator.

● An ACP plan is required annually from every school.

● We developed a strong partnership with Building Advantage and WRTP to provide professional development opportunities to school counselors.

● The district ACP coordinator continues to monitor school-based plans and provide ongoing feedback.

● Graduation requirements include any combination of approved college and career readiness coursework totaling 1.0 credit (0.5 credit of personal finance is required as one of the college and career readiness courses).

Objectives 2024–2026

● Continue to implement our ACP scope and sequence that was developed in 2017 at the elementary, middle, and high school levels.

● Increase student-family involvement through ACP conferences at 5th, 7th, 9th, and 11th grades.

● Increase the number of ACP teams from initiating to institutionalizing.

● Develop parent grade-level meetings to improve communications with families.

● Reinstitute/develop the district ACP team to improve collaboration and opportunities for students.

● Expand the Milwaukee Parent Institute and create alumni to engage families after they have completed the institute.

● Expand our youth apprenticeship and internship connections to provide more opportunities for students.

● Begin to build business partnerships beyond our youth apprenticeship program to provide career-based and work-based learning experiences for our students.

● Continue to develop opportunities for dual-enrollment courses through the partnerships with MATC, UW–Green Bay, and UW–Milwaukee.

Statute, Administrative Policy or Board Rule Statement

Admin Policy 7.32 - Comprehensive School Counseling Program

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

Upon approval, administration will publish the plan to the MPS website. Data related to the E4E plan will be reviewed annually.

Committee's Recommendation

Your Committee recommends that the Milwaukee Board of School Directors approve the E4E plan.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 2) Action on a Request to Approve the 2026 MPS Summer Academy Plan

Background

Milwaukee Public Schools is pleased to offer summer extended-learning opportunities that enhance academic skills and exploration experiences to the youth residents of the city. For the summer of 2026, MPS will offer one Summer Academy Session for all students Monday through Friday from 8:00 a.m. to 12:00 p.m. July 6 through July 30. Breakfast and lunch will be provided.

High School Summer Academy is designed to engage students academically through recovery, acceleration, and career skill-building opportunities. Students will also participate in career-based learning experiences such as internships and exploration based upon their academic and career plan.

Middle School Summer Academy offerings seek to provide a variety of interactive, academically engaging experiences based on student interests. Students have the option of participating in several career exploration programs, high school acceleration opportunities, as well as skill development.

Elementary Summer Academy curriculum was redesigned to incorporate ACT 20 legislation, refocusing on the Science of Reading.

Elementary Extended Learning Adventures are held to give students exposure to new subjects, identify new areas of interests and abilities, encourage curiosity, and further learning. Camps may be held at the summer site or off site in the community.

Extended School Year services are provided to qualifying students during Summer Academy, as mandated in their Individualized Education Plans. Enrichment opportunities with community partners are built into programming.

Bridge programs are offered to assist in the transition of students to high school and sixth grade. Twenty-two high schools will offer freshman bridge. Eight schools will offer middle school bridge.

Highlights from Summer Academy 2025

- A new literacy focus for K5 – grade 3
- 32 paraprofessionals were trained on the 4 station (literacy) rotations
- 12 new program offerings
- Over 2,800 courses completed
- 121 graduates
- 250 courses recovered in Virtual Night School
- In-person and off-site adventures

Summer academy 2026, July 6 to July 30

Student Day: Monday through Friday 8:00 a.m. to 12:00 p.m.
High School – Credit acceleration, credit recovery, and enrichment
Middle School – Integrated project-based focus
Elementary School – Intensive literacy focus based on Act 20 Legislation

Proposed Summer Academy Sites

	Grade Levels	A/C?	Programming	Capacity
Elementary				
Clement	K4-8	Yes	ESY	361
Congress	K3-8	Yes		705
Elm Creative Arts	K3-5	Yes		587
Fifty-Third Street	K4-8	No		479
Fratney	K4-8	Yes	ESY	670
MACL	K3-8	Yes	ESL, Newcomers	779
Metcalfe	K3-8	Yes		479
Morgandale	K4-8	No	ESL	452
River Trail	K3-8	Yes		479
Rogers	K3-8	Yes	Bilingual	479
High School				
Marshall	6-12	Partly	Alt Ed & Specialty	1629
North Division	9-12	Yes	8P & Specialty	850
South Division	9-12	Yes	Alt Ed, ESL, & ESY	1478
WCLL	K-12	Yes	Specialty	1053
Montessori				
MacDowell	K3-12	Partly	Montessori	881

Extended Learning Adventures

Innovative hands-on experiences integrated into the classroom:
Wisconsin's unique heritage
Natural environment
Archaeology, paleontology, environmental science, and life cycles
Arts-integrated activities

Bridge Programs

High School, August 20 and 21

- Goal: To enhance confidence, self-esteem, academic preparation, and soft skills
- Location: 22 MPS high school sites
- Program length: 2 days

Middle School, August

All 6–12 and traditional middle schools

- Provide sixth grade students with an opportunity to form realistic expectations of what middle school will be like
- Build a sense of community
- Explore extracurricular activities
- Experience the difference between elementary and middle school

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy or Board Rule Statement

Admin Policy 7.17 - Summer Academy

Fiscal Impact Statement

Projected expenditures of $6.4 million. $3.2 million from extension funds for elementary. $3.2 million from board funds for both high school and extended school year. The cost is from FY27 budget.

Implementation and Assessment Plan

Upon approval, Administration will begin preparing for implementation in the summer of 2026. All summer programs are contingent upon funding, enrollment, and facilities and maintenance building modification projects. Changes necessitated by these contingencies will be reported to the Board.

Committee's Recommendation

Your Committee recommends the Board approve the 2026 MPS Summer Academy Plan

Approved with the roll call vote to approve the balance of the committee's reports.

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(Item 3) Monthly Report with Possible Action on the MPS FY26 Academic/Literacy 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. On September 11, 2025, Administration responded to questions regarding the literacy portion of the 2025-26 Academic Plan and offered an opportunity to receive feedback on the information that was presented. On October 16, 2025, the presentation outlined the district's assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. Administration addressed the purpose of assessments, testing times, and also highlighted the key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support literacy across the district. On November 13, 2025, Administration provided an update on the literacy plan and the recommendations from the MGT audit, which included feedback from stakeholders. Tonight, Administration will provide information from November 24 and 25, 2025 professional development days and give the status on the upcoming literacy implementation plan.

HMH v3 K5 to Grade 5

Teacher and Leader Communication

- The upcoming shift to HMH V3 was messaged to principals and teachers on November 24, 2025.
- We collected questions and published a Q&A for teachers and leaders on the shifts.
- Trainers from HMH were on site in MPS and provided a sneak peek of V3 with principals and teachers on November 25, 2025.

Packing and Shipping Materials

- Principals collaborated with the Academics team to confirm number of sections and number of students.
- On December 1, 2025, the Academics team submitted to HMH shipping information.
- HMH will start material deliveries the week of December 15, 2025, and will conclude the week of January 5, 2026.

Professional Development

On December 3, 2025, the Academics team and the Office of Schools supported principals in:

- understanding the science of reading.
- planning for the transition to HMH V3; the role of the principal.
- preparing for delivery of HMH V3.

Instructional leaders will continue to provide professional development during early release days within their learning communities.

Instructional Design

On December 4 and 5, 2025, the Academics team partnered with HMH to draft the instructional design for MPS Literacy using V3.

MPS RFP 1159: English Language Arts for Gr. 9-12

MPS seeks proposals for:

- English textbooks and/or instructional materials for grades 9-12. Can also include associated instructional materials and resources.
- Hard copy materials with electronic companion or electric-only solutions may be proposed.
- Respondents submit solutions for one, some, or all grades.

HMH V3 Upgrade

- Contract B0001469, awarded to HMH on 2021, has been increased by $7,938,057.40 to secure the acquisition of HMH V3 for K5 to grade 5 through the 2028-2029 SY.
- Per Act 20, MPS will be eligible for 50% reimbursement for the cost of materials for grades K5 to grade 3.

Literacy Leadership Team and Long-Term Planning

- We will have our first Literacy Leadership Team meeting on December 17, 2025.
- We are actively planning long-term professional development for teachers and leaders to support the roll-out.

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 an Action Plan for the District Sustainability Team

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its meeting on February 27, 2020, the Milwaukee Board of School Directors referred Resolution 1920R-016 by Director Peterson to the Committee on Student Achievement and School Innovation (SASI). At its March 17, 2020, meeting, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution. The Board's original action directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of School

Administration is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

The district is in the process of developing a District Sustainability Action Plan facilitated by Green Schools National Network. A joint progress report and timeline for next steps will be presented to the board by the Office of Operations and Office of Academics.

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

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(Item 5) Report with Possible Action on the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Grant

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Milwaukee Public Schools (MPS) was awarded a 7-year GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) Partnership Grant beginning October 1, 2025. The annual grant amount is $3,283,200, totaling approximately $23 million. With the dollar-for-dollar match, this will bring $46 million dollars of additional programming and support to more than 4,000 students annually to identified schools across the district. The Team GEAR UP (TGU) grant will begin working with students in grades 4–7 and continuing with the same cohorts through their first year of postsecondary education.

The project is designed to increase academic achievement, improve high school graduation rates, and boost college enrollment and persistence. Key activities include high-impact tutoring, advising and mentoring, family engagement, teacher development increase dual enrollment, and expanding career academies focused on high-demand industries to prepare students for the rapidly changing workforce.

Local partners on the grant include Boys and Girls Clubs of Milwaukee, UW-Milwaukee, Milwaukee Area Technical College, UW-Whitewater, UW-Oshkosh, and Mentor Milwaukee. MPS will partner with UWM Socially Responsible Evaluation in Education for program evaluation. National partners include Northwestern University Center for Talent Development, Cambridge Educational Services, Texas Instruments, and NAF, an educational non-profit that brings schools and businesses together.

Milwaukee Public Schools will have a formal kickoff event to engage students, families, and partners to raise awareness about project goals and resources in January 2025.

Program Description

GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) Grant Program Description

This Department of Education discretionary grant program is designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. GEAR UP provides six- or seven-year grants to states and partnerships to provide services at high-poverty middle and high schools. GEAR UP grantees serve an entire cohort of students beginning no later than the seventh grade and following the cohort through high school. GEAR UP funds are also used to provide college scholarships to low-income students.

TEAM GEAR UP (TGU) is a coordinated initiative led by Milwaukee Public Schools (MPS) to expand college and career readiness through strong partnerships with Milwaukee Area Technical College

(MATC), the University of Wisconsin–Milwaukee (UWM), and other higher education and community partners. Over 4,100 students will be served in 28 schools annually. The project focuses on advising, academic enrichment, family engagement, dual enrollment, and workforce-aligned pathways to ensure students graduate high school prepared for postsecondary success. MPS has been awarded $3.23 million per year for seven years. GEAR UP is a matching grant, which means for every dollar received it must be matched in-kind, bringing the total value to $46 million. This year, for MPS, the commitment is about $900,000 worth of in-kind salaries and benefits for staff supporting the effort – and another $1 million in in-kind meeting space for our schools and partners to engage in the work.

Team GEAR UP Elementary / Middle Schools

Andrew S. Douglas Middle School
Audubon Technology & Communication Middle School
Cass Street School
Clarke Street Elementary School
Dr. Benjamin Carson Academy of Science
Frederick J. Gaenslen School
George Washington Carver Academy of Mathematics & Science
Hartford Avenue Elementary School
Henry Wadsworth Longfellow Elementary School
King International Baccalaureate Middle School
Lincoln Middle School
Mary McLeod Bethune Academy
Morse Middle School for the Gifted & Talented
Roosevelt Middle School of the Arts
Vieau School

Team GEAR UP K-12/High Schools

Alexander Hamilton High School
Audubon Technology & Communication High School
Barack Obama School of Career & Technical Education
Golda Meir School
Harold S. Vincent High School
John Marshall High School
Lynde & Harry Bradley Technology & Trade School
Milwaukee High School of the Arts
Milwaukee School of Languages
Riverside University High School
Rufus King International High School
South Division High School
Wisconsin Conservatory of Lifelong Learning

Cohort Years and Grade Levels Served

Year	Grade Levels
Year 1 (2025–26)	4, 5, 6, 7
Year 2 (2026–27)	5, 6, 7, 8
Year 3 (2027–28)	6, 7, 8, 9
Year 4 (2028–29)	7, 8, 9, 10
Year 5 (2029–30)	8, 9, 10, 11
Year 6 (2030–31)	9, 10, 11, 12
Year 7 (2031–32)	10, 11, 12, 13

Goals and Objectives Table for GPRA and Project-Specific Indicators

GOAL: MPS students are prepared to enter and succeed in postsecondary education.

Objective 1: Increase academic performance and preparation for postsecondary education for TGU students.

1.1: The percentage of eighth-grade students proficient in math.
1.2: The percentage of TGU students who pass Algebra I or its equivalent by the end of ninth grade. (GPRA #1)
1.3: The percentage of TGU students who are promoted/on track for graduation at the end of ninth grade. (Project-specific)
1.4: The number of TGU students who graduate with a cumulative grade point average (GPA) of at least 2.0. Research done in the last GEAR UP grant found that GPA is the strongest performance indicator for predicting the college performance of MPS students. (Gilman, Jones, & Davis, 2020) (Project-specific)

Objective 2: Increase the rate of high school graduation and participation in postsecondary education for TGU students.

2.1: The percentage of TGU students who graduate from high school. (GPRA #2)
2.2: The number of TGU students who earn college credit through dual enrollment (DE).
2.3: The percentage of TGU students who complete the Free Application for Federal Student Aid (FAFSA). (GPRA #3)
2.4: The percentage of TGU students and former TGU students who are enrolled at an institution of higher education (IHE). (GPRA #4)
2.5: The percentage of current TGU students and former TGU students who enrolled at an IHE and persisted to the second year of postsecondary education at the initial or subsequent IHE.
(GPRA #5)

Objective 3: Provide TGU students and families with knowledge of postsecondary education options, high school graduation requirements, college enrollment process, and supports available to them at their IHE.

3.1: The percentage of TGU students and families who understand the necessary processes that lead to postsecondary success. (Project-specific)

Objective 4: TGU schools are organized to empower all students to have the opportunity to go to college.

4.1: Students in TGU schools view their school as having a college-for-all environment. (Project-specific)

Program Components

Advising:

TGU advisors will connect students and families to TGU programming and services, dual enrollment, and individualized support. Advisors help students apply for internships, youth apprenticeships, and college admissions while monitoring progress and providing interventions to improve graduation and enrollment outcomes.

Tutoring and Academic Supports:

High-impact tutoring—during school, after school, virtual, and in-person—will target students identified by advisors based on academic indicators and goals. $200,000 has been allocated for an RFP for tutoring in year one.

Transition and Retention Programs:

To ensure smooth transitions from middle to high school and into college, TGU offers freshman bridge programs and summer camps, as well as M3 Smart Start (a partnership among MPS, MATC, and UWM) to combat summer melt and increase first-year college retention.

Family Engagement:

Families will participate in FAFSA workshops, and events hosted by partners such as Northwestern University and MATC. Programs are tailored to parents of first-generation and special-needs students to strengthen home-school collaboration.

Gifted and Talented Engagement:

Through the Center for Advanced Academics and an online program with Northwestern University, students will access alternative gifted coursework in ELA to stay challenged and engaged.

Professional Development:

In partnership with UWM, MATC, Texas Instruments, and NAF Career Academies, TGU provides professional learning for teachers to implement dual enrollment, integrate technology, and connect curriculum to workforce needs, ensuring sustainability beyond the grant period.

Math Pathway (with WestEd):

This initiative strengthens math proficiency through targeted interventions and professional development so students complete Algebra I by ninth grade—critical for postsecondary success.

College and Career Exposure:

College visits to MATC, UWM, UW–Parkside, UW–Oshkosh, UW–Whitewater, Northwestern University and other higher education partners will expose students to academic programs, campus life, and scholarship opportunities.

Career Academies and Dual Enrollment:

With NAF, TGU expands career academies across MPS high schools in fields such as IT, health sciences, engineering, and hospitality. Students can earn college credit through Dual Enrollment via MATC, UWM, the Wisconsin Early College Credit Program, and M3 College Connections.

Mentoring:

In partnership with MENTOR Greater Milwaukee, TGU embeds mentoring into school culture, training adult, peer, and near-peer mentors and integrating these supports with advising, career exploration, and dual enrollment.

Scholarships:

TGU students will access over $1 million in non-federal scholarships from partners including UWM, UW–Parkside, and the Boys and Girls Club of Greater Milwaukee, along with information on Pell Grants, FAFSA, and the 21st Century Certificates.

Year One (2025-26) Activities

Family and Community Kick Off- January 2026

Grades 4 and 5 - Cambridge Educational Services Non-Negotiable Skills program and visits to the College and Career Centers.

Grade 6 - Gifted and talented ELA curriculum through the Center for Advanced Academics.

Grade 7 - College visits and AI-based classroom presentations from YES.

Summer program opportunities - Northwestern University, UW-Parkside online math, UW-Whitewater and UW-Parkside residential camps.

Texas Instruments will integrate STEM tools and technology into classrooms across TGU schools.

Mentor Milwaukee will lead mentoring and student voice landscape analysis at all TGU schools.

My Sistah's KeepHer will offer mentoring groups for middle school girls at 6 TGU schools.

NAF will lead professional development sessions on project-based learning and curriculum alignment for middle and high school educators. NAF will organize career awareness events serving more than six hundred middle-school students and forty high-school students, connecting participants to high-demand career clusters and industry partners.

Boys and Girls Clubs of Greater Milwaukee will extend mentoring through the Be Great Graduate program at five community learning centers, emphasizing persistence and graduation goals.

Additional paid professional development opportunities in literacy and math education.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy or Board Rule Statement

Admin Policy 7.01 - Teaching and Learning Goals

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(Item 6) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the foregoing report. Although this item was noticed for possible action, no action is required.

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

Indicator #1 Graduation Rates Indicator #2 Drop-Out Rates Indicator #3 Assessments

Indicator #4 Suspension/Expulsion

Indicator #5 Educational Placement Ages 6-21

Indicator #6 Educational Placements Ages 3-5 Indicator #7 Preschool Outcomes

Indicator #8 Parent Involvement

Indicator #9 Inappropriate Identification in Special Education

Indicator #10 Inappropriate Identification in Specific Disabilities Categories

Indicator #11 Timely Evaluation

Indicator #12 Preschool Transition Part C, Part B

Indicator #13 Transition Goals Ages 16 and over

Indicator #14 Post School Outcomes

Indicator #15 Resolution Sessions Indicator #16 Mediation

Indicator #17 State Systemic Improvement Plan

LRE For Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports to the Administration bi-annually, students who are receiving special education services in the least restrictive environment. The Department of Specialized

Service's plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provide each school district with the target in each of the following categories:

Indicator 5A Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day

Indicator 5B Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day

Indicator 5C Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services to the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEPs, including speech and language services. The attached reports include the district's information as well as each school's percentage.

State of Wisconsin Target	5A: 70.00%	5B: 7.90%	5C: 0.95%
MPS Jan 2025	87.58%	10.65%	0.10%
MPS Feb 2025	87.53%	10.67%	0.09%
MPS March 2025	87.63%	10.69%	0.09%
MPS April 2025	87.69%	10.71%	0.09%
MPS May 2025	87.78%	10.70%	0.11%
MPS Sep 2025	88.06%	10.18%	0.07%
MPS Oct 2025	87.77%	10.10%	0.11%
MPS Nov 2025	87.45%	10.12%	0.18%

Least Restrictive Environment (LRE) Counts and Percentages

Indicator 5 Totals by School	Code A		Code B		Code C		Total
School	Count	%	Count	%	Count	%	Count
ACAD OF ACCELERATED LEARNING	47	70.15%	20	29.85%	0		67
ALBA	101	100.00%	0		0		101
ALCOTT SCHOOL	71	88.75%	9	11.25%	0		80
ALLEN-FIELD SCHOOL	100	96.15%	4	3.85%	0		104
ALLIANCE SCHOOL	37	97.37%	1	2.63%	0		38
ASSATA HS	17	100.00%	0		0		17
AUDUBON HS	97	76.38%	30	23.62%	0		127
AUDUBON TECH & COMM CTR MS	53	81.54%	12	18.46%	0		65
AUER AVENUE SCHOOL	22	95.65%	1	4.35%	0		23
BANNER PREP SCHOOL OF MILW	8	100.00%	0		0		8
BARBEE MONTESSORI SCHOOL	57	90.48%	6	9.52%	0		63
BARTON SCHOOL	61	100.00%	0		0		61
BAY VIEW HS	143	86.67%	22	13.33%	0		165
BAY VIEW MONTESSORI SCHOOL	56	100.00%	0		0		56
BETHUNE ACADEMY	115	83.94%	22	16.06%	0		137

BRADLEY TECHNOLOGY AND TRADE	157	94.58%	9	5.42%	0		166
BROWN STREET SCHOOL	55	96.49%	2	3.51%	0		57
BROWNING SCHOOL	59	95.16%	3	4.84%	0		62
BRUCE SCHOOL	47	100.00%	0		0		47
BRYANT SCHOOL	44	75.86%	14	24.14%	0		58
BURBANK SCHOOL	96	74.42%	33	25.58%	0		129
BURDICK SCHOOL	99	91.67%	9	8.33%	0		108
CARMEN HS SOUTH CAMPUS	45	100.00%	0		0		45
CARMEN NORTHWEST CAMPUS	94	100.00%	0		0		94
CARMEN SOUTHEAST CAMPUS	80	100.00%	0		0		80
CARSON ACADEMY	52	100.00%	0		0		52
CARVER ACADEMY	56	100.00%	0		0		56
CASS STREET SCHOOL	50	100.00%	0		0		50
CHALLENGE ACADEMY	2	100.00%	0		0		2
CLARKE STREET SCHOOL	32	100.00%	0		0		32
CLEMENS SCHOOL	33	67.35%	16	32.65%	0		49
CLEMENT AVENUE SCHOOL	61	100.00%	0		0		61
CONGRESS SCHOOL	105	82.03%	23	17.97%	0		128
COOPER SCHOOL	57	82.61%	12	17.39%	0		69
CRAIG MONTESSORI SCHOOL	26	100.00%	0		0		26
CURTIN LEADERSHIP ACADEMY	45	100.00%	0		0		45
DOERFLER SCHOOL	108	100.00%	0		0		108
DOUGLAS MS	27	100.00%	0		0		27
EIGHTY-FIRST STREET SCHOOL	66	68.75%	30	31.25%	0		96
ELM CREATIVE ARTS SCHOOL	41	100.00%	0		0		41
EMERSON SCHOOL	56	81.16%	13	18.84%	0		69
ENGLEBURG SCHOOL	60	61.86%	37	38.14%	0		97
FAIRVIEW SCHOOL	135	84.38%	25	15.63%	0		160
FERNWOOD MONTESSORI SCHOOL	82	94.25%	5	5.75%	0		87
FIFTY-THIRD STREET SCHOOL	73	90.12%	8	9.88%	0		81
FOREST HOME AVENUE SCHOOL	127	70.17%	54	29.83%	0		181
FRANKLIN SCHOOL	29	74.36%	10	25.64%	0		39
FRATNEY SCHOOL	54	98.18%	1	1.82%	0		55
GAENSLEN SCHOOL	223	66.77%	111	33.23%	0		334
GARLAND SCHOOL	77	96.25%	3	3.75%	0		80
GOLDA MEIR SCHOOL	122	95.31%	6	4.69%	0		128
GOODRICH SCHOOL	64	65.98%	33	34.02%	0		97
GRANDVIEW HS	24	100.00%	0		0		24
GRANT SCHOOL	60	100.00%	0		0		60
GRANTOSA DRIVE SCHOOL	70	76.09%	22	23.91%	0		92
GREEN TREE PREPARATORY ACADEMY	95	97.94%	2	2.06%	0		97
GREENFIELD SCHOOL	92	94.85%	5	5.15%	0		97
GROPPI HS	50	100.00%	0		0		50
HAMILTON HS	165	67.07%	78	31.71%	3	1.22%	246
HAMPTON SCHOOL	30	88.24%	4	11.76%	0		34

HAROLD S. VINCENT SCHOOL OF AGRICULTURAL SCIENCE	77	81.05%	18	18.95%	0		95
HARTFORD UNIVERSITY SCHOOL	45	97.83%	1	2.17%	0		46
HAWLEY ENVIRONMENTAL SCHOOL	59	100.00%	0		0		59
HAYES BILINGUAL SCHOOL	103	80.47%	25	19.53%	0		128
HIGHLAND COMMUNITY SCHOOL	83	100.00%	0		0		83
HI-MOUNT SCHOOL	34	89.47%	4	10.53%	0		38
HMONG AMERICAN PEACE ACAD	109	100.00%	0		0		109
HOLMES SCHOOL	60	82.19%	13	17.81%	0		73
HONEY CREEK SCHOOL	59	76.62%	18	23.38%	0		77
HOPKINS LLOYD SCHOOL	28	100.00%	0		0		28
HUMBOLDT PARK SCHOOL	102	99.03%	1	0.97%	0		103
I.D.E.A.L	50	100.00%	0		0		50
JACKSON SCHOOL	46	100.00%	0		0		46
KAGEL SCHOOL	50	80.65%	12	19.35%	0		62
KEEFE AVENUE SCHOOL	31	100.00%	0		0		31
KILBOURN SCHOOL	58	98.31%	1	1.69%	0		59
KING ES	35	100.00%	0		0		35
KING IB HS	135	79.41%	35	20.59%	0		170
KING IB MS	31	100.00%	0		0		31
KLUGE SCHOOL	73	78.49%	20	21.51%	0		93
LA CAUSA CHARTER SCHOOL	63	100.00%	0		0		63
LAD LAKE SYNERGY	3	100.00%	0		0		3
LAFOLLETTE SCHOOL	51	96.23%	2	3.77%	0		53
LANCASTER SCHOOL	41	100.00%	0		0		41
LINCOLN AVENUE SCHOOL	68	94.44%	4	5.56%	0		72
LINCOLN CENTER OF THE ARTS	64	96.97%	2	3.03%	0		66
LONGFELLOW SCHOOL	110	82.09%	24	17.91%	0		134
LOWELL SCHOOL	38	100.00%	0		0		38
MACDOWELL MONTESSORI SCHOOL	119	95.20%	6	4.80%	0		125
MADISON ACADEMIC HS	78	84.78%	14	15.22%	0		92
MANITOBA SCHOOL	67	73.63%	23	25.27%	1	1.10%	91
MAPLE TREE SCHOOL	42	100.00%	0		0		42
MARSHALL HS	119	69.19%	51	29.65%	2	1.16%	172
MARYLAND AV MONTESSORI	51	100.00%	0		0		51
MATC EMERGING SCHOLARS PROGRAM	4	100.00%	0		0		4
METCALFE SCHOOL	49	100.00%	0		0		49
MILW ACAD OF CHINESE LANG	61	91.04%	6	8.96%	0		67
MILW CO YOUTH EDUC CENTER	3	100.00%	0		0		3
MILW COLLEGE PREP - 36 ST	63	98.44%	1	1.56%	0		64
MILW COLLEGE PREP - 38 ST	59	100.00%	0		0		59
MILW COLLEGE PREP - LLOYD ST	60	100.00%	0		0		60
MILW COLLEGE PREP - NORTH	78	100.00%	0		0		78

MILW FRENCH IMMERSION SCHOOL	40	100.00%	0		0		40
MILW GERMAN IMMERSION SCHOOL	46	92.00%	4	8.00%	0		50
MILW HS - ARTS	145	81.01%	34	18.99%	0		179
MILW PARKSIDE SCHOOL	159	85.03%	28	14.97%	0		187
MILW SCHOOL OF LANGUAGES	109	70.32%	46	29.68%	0		155
MILW SIGN LANGUAGE SCHOOL	45	91.84%	4	8.16%	0		49
MILW SPANISH IMMERSION SCHOOL	71	74.74%	23	24.21%	1	1.05%	95
MILWAUKEE VIRTUAL SCHOOL	107	96.40%	4	3.60%	0		111
MITCHELL SCHOOL	105	98.13%	2	1.87%	0		107
MORGANDALE SCHOOL	95	93.14%	7	6.86%	0		102
MORSE MS	62	83.78%	12	16.22%	0		74
NATHANIEL HAWTHORNE SCHOOL	53	100.00%	0		0		53
NEESKARA SCHOOL	46	82.14%	10	17.86%	0		56
NEXT DOOR FOUNDATION	0		0		0		0
NINETY-FIFTH STREET SCHOOL	63	95.45%	3	4.55%	0		66
NORTH HS	51	79.69%	13	20.31%	0		64
NOVA HS	14	100.00%	0		0		14
OBAMA SCTE	100	90.91%	10	9.09%	0		110
PARKVIEW SCHOOL	51	98.08%	1	1.92%	0		52
PRATT SCHOOL	60	96.77%	2	3.23%	0		62
PROJECT STAY HS	46	100.00%	0		0		46
PULASKI HS	160	86.49%	25	13.51%	0		185
REAGAN HS	179	92.27%	15	7.73%	0		194
RILEY DUAL LANGUAGE MONTESSORI SCHOOL	46	95.83%	2	4.17%	0		48
RIVER TRAIL SCHOOL OF AGRICULTURAL SCIENCE	79	85.87%	13	14.13%	0		92
RIVERSIDE UNIVERSITY HS	137	61.99%	84	38.01%	0		221
RIVERWEST SCHOOL	63	100.00%	0		0		63
ROGERS STREET ACADEMY	89	100.00%	0		0		89
ROOSEVELT MS	40	100.00%	0		0		40
SHALOM HS	11	91.67%	1	8.33%	0		12
SHERMAN SCHOOL	38	97.44%	1	2.56%	0		39
SIEFERT SCHOOL	33	86.84%	5	13.16%	0		38
SOUTH ACCELERATED ACADEMY	5	100.00%	0		0		5
SOUTH DIVISION HS	118	69.82%	51	30.18%	0		169
SPED - SERVICES	3	17.65%	0		14	82.35%	17
STARMS DISCOVERY SCHOOL	71	98.61%	1	1.39%	0		72
STARMS EARLY CHILDHOOD	20	100.00%	0		0		20
STORY SCHOOL	34	97.14%	1	2.86%	0		35
STUART SCHOOL	60	100.00%	0		0		60
SUCCESS CENTER PROGRAM	2	66.67%	1	33.33%	0		3
THOREAU SCHOOL	57	95.00%	3	5.00%	0		60
THURSTON WOODS SCHOOL	48	100.00%	0		0		48
TOWNSEND STREET SCHOOL	43	97.73%	1	2.27%	0		44

TRANSITION HS	34	97.14%	1	2.86%	0		35
TROWBRIDGE SCHOOL	47	81.03%	11	18.97%	0		58
VICTORY SCHOOL	58	100.00%	0		0		58
VIEAU SCHOOL	140	100.00%	0		0		140
VINCENT ACCELERATED ACADEMY	7	87.50%	1	12.50%	0		8
WASHINGTON - DTC	0		10	100.00%	0		10
WEDGEWOOD PARK SCHOOL	64	90.14%	7	9.86%	0		71
WESTSIDE ACADEMY	34	87.18%	5	12.82%	0		39
WHITMAN SCHOOL	72	78.26%	20	21.74%	0		92
WHITTIER SCHOOL	28	100.00%	0		0		28
WHS OF INFORMATION TECHNOLOGY	82	93.18%	6	6.82%	0		88
WIS CONSERVATORY LIFELONG LRNG	53	92.98%	4	7.02%	0		57
ZABLOCKI SCHOOL	52	98.11%	1	1.89%	0		53
Grand Total:	10244	87.45%	1449	12.37%	21	0.18%	11714
EE Codes							
A=(less than 21%) removed from non-disabled peers							
B=(from 21 to 60%) removed from non-disabled peers							
C=(greater than 60%) removed from non-disabled peers							

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy or Board Rule Statement

Admin Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 7) Report with Possible Action on Annual School Procedural Compliance Self-Assessment (PCSA)

Your Committee reports having received the foregoing report. Although this item was noticed for possible action, no action is required.

Background

The Procedural Compliance Self Assessment (PCSA) includes a school-based assessment aspect that is completed annually during the spring. At that time, an annual measurement of compliance is completed by each school in the district. The results of the measurement are reported by school and by district-level. The schools' data are used to form the goals and action steps for special education compliance in each individual School Improvement Plan (SIP). The District's data are used to analyze district supports and to develop plans of improvement for district-wide systems that serve students with disabilities.

Results-driven Accountability (RDA) is a revised accountability system from the federal Office of Special Education Programs (OSEP). States were allowed to choose a focus for RDA. Wisconsin chose literacy outcomes because this is an area of challenge for many students with disabilities in the state. Thus, Wisconsin’s effort retools the acronym as “Reading Drives Achievement: Success through Literacy

(RDA:StL)." The revised accountability system, which used to focus solely on compliance, now includes both compliance and results. Each Milwaukee public school receives the results of PCSA with the expectation that data will be included in the school-wide planning each year. The target for the PCSA is to achieve (and to maintain) 100% in each of the identified compliance items. Federal oversight requires 100% compliance. Milwaukee Public Schools strives to meet this goal each year.

The results of the 2024-25 PCSA are presented in the minutes of your Committee's meting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy or Board Rule Statement

Admin Policy 8.01 - Student Nondiscrimination, Complaints and Appeals

Fiscal Impact Statement

No Fiscal Impact

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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 Library Board, CESA 1, and the District Advisory Council.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

In support of the MPS Vision and Mission, and in collaboration with district and community partners, the President's activities during November and December 2025 included:

Career Connections Day Job Shadow: As part of City Year Milwaukee's Career Connections Day, an AmeriCorps member shadowed me for several hours to learn more about school district governance and policy development. It was a great opportunity to share insight into public service and support pathways for young professionals interested in education and civic leadership.

Dyer Playfield Community Engagement: Director Vannoy and I conducted door-to-door outreach with residents living near Dyer Playfield to gather input and answer questions regarding a potential lease agreement with Pius XI High School. These conversations helped ensure neighbors were aware of the discussions taking place, the Milwaukee Recreation Playfield Revitalization Plan. It was a wonderful opportunity to hear their perspectives directly.

School Resource Officer Policy Discussion: Met with Youth Empowered in the Struggle (YES) students from four high schools, along with representatives from the Fire and Police Commission, MTEA, and the ACLU, to gather stakeholder feedback on the district's forthcoming School Resource Officer (SRO) policy.

Media Engagement: Spoke with reporters Alex Klaus, Rory Linea, and Mary Jo Ola, to discuss district and Board initiatives. Our conversations included developments related to Dyer Playfield as well as recent actions regarding the Carmen Schools charter contract. These discussions support transparent communication with the public.

Deaf and Hard of Hearing Task Force: Attended the Deaf and Hard of Hearing Task Force meeting and received updates and engaged in discussion regarding survey results, national school models, and program needs and options for Deaf and Hard of Hearing students.

Long Range Facilities Planning Steering Committee: Attended the steering committee meeting and participated in discussions regarding key committee impacts on the long-range facilities plan, related policy initiatives, and potential facility scenarios.

Vincent Holiday Market: Joined Superintendent Dr. Cassellius at the Vincent Holiday Market and engaged with students, staff, and community members. Students highlighted the school's agricultural and culinary focus by selling honey, eggs, handmade soap, baked goods, candles, and other holiday gift items, demonstrating hands-on learning and the development of real-world business skills.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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NEW BUSINESS

Consideration of the items of New Business required a waiver of Board Rules.

Director O'Halloran moved to Board Rule 1.10 to allow for immediate consideration of the items of New Business. The motion passed, the vote being as follows:

Ayes — Directors Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None - 0.

(Item 1) Action on a Possible Response to a Request for Pius XI High School to Lease Dyer Playfield

Background

In November 2025, the Board received information about a

September 2022, proposal by then District 10 Alderman Michael Murphy to allow Pius XI High School to build an athletic facility on Dyer Playfield. Dyer Playfield is a site owned by the City of Milwaukee and operated by MPS, through its Department of Recreation and Community Services, which has been the arrangement for more than 50 years. The proposal was rejected by then-Milwaukee Public Schools Superintendent Dr. Keith Posley, because MPS opposed the privatization of public parks used by our community and students.

In June 2025, District 10 Alderwoman Sharlen Moore approached Milwaukee Recreation with former Alderman Murphy's idea of leasing Dyer Playfield to Pius XI High School. Superintendent Dr. Brenda Cassellius informed Alderwoman Moore, and representatives from Pius XI, that the District was in the midst of its Long-Range Facilities Master Plan (LRFMP) process and would not be entering into any new lease agreements, as the LRFMP's findings would be used to determine MPS' strategic use of school facilities and outdoor spaces.

On October 23, 2025, Alderwoman Sharlen Moore sent a letter to Dr. Cassellius indicating her intention to bring the Pius XI High School lease of Dyer Playfield to the Milwaukee Common Council for discussion. No specific terms were presented at that point.

A draft of a response letter was provided under separate cover.

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 5.01 - Facilities

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Should the Board approve of the response letter, the Office of Board Governance will prepare it for the signature of the Board President and ensure its transmission to the appropriate recipients.

Recommendation

The recommendation is that the Board
1. waive Board Rule 1.10 and give immediate consideration to this item
2. determine how it wishes to proceed

Director Vannoy moved to authorize the Board President to sign and send the letter on behalf of the Board. The motion passed, the vote being as follows:

Ayes — Directors Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None - 0.

* * * * *

(Item 2) Action on Approval of an Intergovernmental Agreement With Milwaukee Water Works for School to Work Transition Program Expansion

Background

The School to Work Transition Program (STWTP) comprises three separate, but related, programs devoted to the development of employment readiness for our students with disabilities.

The district partnered with the Milwaukee Water Works for student development opportunities at its Howard Water Treatment Facility. Milwaukee Water Works has the capacity to host additional students at another facility.

Approval of the attached agreement will allow STWTP participants to train at the Field Headquarters and the Linnwood Water Treatment Plant in addition to the Howard Avenue Plant.

A draft of the agreement was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy or Board Rule Statement

Admin Policy 7.36 - Promotion and Retention of Students

Implementation and Assessment Plan

Upon Board approval, the attached agreement will be fully executed.

Recommendation

That the Board
1. waive Board Rule 1.10 and give immediate consideration to this item
2. approve the attached agreement to allow additional placement opportunities for School To Work Transition Program participants

Director Siemsen moved to approve the intergovernmental agreement as attached to the item. The motion passed, the vote being as follows:

Ayes — Directors Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None - 0.

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RESOLUTIONS

Resolution 2526R-004

Resolution Establishing Protections and Accountability

for the School Resource Officer (SRO) Program

By Director Missy Zombor

WHEREAS, Board Governance Policy 1.01 (b) states that schools will be safe, welcoming, well-maintained, and accessible community centers meeting the needs of all; and

WHEREAS, 2023 Wisconsin Act 12 mandates the implementation of a School Resource Officer (SRO) program requiring the presence of at least twenty-five (25) police officers in schools; and

WHEREAS, Schools must serve as safe havens that prioritize student learning, development, and well-being, rather than environments that criminalize normative child and adolescent behavior; and

WHEREAS, A 2021 Center for Public Integrity analysis of U.S. Department of Education data found that Black students and students with disabilities were referred to law enforcement at nearly twice their share of the overall student population; and

WHEREAS, A 2018 Program Evaluation of Milwaukee's School Resource Officer Program recommended that the Intergovernmental Agreement (IGA) clearly define SRO roles and expectations and that those roles be communicated through training with school administrators; and

WHEREAS, The National Association of School Resource Officers (NASRO) and the U.S. Department of Justice, Office of Community Oriented Policing Services recommend prohibiting SRO involvement in school discipline matters and conducting regular reviews of intergovernmental agreements between school districts and law enforcement agencies; and

WHEREAS, The District is committed to strengthening school safety and emergency response protocols through non-police methods that promote student and staff well-being without unnecessary reliance on law enforcement; and

RESOLVED, That the Administration shall create a comprehensive School Resource Officer policy to include the following:

That SROs have clearly defined roles and responsibilities, with the scope of their authority clearly and consistently outlined:

- SROs shall be responsible for criminal law matters only and shall not participate in school discipline.
- SROs shall not participate in classroom instruction or interrupt instructional time except in cases of emergency.
- That schools will still be primarily responsible for managing student behavior.
- SROs shall not intervene in or respond to the following non-criminal behaviors: disorderly behavior that does not pose a physical risk to others; rude or disruptive behavior; excessive noise; loitering in hallways or bathrooms; dress code violations; use of profane or lewd language; and/or possession or use of prohibited items under the Student Code of Conduct that do not violate criminal law and are not weapons.
- School administrators shall address the above behaviors pursuant to the District's Student Code of Conduct.

- That principal or their designees shall retain final decision-making authority when it comes to discipline of students enrolled in their schools.

- The principal or their designee shall serve as the designated liaison between the school and SROs and shall make final determinations regarding responses to student behavior, considering among other factors: the student's age and maturity; the student's IEP or 504 Plan; the student's disciplinary history; and the nature, severity, frequency, and duration of the behavior; and be it
- That SROs and school officials shall not interfere with the rights of students and their guardians:
- That the privacy and protections afforded to students shall be maintained.
  - Student privacy rights shall be upheld at all times.
  - School officials shall not request SRO presence during student questioning that could result in arrest or court involvement.
  - That barring an immediate physical threat to others, SROs shall not engage in the use of force.
  - Under no circumstances shall SROs or police officers use mechanical or chemical restraints or physical force for administrative convenience, punishment, or de-escalation.
  - Any use of seclusion or physical restraint by an SRO shall comply with the notification requirements of Wis. Stat. § 118.305(4).
- That a student's parent or guardian shall be notified by the principal or designee as soon as practicable following a student's arrest, search, or questioning by an SRO.
- That students be made aware of their rights; that students shall be informed annually of their rights when interacting with an SRO; and these rights shall be incorporated into the Student Bill of Rights; and be it
- That when conducting searches of students, SROs and police officers will follow all appropriate standards:
- That police officers or SROs may search a student or their belongings only when probable cause exists to believe the search will reveal evidence of a criminal offense, and the scope of the search is reasonably related to the objective and not excessively intrusive.
- That strip searches of students are strictly prohibited.
- That law enforcement access to student records shall be limited and compliant with FERPA and consistent with the MPS Safe Haven Resolution 1617R-007; and be it
- That when questioning students at school, that absent a clear and present danger of serious physical injury, SROs shall not question students about criminal or noncriminal activity unless all legal protections are met; that students shall have the right to remain silent; that SROs shall not ask school staff to question students on their behalf; and that principals or designees shall not compel or coerce students to submit to questioning by law enforcement; and be it
- That students shall not be arrested at school unless certain conditions exist:
- That the child poses a real and immediate threat to student, staff, or public safety; that the principal agrees a formal arrest is necessary to preserve student safety; and the SRO has probable cause to believe that the student has committed a misdemeanor or felony that is not school managed behavior; or that a warrant specifically directs the arrest of the student in a school; in all other instances, the execution of an arrest warrant shall be undertaken at a location other than a school.
- That in rare instances where a warrant directs that an arrest of a student be carried out at school, the execution of the warrant shall be planned in conjunction with the principal/designee.
  - Police Officers, SROs, and school officials shall make every effort to respect students' privacy rights.
  - Absent emergency circumstances, the warrant shall be executed in an administrator's office or other private location to minimize disruption and exposure to other students; and be it
- That the process of having and maintaining SROs in Milwaukee Public Schools be marked by transparency and accountability:
- That there be a meaningful complaint resolution system for any student, parent, teacher, principal, or other school administrator so submit a complaint, orally or in writing, of abuses or misconduct by SROs.
  - The system shall provide for an independent investigation into the allegations in the complaint.
  - Students and families shall be informed of the complaint procedure.

- That there be public reporting when it comes to SROS, and that the District shall publish publicly available quarterly reports detailing:
  - The number of incidents resulting in juvenile arrest for conduct on school grounds broken down by school; offense; student's age, grade, race, sex, and disability status; and disposition/results;
  - The number of incidents resulting in other forms of law enforcement intervention – including searches and seizures by SROS; restraints by SRO; questioning by SROs; issuance of a criminal citation, ticket, or summons; filing of a delinquency petition; and referral to a probationary officer.
  - The budget information for the SRO program, including funding and expenditures.
  - The number of SROs deployed to each school.
  - The training materials for SROs.
  - The number and types of complaints filed against SROs;

  and be it

FURTHER RESOLVED, That the draft policy be presented to the Board for consideration in the February 2026 Board cycle; and be it

FURTHER RESOLOVED, That the Administration is directed to negotiate modifications to the Intergovernmental Agreement with the City of Milwaukee, to the fullest legal extent possible, to ensure the above, regardless of when a policy is ultimately adopted; and be it

FURTHER RESOLVED, That the SRO Program shall be evaluated annually through a joint review by Milwaukee Public Schools, the Milwaukee Police Department, and the Fire and Police Commission; and that evaluation criteria shall include progress toward established goals and objectives, frequency and nature of police-student interactions, and community, student, and family feedback.

Referred to Committee on Legislation, Rules and Policies

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following items from the Communications from the Board Clerk:

- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters
- Action on Consideration of Employment Matters that Require a Closed Session

Director O'Halloran moved to consider these items in closed session, pursuant to Wisconsin Statutes 19.85(1)(g)(c) and (f). The motion passed, the vote being as follows:

Ayes — Directors Fons, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None -0.

The Board retired to closed session at 7:05 p.m.

The Board adjourned from the closed session at 9:29 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 8, 2026

Special meeting of the Board of School Directors called to order by President Zombor at 5:30 P.M.

Present — Directors Ferguson, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.
Absent and Excused— Directors Fons and Jackson - 2.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place virtually.

Special Board Meeting
5:30 p.m., Thursday, January 8, 2026

The purpose of this meeting is to consider a pending litigation matter.

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

This meeting will be held virtually and will be broadcast on WYMS 88.9 FM radio. The meeting may be accessed on the MPS YouTube Stream, the link to which maybe found on the Board of School Directors Upcoming Meetings page of MPS website. There will be no in-person access.

Pursuant to Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session to consider this item.

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

This meeting will be held virtually. 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.

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, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.
Noes — None – 0.

The Board adjourned from closed session at 6:20 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 15, 2026

Special meeting of the Board of School Directors called to order by President Zombor at 7:45 p.m.

Present — Directors Herndon, Reza, Siemsen, Vannoy, and President Zombor — 5.
Absent and Excused – Directors Ferguson, Fons, Jackson, and O'Halloran – 4.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is called.

Special Board Meeting
6:30 p.m., Thursday, January 15, 2026
(Or immediately upon the adjournment of the preceding Meeting of the Committee on Student Achievement and School Innovation)

The purpose of this meeting is to consider an employment matter that requires a closed session.

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

(Item 1) Action on Consideration of Employment Matters that Require a Closed Session

Background

Pursuant to Wisconsin Statute 19.85(1)(c)(f)(g), the Board may retire to closed session to consider employment, promotion, compensation, or performance evaluation data of employees over which the Board has jurisdiction and to consider financial, medical, social or personal histories or disciplinary data of specific employees, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to. The Board may also 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 these employment matters.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Regular Board Meetings

Recommendation

That the Board retire to closed session to consider this item.

Director Vannoy moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c)(f) and (g). The motion passed, the vote being as follows:

Ayes — Directors Herndon, Reza, Siemsen, Vannoy, and President Zombor — 5.
Noes — None – 0.

The Board retired to closed session at 7:49 p.m.

The Board adjourned from closed session at 8:20 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 22, 2026

Regular meeting of the Board of School Directors called to order by President Zombor at 5:35 p.m.

Present — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Absent and Excused— Director Jackson – 1.

AWARDS AND COMMENDATIONS

Before proceeding with the agenda, President Zombor asked for a moment of silence for the following members of the MPS community:

- Bodhi Santos Lindquist, an 8th grade student from Escuela Vieau
- Teshone Marion, a retired support staff at Bay View HS
- Jorey Anderson, a 12th grade student from Bradley Tech HS
- Maria Ramirez, a retired support staff at Hamilton HS
- Kemonney Tallies, a 9th grade student from NOVA HS
- Particia Lipsey, a retired paraprofessional from 81st Street School
- Elaine Macardy, a retired teacher from Franklin School
- Girtah Myers, a retired teacher from Lady Pitts
- Patricia Orozco, a retired teacher from Clement Avenue
- Humberto Paniagua, a retired FMS Carpenter
- Eunice Reed, a retired paraprofessional from Browning
- John Robinson, a retired FMS Carpenter
- Rhia Thornton, a retired building service helper from Vincent HS

The Board also recognizes the passing of former 9th District Alderman Don Richards, who served on the Common Council from 1988 to 2004. Don was a lifelong advocate for fair trade, economic development and public safety, and active in the Open Housing marches during the 1960s.

* * * * *

AWARDS AND COMMENDATIONS

(Item 1) Action on the Adoption of a Resolution Honoring the Life and Service of Former MPS Board Director and Board President Mark Anthony Sain

Background

Director Jackson has introduced the following resolution in honor of the late Mark Anthony Sain for consideration.

RESOLUTION HONORING THE LIFE AND SERVICE OF
FORMER MPS BOARD DIRECTOR AND BOARD PRESIDENT
MARK ANTHONY SAIN

By Director Jackson

WHEREAS, Mark Anthony Sain was a proud graduate of Milwaukee Public Schools, beginning his education in the 53206 community and graduating from Washington High School in 1977; and

WHEREAS, Mark Sain had a distinguished 28-year career with the Milwaukee Fire Department—culminating in his appointment as Assistant Fire Chief; and

WHEREAS, Continuing his service to the public, Mark Sain was elected to represent District 1 on the Milwaukee Board of School Directors in 2011; and

WHEREAS, Mark Sain served two four-year terms on the Board, including three years as Board President, providing steady leadership during times of critical decision-making and governance of the district; and

WHEREAS, During his tenure, Mark Sain advanced opportunities for students with special needs, strengthened career and technical education pathways, and supported partnerships that connected students to real-world learning experiences; and

WHEREAS, Mark Sain played a key role in the founding of Green Tree Preparatory Academy and later continued his support as Vice-Chair and Chair of its governing board through 2025; and

WHEREAS, Beyond his service to MPS, Mark Sain contributed to Milwaukee's broader educational landscape through long-standing service on the Milwaukee Public Library Board of Trustees, including as Board President from 2022–2025, where he supported branch redevelopment, community access, and literacy initiatives; and

WHEREAS, Mr. Sain was known for his integrity, collaborative leadership, and enduring belief in equitable access to high-quality education for all students; and

WHEREAS, On November 2, 2025, Mark Anthony Sain was called to eternal rest, leaving a legacy of leadership and service that continues to benefit Milwaukee's students and families; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors honors the life and service of Mark Anthony Sain and affirms that the legacy of Mark Anthony Sain will continue to inspire and guide the work of the district; and, be it

FURTHER RESOLVED, That this resolution be presented to the Sain Family in recognition of his lasting contributions to Milwaukee Public Schools; and, be it

FURTHER RESOLVED, That this resolution be spread upon the permanent record of the Milwaukee Board of School Directors

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

Recommendation

That the Board determine how it wishes to proceed.

Director Ferguson moved to adopt the Resolution honoring the life and service of Mark Anthony Sain, as presented. 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.

* * * * *

(Item 2) Recognition of the 50th Anniversary of the Election of Leon W. Todd, Jr. to the Milwaukee Board of School Directors

Background

Director Marva Herndon has requested recognition of the 50th Anniversary of the election Mr. Leon W. Todd, Jr., to the Milwaukee Board of School Directors and will present the following proclamation:

PROCLAMATION
HONORING THE 50TH ANNIVERSARY OF THE ELECTION OF
LEON W. TODD, JR.

WHEREAS, November 11, 2025 marked 50 years since Leon W. Todd, Jr. was first elected to the Milwaukee Board of School Directors; and

WHEREAS, in 1975, Leon W. Todd, Jr. made history as the first African American elected to the at-large Board seat under the district-based electoral system; and

WHEREAS, Leon W. Todd, Jr. served during a pivotal era of desegregation and federal court orders, demonstrating leadership, courage, and a steadfast commitment to equitable education for all students; and

WHEREAS, Leon W. Todd, Jr. played a significant role in the development of MPS's nationally recognized language immersion programs, including the creation of the Milwaukee German Immersion School, which helped establish the district's successful immersion pathway; and

WHEREAS, Leon W. Todd, Jr. continued his service to the Board in the 1990s, offering experience, historical knowledge, and a consistent focus on educational access and opportunity; and

WHEREAS, The legacy of Leon W. Todd, Jr. continues through the generations of students impacted by his work, as well as through his family members who are proud MPS graduates and students;

NOW, THEREFORE, BE IT PROCLAIMED, that Director Marva Herndon, in her role as District 1 Representative of the Milwaukee Board of School Directors, honors Leon W. Todd, Jr. on the 50th anniversary of his historic election and expresses deep appreciation for his groundbreaking leadership and lasting contributions to Milwaukee Public Schools; and

BE IT FURTHER PROCLAIMED, that this proclamation be presented to Mr. Todd and his family in recognition of his service, his vision, and his enduring impact on public education in Milwaukee.

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 1.05 - Recognition for Accomplishment

Before proceeding with the items as listed in the agenda, New Business, Item 2, Update with Possible Action on FY22 Budget Preparation was considered. See below.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of October and November 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.

Safe Haven Update

All MPS Sites are Safe Havens

- New multilingual posters delivered to every MPS school in December
- MPS safety team regularly reviewing plans
- Presentation updated, posted to web
- Principal updates shared January 9, January 16, January 19
- Continued cross collaboration:
    - Government partners on emergency response
    - Community partners on support

Literacy Plan Update

Advancing Literacy Through Science of Reading

- New literacy materials launched aligned to the Science of Reading (HMH Version 3)
- Literacy prioritized as the foundation of academic achievement
- Targeted professional learning underway: January 26 (K-5, K-8), February 17 (6-8, 9-12)
- Ongoing support for educators to strengthen use of high-quality instructional materials
- Collaborative effort across teams to support continuous learning and growth

Finance Update

MPS Reaches Key Financial & Operational Milestone

- $8 million in state funding received after DPI released final withholding
- External 2024-25 financial audit completed January 14 — third in 13 months
- Improved financial systems underway to ensure accurate, timely state reporting
- Rebuilding trust and transparency through stronger controls, staffing, and partnerships
- Continued partnership with MGT, Council of Great City Schools, Dept. Of Public Instruction

Enrollment Update

Using Trends to Project Enrollment

- Partnering with 4MATIV to improve enrollment projections for budgeting and planning (presentation at FACE committee)
- Projections use current enrollment and trends to support more stable staffing and budgets
- Enrollment has declined 15% over nine years, driven by smaller kindergarten cohorts; greater kindergarten focus needed
- Improved projections enable earlier, more predictable, student-centered decisions

MPS Website Update

MPS Public Website Redesign: Key Improvements

- Stronger search functionality for faster access to information
- Expanded video and visual content highlighting MPS students, staff, and schools
- Updated, more accurate content across high-use pages
- Data-informed navigation based on website traffic patterns

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

Recommendation

N/A

* * * * *

REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, from the Board Clerk/Chief Officer, Office of Board Governance

Background

The Office of Board Governance (OBG) submits, with grateful appreciation, all those contributing to its efforts, the following report on OBG activities.

The past month has been busy for the Office of Board Governance. We met some of our key goals for our records requests, attended numerous events and activities, and collaborated on many district endeavors. Here are a few of the things we accomplished this month.

Website Collaboration

At the end of December, the Office of Communications launched the district's new website, which included several pages for the Board and the Office of Board Governance. This took a good deal of planning in November to get our pages ready for publication. In January, we have been working with the Communications team to make final edits and ensure our pages have everything they need to be accessible, informative, and practical for our students, staff, families, and community constituents.

The Electronic School Board (ESB) site was also recently updated to include better accessibility and ease of use.

JustFOIA

Our contract with JustFOIA has been approved, and we are now in the process of setting up a new web interface for the submission of records and information requests, public comments on Board items, and constituent concerns. Our team is working with the district's IT team and the team at JustFOIA to build the interface in a way that will be simple to use for our families, staff and constituents. The program will also provide us with additional tools for responding to records requests, tracking constituent contact, creating reminders, and more. We hope that these tools will increase response times and make the processes more intuitive for our users, Administrators, and Board members.

Policy Review Project

After just over a year, we are coming to the end of our policy review process, with just two full chapters left to review, and then a small set of policies that had been set aside earlier for further review. This was the timeline we set at the beginning of this project, and we are on track to complete the full review by our June goal. This will allow us to go live in July with the new searchable policy site. This has been a tremendous undertaking, with leaders from every department putting in a considerable amount of time and work, with our office and the NEOLA team, to ensure that our policies are relevant, compliant, and aligned to practice. This has also been a big lift for Board members, who have reviewed every policy, engaged with stakeholders around policy considerations, and taken the time at Board meetings to have fruitful discussions around policy considerations. This will undoubtedly be a project that everyone will be able to feel proud of when it is done.

Organizational Structure

Over the past several weeks, our office has worked through the Compensation Committee to reorganize our Office structure. By eliminating unnecessary positions and realigning work based on strengths and experience, this reorganization will make us more efficient, responsive, and cost effective.

Board Presence Protocol

The Office of Board Governance supports Board members in their engagements within the community and at schools. Events are scheduled in collaboration with the district's Communications Team, the Superintendent, or with other community agencies and/or individuals. At times, Board members also request visits to schools, and often schools invite board members to attend events or visit. Given the multiple ways in which board engagement happens, and the requirements for complying with open

meetings laws, our office developed a Board Presence Protocol to create consistent expectations and processes for these engagements. We hope that this protocol will ensure that those invited, and those doing the inviting, have what they need for a successful engagement.

Legislative Agenda Development Framework

Our office has also been working on developing a framework for the development of the legislative agenda. This will be a timeline and description of the key activities that take place during the biennium budget process. This will provide Board members with the information needed to participate in and follow the advocacy work that we do on behalf of the district and in collaboration with other agencies.

Executive Officer Evaluations

Over the past year, the Board has engaged with the Wisconsin Association of School Boards (WASB) to facilitate a clear and consistent process for the evaluation of the Board's executive officers – the Superintendent, the Chief Officer of the Office of Board Governance, and the Chief Officer of the Office of Accountability and Efficiency. Our Office is assisting with the process by coordinating with WASB on the Board's behalf. This month, the data gathering process began for the two Chief Officers, and next month the process will begin for the Superintendent.

Board Meetings and 2x2s

As the District looks to the important decision-making to come this month, the Office of Board Governance has facilitated & participated in numerous meetings and 2x2s with Board members and Administration.

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 January:

Milwaukee Academy of Chinese Language Marquette Basketball Moms Partnership event
The City Review 2026
Parent Academy School Resource Officer Updates
YMCA 20th Annual Dr. Martin Luther King Jr. Celebration Breakfast
City Year MLK Day of Service
42nd Annual Dr. Martin Luther King Jr. Birthday Celebration
Grand Slam Teacher Award at MacDowell Montessori
Wisconsin State Education Convention
WASB Tour of Hayes Bilingual

Beyond the Boardroom

The Board Services Team is actively working with Board members to engage in activities in the community on a regular basis. If you have an idea about where our team can help you facilitate engagement with the community, send us an email.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

* * * * *

(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates regarding federal activity and state budget progress will be provided.

The provision of no additional state general aid for schools will have significant consequences in fall. So too will revenue limit per pupil levels that fail to keep pace with inflation. So too will the continuing trend of underfunding from the federal level.

As noted in the Wisconsin Supreme Court's decision in Vincent v Voight, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

A copy of a 2025 legislative bill that aims to adjust the reimbursement rate and a copy of Governor Evers' 2026 Legislative Agenda letter were provided under separate cover.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

* * * * *

(Item 3) Action to Retire to Closed Session to Consider an Employment Appeal Filed in Accordance with Board Rule Appendix A

Background

The Board will retire to closed session to consider an employment appeal filed in accordance with Board Rule Appendix A.

This closed session will be conducted under the parameters of Wisconsin Statutes 19.85(1)(g), for the purpose of conferring 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 or is likely to become involved;

19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the Board has jurisdiction or exercises responsibility; and

19.85(1)(f) for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Appendix A - Procedures for Appeals of Employee Disciplinary Hearings

Recommendation

That this item be considered in closed session

Consideration deferred to the end of the meeting.

* * * * *

(Item 4) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

This meeting will be held virtually. 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.

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'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. The following report includes activities from late December through mid-January.

Accountability and Efficiency Services

Between December 6, 2025, and January 10, 2026, Accountability and Efficiency Services completed one constituent inquiry, two requests for information/research, one impartial hearing officer assignment, and three special projects.

Additionally, Accountability and Efficiency Services supported the Administration in reviewing the available funds in Fund 46, the Long-Term Capital Improvement Trust Fund. Accountability and Efficiency Services continued to support the Administration with advancing the Corrective Action 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 pleased to continue supporting MPS students during the 2025–2026 school year, with a strong focus on expanding meaningful, school-based work-based learning opportunities for high school students. Through continued collaboration with internal school-based staff, CCS is able to reduce common barriers such as transportation and scheduling while increasing access to paid internship experiences.

In January, CCS sponsored two Building Service Helper Assistant positions, two Arts/Humanities Internships, and one Teaching Assistant position.

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 December 6, 2025, and January 10, 2026, include:

- Issued two school audits
- Biweekly meetings with Employee Relations to discuss received tips
- Onboarded a second Performance Auditor I to increase office effectiveness
- Ongoing activities include open and active investigations resulting from fraud hotline tips, school audits and Board-approved performance audits

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

* * * * *

REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented five 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:

January 5, 2026, @ 9:00 a.m., 10:00 a.m., 11:00 a.m., 1:00 p.m.

January 8, 2026, @ 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following item from the Committee on Legislation, Rules and Policies:

• Item Three, Work Session on Policy Review: Consideration of, and Possible Action on, Section 5000 Students, 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, 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 Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transactions

	Name	Position	Salary	Date
		NEW HIRES		
2	Atreue Brown	Building Service Helper I	$18.41/hr	12/01/2025
2	Lakema Brown	Building Service Helper I	$18.41/hr	12/01/2025
2	Gloria Caston	Building Service Helper I	$18.41/hr	12/01/2025
2	Matthew Eady	Building Service Helper I	$18.41/hr	12/01/2025
2	Tangina Golden	Building Service Helper I	$18.41/hr	12/01/2025
2	Kamesha Jackson	Building Service Helper I	$18.41/hr	12/01/2025
2	Roy Jines	Building Service Helper I	$18.41/hr	12/01/2025
2	Rickie Kelly	Building Service Helper I	$18.41/hr	12/01/2025
2	Billy Martin	Building Service Helper I	$18.41/hr	12/01/2025
2	Paris Martin	Building Service Helper I	$18.41/hr	12/01/2025
2	Lonese Riley	Building Service Helper I	$18.41/hr	12/01/2025
5	Chad Campeau	Carpenter	$45.46/hr	12/01/2025
5	David Jones	Carpenter	$45.46/hr	12/22/2025
2	Olabisi Akindele Obe	Children's Health Assistant	$24,220.67	12/01/2025
2	Monique Bankhead	Food Service Assistant	$18.40/hr	12/22/2025
4	Sandra Martinez Garcia	Food Service Assistant	$18.40/hr	12/22/2025
4	Julian Martinez	Locksmith	$45.46/hr	12/01/2025
2	Kendall Carter	Paraprofessional	$22,873.70	12/15/2025
2	Tunya Coleman	Paraprofessional	$22,873.70	12/08/2025

2	Ayonna Edwards	Paraprofessional	$22,873.70	12/15/2025
2	Canaan Henry	Paraprofessional	$22,873.70	12/01/2025
4	Abbie Kirner	Paraprofessional	$22,873.70	12/01/2025
4	Imani London	Paraprofessional	$22,873.70	12/08/2025
2	Madison McCartha	Paraprofessional	$22,873.70	12/01/2025
2	Rachelle Muldrow	Paraprofessional	$22,873.70	12/01/2025
5	Kacey Ninmann	Paraprofessional	$22,873.70	12/15/2025
4	Tania Padilla	Paraprofessional	$22,873.70	12/08/2025
5	Brittnie Reisinger	Paraprofessional	$22,873.70	12/08/2025
5	Mikala Sebastian	Paraprofessional	$22,873.70	12/15/2025
2	Josephine Smith	Paraprofessional	$22,873.70	12/15/2025
5	Angela Starr	Paraprofessional	$22,873.70	12/01/2025
4	Mahara Steverson	Paraprofessional	$22,873.70	12/08/2025
1	Isabella Wilson Miller	Paraprofessional	$22,873.70	12/01/2025
3	Gowmong Yang	Paraprofessional	$22,873.70	12/08/2025
4	Nancy Martin	Paraprofessional – Parent Involvement	$32,368.69	12/08/2025
5	Jessica Salas	Paraprofessional – Parent Involvement	$32,368.69	12/08/2025
2	Curtis Adams	School Safety Assistant	$29,504.35	12/08/2025
2	Dominique Borom	School Safety Assistant	$29,504.35	12/08/2025
2	Anevay Carter	School Safety Assistant	$29,504.35	12/08/2025
2	Rotrell Foster	School Safety Assistant	$29,504.35	12/08/2025
2	Kiandrea Gray	School Safety Assistant	$29,504.35	12/08/2025
2	NaSirria Johnson	School Safety Assistant	$29,504.35	12/08/2025
2	Denzel Kirksey	School Safety Assistant	$29,504.35	12/08/2025
2	Princess Lee	School Safety Assistant	$29,504.35	12/08/2025
2	Briana Mack-Walker	School Safety Assistant	$29,504.35	12/08/2025
2	Geraldine Smith	School Safety Assistant	$29,504.35	12/08/2025
2	Jimesha Ward	School Safety Assistant	$29,504.35	12/08/2025
2	Anthony Williams	School Safety Assistant	$29,504.35	12/08/2025
2	Chela Downey	School Secretary I – 10 Month	$50,422.49	12/08/2025
2	Afawness Woodard	School Kitchen Manager I	$29,997.74	12/01/2025
2	Taylor Burns	School Kitchen Manager Trainee	$18.83/hr	12/10/2025
2	Laquita Gary	School Kitchen Manager Trainee	$18.83/hr	12/15/2025
2	Jazmine Holt	School Kitchen Manager Trainee	$18.83/hr	12/09/2025
2	Lemeir Robey-Butler	School Kitchen Manager Trainee	$18.83/hr	12/01/2025

PROMOTION

2	Clavon Smith	Building Service Helper II	$43,126.40	12/08/2025
2	Flor Mauricio	School Secretary I – 10 Month	$37,353.85	12/15/2025
2	Willie Jenkins	School Engineer I	$65,785.59	12/22/2025
2	Michael Hill	School Engineer II	$72,564.75	12/08/2025
2	Diane Green	School Secretary II	$61,391.33	12/01/2025

REHIRES

2	Shaquanna Randall	Building Service Helper I	$18.41/hr	12/01/2025
2	Janeen Jewett	Food Service Assistant	$18.40/hr	12/01/2025
2	Yolanda Pollard	Food Service Assistant	$18.40/hr	12/01/2025
2	Andre Branch	Paraprofessional	$22,873.70	12/15/2025
2	Raquel Jones	Paraprofessional	$22,873.70	12/08/2025
5	Kimberly Pawelko	Paraprofessional	$22,873.70	12/08/2025

4	Marivel Sanchez Garcia	Paraprofessional	$24,276.52	12/01/2025
2	Lamar Williams	Paraprofessional	$32,362.69	12/08/2025
2	Walter Gilmore	School Safety Assistant	$31,350.61	12/08/2025

Codes	
1	Native American
2	African American
3	Asian//Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or More Codes
r	Resident
nr	Non-resident

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

1,nr	E Roche,Janelle SPEC ED MULTICATEG.	01/BA	$58,383.54	12/8/2025
5, nr	Katterfeld,Karin MATHEMATICS	01/MA	$95,296.97	12/15/2025
5,nr	Knopp,Jordan P SAGE	01/MA	$93,112.45	12/15/2025
4,r	Lopez,Disney K BILINGUAL ED	01/BA	$54,386.11	12/8/2025

ACTION ON CERTIFICATED APPOINTMENTS-PERMIT TEACHER

2,r	Eauslin,Tess N EARLY CHILDHOOD- SPEC ED	XX/4W2	$54,386.11	12/1/2025
2,r	Olubobola,Titilola EARLY CHILDHOOD- SPEC ED	XX/4W2	$54,386.11	12/8/2025
2,r	Tarver,Tempestt L EDUCATIONAL OPERATIONS	XX/4W2	$54,386.11	1/5/2026
5,nr	Weber,Abigail REG (5 YR) KINDERGARTEN	XX/4W2	$54,386.11	12/2/2025

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (8)
Counts	*Male*	*Female*	*1*	*2*	*3*	*4*	*5*	*6*	*7*
Teachers	1	7	1	3	0	1	3	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	1	7	1	3	0	1	3	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Personal Leave January 2026		
Ana Maria Coronado Berrones	Forest Home Avenue School	January 8, 2026
Amber Fern	Keefe Avenue	January 7, 2026
Illness Leave December 2025		
Duane Steffenhagen	Itinerant	December 18, 2025
Chueneng Yang	Congress	December 15, 2025
Angela Hamilton	James Groppi	December 4, 2025
Robert Cunningham	Lincoln Middle School	December 4, 2025
Esther Buzzini	Itinerant	December 1, 2025
Illness Leave November 2025		
Aaron Smith	Out of Assignment	November 17, 2025

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Retire	32.4	5	Joan Caird	Teacher	Emerson	02/27/2026
Retire	26.0	5	Prudence Camuy	Teacher	Barton	01/16/2026
Retire	34.0	4	Eduardo Galvan	Dep Super	Superintendent Of	01/16/2026
Personal	4.3	5	Aaron Glazewski	Teacher	Bay View HS	12/07/2025
Retire	31.1	2	Janel Hawkins	Principal	Dr. King Elem	02/05/2026
Personal	6.7	5	Emily Henderson	Teacher	Story	12/31/2025
Personal	0.2	5	Nora Krings	Teacher	WCLL	11/07/2025
Other Dist	3.1	4	Nilmaris Lopez Maldonado	Teacher	Spanish Imm	01/05/2026
Retire	23.3	5	Deborah Mayfield	Teacher	Thurston Woods	01/05/2026
Personal	0.1	2	Justin Metzner	Teacher	French Imm	10/31/2025
Other Dist	13.2	5	Michelle Patten Ruegg	Teacher	Equity Access&Incl	11/21/2025
Personal	12.0	5	Samantha Prochnow	Lib Med Spc	Cooper	01/02/2026
Retire	23.3	5	Sarah Roecklein	Teacher	Rogers Street	01/30/2026
Retire	32.1	2	Fred Sanders	Teacher	Roosevelt	06/15/2026
Personal	4.4	5	Aaron Stern	SSW	Whitman	12/19/2025
Personal	0.2	5	Chloe Tower	Teacher	MHSA	11/22/2025
Personal	6.3	5	Erin Wantoch	Teacher	Lincoln MS	12/03/2025
Personal	1.4	5	Jordan Willis	Teacher	Audubon MS	01/23/2026
Classified Resignations						
Personal	2.4	4	Maria Abrego	Para	AAL	01/06/2025
Personal	13.4	2	Jacquelyn Brazil	Para	Pratt	01/09/2026
Personal	0.1	5	Angeline Daniels	Acctg Asst I	Finance	12/23/2025
Retire	33.2	5	Nancy DeSautel	Secretary I	Honey Creek	01/05/2026
Personal	2.3	5	Monica Ducksworth	Para	JMAC	12/10/2025
Personal	1.0	2	Devan Ellis	Para	Lancaster	12/13/2025
Other Work	0.1	4	Angel Galarza	Para	Audubon MS	12/19/2025
Retire	3.2	5	June Gransberry	Para	Engleburg	11/08/2025
Retire	20.1	2	Linda Greer	Para	MHSA	01/01/2026
Personal	3.4	2	Sarita Griffin	FSA	MSOL	12/31/2025

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.4	2	Jayla Hewings	BSH I	Central Svcs	12/03/2025
Retire	30.3	5	Robert Howell	Engineer I	Kagel	01/02/2026
Retire	11.0	2	Sharon Johnson	CHA	Auer Ave	01/06/2026
Personal	22.1	5	Revell Leavy	Para	Kluge	12/02/2025
Personal	1.7	2	Deerdrah Llaurador	FSA	Craig	01/05/2026
Retire	13.7	5	Jason Lucchesi	Plumber	F&M Plumb Shop	01/30/2026
Other Work	0.4	3	Jessica Mendez	Para	South Division	12/26/2025
Personal	1.0	4	Destiny Miller	Para	Forest Home	12/12/2025
Other Work	1.3	2	Alycia Moore	FSA	Sherman	12/19/2025
Personal	2.2	2	Jaedan Nation	Accnt II	Food Service	12/19/2025
Retire	35.3	2	Tresha Patton	Lib Ins Coach	Central Svcs	01/31/2026
Personal	35.2	2	Jeffrey Rhodes	Para	Maple Tree	12/30/2025
Personal	0.2	2	Terri Rogers	CHA	Riverside	12/08/2025
Other Work	3.8	5	Ashlen Salman	Para	Fairview	11/30/2025
Retire	12.7	4	Sandra Santamaria	Para	Forest Home	12/19/2025
Personal	1.0	4	Sarahie Soto Ortiz	Para	Vieau	12/12/2025
Retire	27.4	5	Daniel Swiatkowski	Chargeman	F&M Metal Shop	01/30/2026
Retire	27.0	2	Loretta Thomas	SKM II	Grantosa	12/31/2025
Retire	30.0	2	Bridgett Todd	Sr Supp Tec	Technology	01/30/2026
Personal	2.0	4	Paola Virella Vega	Para	Lincoln Ave	11/18/2025
Retire	30.0	2	Sherry West	Chargeman	F&M Paint Shop	01/30/2026
Retire	30.2	5	Nanette Whitmarsh	SKM II	Spanish Imm	01/26/2026
Personal	3.2	2	Kenyetta Williams	Para	Marshall	11/24/2025
Retire	33.2	5	Jane Wiorek	BSH I	Ronald Reagan	01/09/2026

Other District – 2 (Classified 0 Certificated 2)
Other Work – 4 (Classified 4 Certificated 0)
Personal – 25 (Classified 16 Certificated 9)
Retirement – 21 (Classified 14 Certificated 7)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

By consensus, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Administrative Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(nr)	Michael Harris	Interim Deputy Superintendent of Operations Office of the Superintendent	Schedule 03, Range 19A $240,000
(5)(nr)	Alex Kuxhause	Principal II 9-12, Tech Office of the Chief of Schools	Schedule 03, Range 15A $158,000
(2)(nr)	Edwin Conner	Principal I 9-12, North Division Office of the Chief of Schools	Schedule 03, Range 14A $148,000
(2)(nr)	Akinola Ajibola	Analyst III, Financial Planning/Budget Office of the Chief of Finance	Schedule 03, Range 07A $95,000
(5)(nr)	Nicole Brody	Analyst III, Architectural Design Office of the Chief of Operations	Schedule 03, Range 07A $81,506
(2)(r)	Gerard Toliver	Planning Assistant II, Gear Up Office of the Chief of Academics	Schedule 03, Range 02A $80,138
(3)(nr)	Jaideep Kakumanu	Senior Programmer Analyst I, Data Warehouse Office of the Chief of Operations	Schedule 03, Range 05A $75,000
(5)(r)	Suzanna Considine	Planning Assistant II, Gear Up Office of the Chief of Academics	Schedule 03, Range 02A $74,103
(4)(r)	Maria Rodriguez	Planning Assistant II, Gear Up Office of the Chief of Academics	Schedule 03, Range 02A $73,207
(2)(nr)	Marquis Harris	Accountant II Office of the Chief of Operations	Schedule 03, Range 04A $73,000
(3)(r)	Somkhit Boonheuan	Planning Assistant II Office of the Chief of Academics	Schedule 03, Range 02A $68,927
(2)(r)	Parice Beckley	Planning Assistant II, Gear Up Office of the Chief of Academics	Schedule 03, Range 02A $68,665
(2)(r)	Vickie Brooks	Accountant I Office of the Chief of Finance	Schedule 03, Range 03A $68,250
(5)(r)	Kyle Reed	Planning Assistant II, Vincent Office of the Chief of Schools	Schedule 03, Range 02A $68,000
(2)(r)	Amber Smith	Planning Assistant II, Gear Up	Schedule 03, Range 02A

		Office of the Chief of Academics	$67,800
(2)(nr)	Nhya Everette	Administrative Assistant III	Schedule 03, Range 03A
		Office of the Chief of Family & Community Partnership	$60,019
(2)(r)	Lydia Toney	Assistant III, School Safety Supervisor 10-month	Schedule 03, Range 02C
		Office of the Superintendent	$49,996

Reclassifications

The Superintendent recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(4)(nr)	Ana Bell Jimenez	Deputy Chief of Academics	Schedule 03, Range 17A
		Office of the Chief of Academics	$185,000
(5)(nr)	Alisha Swartout	Supervisor I, Facilities & Maintenance Business Operations	Schedule 03, Range 09A
		Office of the Chief of Operations	$100,000

Recommendations of the Chief Accountability and Efficiency Officer

The Chief Accountability & Efficiency Officer recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(3)(r)	Kim-Lien Callies	Manager II, Accountability & Efficiency	Schedule 03, Range 12A
		Office of the Chief of Accountability & Efficiency (Effective 01/05/2026)	$148,687

It is further recommended that the following individual be appointed to the reclassification indicated, to be effective upon approval by the Board.

(2)(r)	Jiquinna Cohen	Manager II, Contract Compliance Services	Schedule 03, Range 12A
		Office of the Chief of Accountability and Efficiency	$120,000

Recommendation of the Board Clerk/Chief Officer

The Office of Board Governance recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(2)(r)	Robbie Kendall	Coordinator II, Records Management	Schedule 03, Range 07A
		Office of Board Governance	$85,220
(5)(r)	Alexander Bassett	Coordinator II, Records Management	Schedule 03, Range 07A
		Office of Board Governance	$95,000

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Lisa Napoli	Assistant Principal Grant Office of Schools 02/25/26 to 06/30/26	$50.00
(5)(r)	Barbara Hickling	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of Schools 10/01/25 to 04/30/26	$40.00

(5)(r)	James Lawton	Effectiveness Implementation Coach (EEIC) Mentors for Principals Office of Academics 10/03/25 to 04/05/26	$40.00
(2)(r)	Peggy Swift	Administrator Coaching & Mentoring Office of Schools 01/01/26 to 06/30/26	$40.00
(2)(r)	Yvette Martel	Administrator Coaching & Mentoring Office of Schools 01/01/26 to 06/30/26	$40.00
(2)(nr)	Joseph Hartlaub	Administrator Coaching & Mentoring Office of Schools 01/01/26 to 06/30/26	$40.00
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring Office of Schools 01/01/26 to 06/30/26	$40.00
(4)(nr)	Janine Cano-Graber	Administrator Coaching & Mentoring Office of Schools 01/01/26 to 06/30/26	$40.00
(2)(r)	John Sanchez	Administrator Coaching & Mentoring Office of Schools 01/01/26 to 06/30/26	$40.00
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring Office of Schools 01/01/26 to 06/30/26	$40.00
(2)(r)	Sharitta Wicks	Academic/College and Career Readiness/CACC Centers Office of Academics 01/15/26 to 07/15/26	$40.00
(5)(r)	Nancy Becker	Mentoring New Managers Office of Operations 01/01/26 to 06/30/26	$40.00
(5)(nr)	Margie Hood	Office Support Office of Academics 01/01/26 to 06/30/26	$40.00
(5)(nr)	Nicole Brody	Architectural Designer Office of Operations 01/05/26 to 01/22/26	$39.19
(4)(nr)	Monica Lopez	DMMAC Liaison Office of Academics 11/06/25 to 05/06/26	$35.00
(5)(nr)	Mariella Kuehn	School Bookkeeper Office of Finance 01/01/26 to 06/30/26	$32.00
(2)(r)	Annette Fayne	Administrative Assistant III Board of Governance 01/01/26 to 06/30/26	$30.00
(5)(r)	Thomas Biel	IB English Coach	$30.00

		Office of Schools 10/15/25 to 04/15/26	
(5)(nr)	Bruce Dreyer	Grant Project Coordinator #423 Office of Schools 02/02/26 to 06/30/26	$30.00
(2)(nr)	Cassu Green	Youth Mentor, Bradley Tech Office of Schools 01/05/26 to 06/20/26	$30.00
(2)(r)	Danny Hamilton	Youth Mentor, Bradley Tech Office of Schools 01/05/26 to 06/20/26	$30.00
(2)(r)	Latusha Malone	Youth Mentor, Bradley Tech Office of Schools 01/05/26 to 06/20/26	$30.00
(2)(r)	Robert Bennett	Youth Mentor Office of Schools 12/01/25 to 05/31/26	$30.00
(5)(r)	Brett Fuller	Education Pathway Office of Academics 01/01/26 to 06/30/26	$30.00
(2)(r)	Elizabeth Brown	Bookkeeper Office of Finance 01/01/26 to 06/30/26	$30.00
(5)(nr)	Michelle Wielebski	Teals Support Office of Schools 01/05/26 to 06/20/26	$30.00
(5)(nr)	Laura Naughton	Induction & Support Specialist Office of Schools 01/05/26 to 06/19/26	$30.00
(2)(nr)	Shelby Lyles	Records Associate Board of Governance 01/01/26 to 06/30/26	$29.00
(5)(nr)	Dawn Orchel	Reading Tutor Parkside School for the Arts Office of Academics 01/05/26 to 06/15/26	$28.00
(5)(nr)	Celene Mueller	Steam/Robitics Coach Office of Operations 01/05/26 to 06/01/26	$27.00
(5)(nr)	Evan Maruszewski	Youth Mentor/CTE Office of Schools 01/27/26 to 06/15/26	$22.00
(5)(r)	Jacob Michael Gilbert	Facility Survey and Asset Tagging Office of Operations 12/23/25 to 06/23/26	$20.00
(5)(r)	Ingrid Maelyn Berner	Facility Survey and Asset Tagging Office of Operations 12/23/25 to 06/23/26	$20.00
(5)(r)	Jackson Chase Linsmeier	Facility Survey and Asset Tagging Office of Operations 12/23/25 to 06/23/26	$20.00
(5)(r)	Nancy DeSautel	Office Support Office of Schools 01/12/26 to 06/19/26	$20.00

(5)(r)	Patricia Royster	Lifeguard for High School Swimming Courses Office of Academics 02/27/26 to 06/30/26	$18.50
(2)(r)	Lex Jones	Lifeguard for High School Swimming Courses Office of Academics 02/26/26 to 06/30/26	$18.50

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

By consensus, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on Monthly Finance Matters: Report on Change Orders in Excess Of $25,000; Letter on Finance Update; 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: C034024 - Boys and Girls Clubs of Greater Milwaukee

On August 29, 2025, the Milwaukee Board of School Directors and Boys and Girls Clubs of Greater Milwaukee entered into Professional Services Contract number C034024, with a term of August 1, 2025 through June 30, 2026, to operate Community Learning Centers (CLCs) at the direction of MPS as per RFP 1153. A Request to Change Contract (RCC) was approved October 15, 2025, to add the DPI funding. An RCC was approved on December 1,1 2025 to add additional DPI funding amounts, including carryover and removing the extension funds that were going to be used while DPI funding was not provided.

Original Contract Amount:.....$ 1,275,000.00

RCC 10/9/25.....$ 3,505,468.00

RCC 12/1/25.....$ 4,020,525.00

Ending Amount: .....$ 8,800,993.00

Contract: C032671 - TBEY Arts Center Inc.

On September 1, 2024, the Milwaukee Board of School Directors and TBEY Arts Center entered into Professional Services Contract number C032671 with a term of September 1, 2024 through August 31, 2027, to provide short and long residencies, to provide art classes to students in place of a licensed art teacher due to vacant positions, generally targeting elementary grades, but which may include middle and high school. A Request to Change Contract (RCC) was approved December 1, 2025, to add additional funds due to additional vacancies in art and music.

Original Contract Amount: $ 900,000.00

RCC 12/1/25 ..... 100,000.00

Ending Amount: ..... $ 1,000,000.00

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. On August 27, 2025, an RCC was approved to add $19,785 due to increased demand for services. On October 1, 2025, an RCC was approved to add $150,000 due to demand for services. On December 4, 2025, an RCC was approved to add $300,000 due to an increased use of therapists.

Original Contract Amount: $450,000.00

RCC 7/15/25 ..... 85,132.50

RCC 8/27/25 ..... 19,785.00

RCC 10/1/25 ..... 150,000.00

RCC 12/4/2025 ..... 300,000.00

Ending amount: $1,004,917.50

Contract: B0001555 - American United Transportation Group now known as zTrip Milwaukee

On August 1, 2023, the Milwaukee Board of School Directors and American United Transportation Group entered into Professional Services Contract number B0001555 with a term of August 1, 2023 through July 31, 2026 for the human service vehicles 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. A Request to Change Contract (RCC) was approved on February 19, 2024, to change the vendor’s name to WHC, MKE, LLC dba zTrip Milwaukee. On December 19, 2025, an RCC was approved to add $120,000 due to an increased demand for services.

Original Contract Amount: $800,000.00

RCC 12/19/2025 ..... $120,000.00

Ending Amount: $920,000.00

Finance Update

The following letter was submitted to the Milwaukee Board of School Directors as an update on district finance matters:

Dear School Board Members of the AFP Committee,

I am writing this formal update to present important information and accomplishments on district finance matters:

FY25 Audited Financial Statements

Milwaukee Public Schools Office of Finance officially issued the FY25 financial statements on Wednesday, Jan. 14 with the full package of information submitted to DPI on Thursday, Jan. 15, 2026. Our auditors, CliftonLarsenAllen (CLA), provided us with an unmodified (clean) opinion on our financial statements. Due to new federal requirements for the single audit process (grant compliance audit), the single audit is scheduled to be completed in March.1 Thus, we (the Office of Finance) plan to bring all audits (financial, pension, single) forward together in April, with CLA presenting the findings and our team providing a full corrective action plan to the School Board.

Monthly Revenue and Expenditure Reports

Although the monthly revenue and expenditure report is not included in this January cycle, we are committed to bringing forward two months of reports in the February cycle. After our reporting to the state (DPI) for the FY26 budget line items, we identified validation errors due to differences between the MPS and WUFAR chart of accounts. As we move towards WUFAR compliance and resolving these validation errors, some adjustments are being made leading to this delay in the monthly reporting. We plan to have this corrected with the help of our Council of Great City Schools partners by Friday, Feb. 13.

Cash Reconciliation and Update

From our previous audit findings with auditor Baker Tilly, we had a repeat finding involving the timing of our cash reconciliations received from the City of Milwaukee. We have been working with the City Treasurer and City Comptroller to remediate this finding and met with them on Thursday, Jan. 8.2 They have committed to providing more timely reports and reconciliations, allowing us to stay on schedule and monitor our cash position more effectively. We are confident this improved collaboration with the City will enhance our cash reconciliation process and reporting accuracy.

I look forward to updating you on the progress we are making to strengthen our finances and improve transparency for you and the community. We remain committed to providing the information you need to make the best decisions for Milwaukee's children, and I am happy to discuss any of these matters in detail at the committee meeting.

Respectfully submitted, Aycha Sawa, CPA
Chief Financial Officer

1 Notice of Federal Single Audit Delay
2 Commitment from City of Milwaukee

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 to the minutes of your Committee's meeting, and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View Montessori School	Abigail Francis	6.00	Milwaukee Public Museum Field Trip
Carver Academy	Anonymous	50.00	Families and Scholars Needs
Cass Street School	Lisa Mentee	100.00	Turkey Give Away
Cass Street School	Anonymous	605.00	General School Supplies
Cass Street School	Michelle Granadillo	2,250.00	Turkey Give Away
Cass Street School	Anonymous	3,260.00	Playground Redevelopment Project

Location	Donor	Amount	Gift or Purpose
Clement Avenue School	Clement Avenue School PTO	189.14	Fundraiser Account
Clement Avenue School	Clement Avenue School PTO	460.00	T-shirt Fundraiser
French Immersion School	Anonymous	20.00	Sunshine Committee
French Immersion School	Anonymous	20.00	Students Field Trip Fees
French Immersion School	Anonymous	40.00	Sunshine Committee
Hamilton High School	Educators Credit Union	500.00	Sunshine Fund
Hamilton High School	Wisconsin Masonic Foundation	1,000.00	Scholarship for JROTC
Hawley Environmental School	Natural Resources Foundation of Wisconsin	1,500.00	Environmental Education Purposes
Hi-Mount School	Kimberly Gerlach	500.00	PBIS Celebration Funds for Student Achievement
James Fenimore Cooper School	Anonymous	500.00	General School Supplies
King Elementary School	Kimberly Weyker	2,600.00	Staff Incentives
Maple Tree School	West Granville Presbyterian Church	100.00	General School Supplies
Meir School	Joseph Ward	500.00	3rd Grade Field Trips
Ninety-Fifth Street School	American Legion Aux Unit 416	150.00	Sports
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Timothy Burns	150.00	MPS School Supply Drive
Parkside School	Kathleen Howard	100.00	PTO
Vincent High School	Tri State Civil Process	400.00	Girls Basketball Team
	Total Monetary Donations	*15,000.14*	
Non-Monetary Donations			
Lafollette School	UWM-African Diaspora Council (Cory E. Harris)	2,254.45	General School Supplies
Auer Avenue School	DonorsChoose	198.69	Magnetic Minds
Bethune Academy	DonorsChoose	299.73	Smell Confident!
Browning School	DonorsChoose	209.50	Tools for Creative Writing
Burbank School	Martin Luther Church	700.00	Pick n Save Gift Cards
Carver Academy	DonorsChoose	480.86	Dress for Success!
Clara Barton School	Zoological Society of Milwaukee	375.00	Bus for Field Trip
Clara Barton School	Zoological Society of Milwaukee	375.00	Bus for Field Trip
Craig Montessori School	DonorsChoose	412.28	Life Skills
Doerfler School	DonorsChoose	573.95	Health Sports & Wellness, Life Skills
Doerfler School	DonorsChoose	1,344.43	STEM
Dr. B Carson Academy of Science	DonorsChoose	138.58	STEM
Forest Home Avenue School	DonorsChoose	163.07	Literacy & Language, STEM
Forest Home Avenue School	DonorsChoose	251.38	Life Skills, Students with Disabilities

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	DonorsChoose	282.63	Ear, Hands and Relax!
Forest Home Avenue School	DonorsChoose	593.22	Mapping the World Around Us
Gaenslen School	DonorsChoose	375.69	Comfy Corner Supplies!
Gaenslen School	DonorsChoose	529.97	PBIS Incentive
Garland School	DonorsChoose	770.13	Health Sports & Wellness, Life Skills
Goodrich School	DonorsChoose	242.91	Super STEM Bins!
Goodrich School	DonorsChoose	423.78	100th Day Snacks
Goodrich School	DonorsChoose	545.40	Life Skills, Students with Disabilities
Grantosa Drive School	DonorsChoose	270.73	Magnet Mania
Grantosa Drive School	DonorsChoose	329.79	Building Blocks of Learning
Hayes Bilingual School	DonorsChoose	387.30	Count How Many
Hi-Mount School	DonorsChoose	458.53	Life Skills
Kilbourn School	DonorsChoose	234.00	Life Skills, Warmth Care & Hunger
King High School	DonorsChoose	338.78	Health Sports & Wellness, Life Skills
King High School	DonorsChoose	765.11	STEM
Lloyd Barbee Montessori	Anonymous	43.94	Hygiene Items
Lloyd Barbee Montessori	Jessica Avery	25.00	PBIS Incentives
Lloyd Barbee Montessori	Jessica Avery	40.00	PBIS Incentives
Lloyd Barbee Montessori	DonorsChoose	455.41	Healthy Snacks = Brain Power
MacDowell Montessori	DonorsChoose	207.57	Hand-On Activities
MacDowell Montessori	DonorsChoose	243.19	Classroom Materials
Meir School	* Jake Reddin	1,000.00	Drum Set
Mitchell School	DonorsChoose	434.72	Let's Grow!
Morgandale School	DonorsChoose	505.77	Learning Language Through Play!
Ninety-Fifth Street School	DonorsChoose	139.57	Magnetic Pictures
Ninety-Fifth Street School	DonorsChoose	145.65	Holiday Construction Paper
Ninety-Fifth Street School	DonorsChoose	158.64	Storage Containers
Ninety-Fifth Street School	DonorsChoose	186.85	Picture Books for PreK
Ninety-Fifth Street School	DonorsChoose	190.53	Beginning of the Year Supplies
Ninety-Fifth Street School	DonorsChoose	193.36	Picture Books #2
Ninety-Fifth Street School	DonorsChoose	242.76	We Love to Read
Obama School of Career and Technical Education	* Robin Garrett	24.75	Donuts for Fundraiser Sale
Obama School of Career and Technical Education	DonorsChoose	398.44	Third in a Series
Obama School of Career and Technical Education	DonorsChoose	759.44	STEM
Office of Academics	Francisco T. Parral Pineda	3,000.00	Book Donations to Longfellow Elementary School
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Home Depot	199.92	Artificial Christmas Trees

Location	Donor	Amount	Gift or Purpose
Pulaski High School	DonorsChoose	231.32	Snacks and Stickers Giddy Up!
Spanish Immersion School	DonorsChoose	19.47	Classroom Essentials
Starms Discovery School	DonorsChoose	784.77	Health Sports & Wellness
Story School	DonorsChoose	27.16	Classroom Essentials
Trowbridge School	DonorsChoose	292.22	Literacy & Language, STEM
Victory School	DonorsChoose	847.82	Classroom Wishlist
Walt Whitman School	Steve Taylor	36.00	2 Tickets
Zablocki School	DonorsChoose	230.83	Warmth Care & Hunger
	Total Non-Monetary Donations	25,389.99	
	Total Value of Donations	*40,390.13*	
	** Donations from MPS Alumni*	*1,024.75*	

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

Committee's Recommendation

By consensus, your Committee recommends that the Board accept the donations listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Enter into a Contract with Amerigis Educational Staffing for Temporary Teacher Vacancy Support Providing Fully Licensed Tier II or Tier III Special Education Teachers

The Administration is requesting authorization to enter into a contract with Amergis Educational Staffing for special education teachers. Milwaukee Public Schools (MPS) is committed to hiring fully licensed educators to serve our students. MPS is entering a contract with Amergis to support our efforts to accomplish that goal.

With a passion for educational progress, Amergis is committed to changing the lives of students by providing them with top-tier K-12 educators. Amerigis will provide temporary, fully licensed teacher vacancy support in high need special education classrooms across the district while Human Resources continues to recruit and hire for vacant positions. After completing one full semester within the district, Amerigis staff will be eligible to transition to full-time MPS employment status.

Amergis will be a continued partner in building a brighter future for every student by providing passionate educators for the work that matters most to MPS.

The exception to bid has been approved on the basis of continuity, the District has worked with Amergis for previous staffing needs. (Administrative Policy 3.09(14).

The contract will run from February 1, 2026, through June 30, 2026, and the total cost of the contract will not exceed $1,500,000.00.

Budget Code: GEN-0-I-BDL-DW-ECTS (Undifferentiated Curriculum-Personal Services)..... $1,500,000.00

Amergis Educational Staffing

HUB PARTICIPATION

Required..... 0%

Proposed..... 0%

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into Contracts with Milwaukee Area Technical College for Partnership Activities Associated with the TEAM GEAR UP Grant

The Administration is requesting authorization to enter into a contract with Milwaukee Area Technical College for partnership activities associated with the TEAM GEAR UP grant. Milwaukee Area Technical College (MATC) will support postsecondary readiness, enrollment, and student success through a comprehensive set of initiatives. Services include professional development and collaboration with MPS teachers to expand dual enrollment capacity; delivery of contracted dual enrollment courses; an expanded presence in selected GEAR UP schools; and student and family engagement activities. Additional support include hands-on career exploration and STEM experiences, college tours, academic enrichment, transition programming, and summer camps.

Over 4100 students will be served in 28 schools annually, including: Bethune Academy, Carson Academy, Carver Academy, Cass Street Elementary, Clarke Street Elementary, Gaenslen Elementary, Hartford Avenue Elementary, Longfellow Elementary, Vieau Elementary, Andrew S. Douglas MS, Audubon Technology and Communication Middle School, Rufus King International Baccalaureate MS, Lincoln MS, Morse MS, Roosevelt MS, and Wedgewood Park School. These are feeder schools for the project high schools (HS), which include Lynde and Harry Bradley Technology and Trade School, Alexander Hamilton HS, Milwaukee Marshall High School, Milwaukee High School of the Arts, Riverside University HS, Rufus King International Baccalaureate HS, Harold S. Vincent HS, and South Division HS. The multi-level schools serving 6-12 grade students are Barack Obama School of Career and Technical Education, Golda Meir, Milwaukee School of Languages, and Wisconsin Conservatory of Lifelong Learning.

The contract is intended to help more underserved students prepare for, and succeed at, college, by boosting academic achievement, providing mentorship opportunities and enhancing classroom instruction that will prepare students for a modern workforce.

The exception to bid has been approved on the basis of grant (Administrative Policy 3.09(2)(c)).

The contract will run in the initial term from February 1, 2026 through September 30, 2026, and the total cost of the contract will not exceed $164,000.00.

Budget Code: DTI-0-S-GQ6-EO-ECTS..... $164,000.00

Milwaukee Area Technical College

HUB PARTICIPATION

Required..... 0%

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Enter into a Contract with Wisconsin Center District (WCD) for Graduation Ceremonies

The Administration is requesting authorization to enter into a contract with Wisconsin Center District (WCD) for in person graduation ceremonies for MPS high schools. WCD will be used to deliver in person graduation ceremonies for high schools June 22, 2026 thru June 25, 2026, with a deposit payable February 1, 2026. Services include setting up, cleaning, staffing, lighting, video and sound for all ceremonies.

With the ability to accommodate a large number of guests at the ceremony and live stream ceremonies, WCD will host our MPS graduations for our 16 largest high schools with live streaming available through the MPS YouTube channel.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contracts will run from February 2, 2026 thru June 25, 2026, and will not exceed $180,643.05.

Budget Code: DTI-0-S-KO6-LS-ECTS

(Office of School Administration – Contract Services) $180,643.05

Wisconsin Center District

HUB PARTICIPATION

Required.....0%

Proposed..... NA

$ Value NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

By consensus, your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

Professional Services Contract

RFP 1156 Authorization to Issue a Contract to C Coakley Relocation Systems CO and Express Waste Management LLC for Moving Services

The Administration is requesting authorization to enter into a blanket contract with C Coakley Relocation Systems CO and Express Waste Management LLC for moving services. These vendors will be used to provide moving services for schools and departments.

Contractors will primarily be used for moving books but will also be engaged for a wider variety of moving services between MPS buildings, with occasional off-site pick-ups.

Contractors were chosen pursuant to RFP 1156, which closed on December 1, 2025. The contracts with C Coakley Relocation Systems CO and Express Waste Management LLC shall be in effect from March 1, 2026 through February 28, 2029.

Total compensation shall not exceed $225,000 as follows:

C Coakley Relocation Systems CO.....$105,000.00

Express Waste Management LLC.....$120,000.00

Budget Code: 000-0-0-000-BL-ECTS (various departments)..... $225,000.00

Prime Contractor information, including HUB, COIN, and Student Engagement information may be found in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Having set this item aside for separate consideration, your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Professional Services Contract, Report of Exception to Bid Contract Recommendation and Report of Job Order Contracting Contracts

Professional Services Contract

RFP #26-002 Fire Alarm System & Component Testing & Inspection Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Fire Alarm System & Component Testing & Inspection Services for various MPS Sites.

Selected firm: Action Fire and Alarm Inc. Contract Amount: $191,830.48

Contract Period: January 23, 2026 – January 22, 2028

Budget Code: FAR 00 MM2 DW ECNC

Report of Exception-to-Bid Contract

Recommended for the Board's approval at this meeting is the following emergency (exception-to-bid) contract for ABM Industry Groups LLC.

The Administration recommends that the Board authorize the emergency (exception-to-bid) contract, for ABM Industry Groups LLC to provide cleaning services for all MPS sites, $1,000,000.00.

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)).

Report of Job Order Contracting Contracts

The Administration is reporting to the Board the following contracts that were issued during the month of December utilizing the Job Order Contracting program.

Butters-Fetting Co.	Phase 2	Oil Tank Replacement Honey Creek, Site #334	$41,766.77
Bear Construction	Phase 2	Flooring, Rooms 162 & 163 Central Services, Site #501	$33,567.10
ALLCON LLC	Phase 2	Exterior Door Replacement Riverside High School, Site #029	$238,445.06

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contract:
Total Professional Services Contract Requested = $191,830.48
Exception to Bid:
Total Exception to Bid Requested = $1,000,000.00
Job Order Contracts:
Total Job Order Contracting Contracts = $313,778.93

Implementation and Assessment Plan

Upon Board approval, the attached professional services contract, report of exception to bid contract recommendation and report of job order contracting contracts shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached professional services contract, report of exception to bid contract recommendation and report of job order contracting contracts.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Action on a Request to Sunset Resolution 2324R-001 Concerning Employee Time Off for Mental Health

Background

In August 2023, the Board adopted Resolution 2324R-001, "Time Off for Mental Health," which directed the administration to explore options for a districtwide shutdown in July to provide employees with five consecutive days off.

At the time, a full districtwide closure was not feasible, and an alternative option was implemented allowing designated employees to take five individual days off on Mondays and Fridays during the month of July; this option was later expanded to allow the five days to be taken on any day in July.

Since adoption of the resolution, the administration has confirmed a district calendar that includes a five-consecutive-day districtwide closure. This approach aligns with the Board's original intent, provides employees with uninterrupted time off, and eliminates operational challenges associated with covering staff absences taken on non-consecutive days.

It should be noted that a limited number of essential staff in areas such as facilities, payroll, and human resources will be required to work during the closure. These employees will coordinate with their respective chief to ensure they also receive five consecutive days off.

Accordingly, it is recommended that Resolution 2324R-001 be sunset.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.08 - Health and Safety

Fiscal Impact Statement

There is no fiscal impact for this item.

Implementation and Assessment Plan

Upon Board approval, Resolution 2324R-001 will be sunset.

Committee's Recommendation

The Administration recommends the Board sunset Resolution 2324R-001.

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 Revise Administrative Policy 6.35 Whistleblower Protection.

Background

The OAE has reviewed Administrative Policy 6.35 Whistleblower Protections and made revisions in alignment with language provided by our NEOLA partner. The recommendation is that the language in Administrative Policy 6.35, Whistleblower Protections, be replaced in its entirety with the following language:

> The Board expects all its employees to be honest and ethical in their conduct, and to comply with applicable State and Federal law, Board policies, and administrative procedures. The Board expects employees to report to their immediate supervisors any violation or suspected violation of any Federal, State or local law, policy, or regulation committed by any employee, or agent of an agency or independent contractor which is doing business with the Board, which creates and presents a substantial or specific danger to the public's health, safety, or welfare. Additionally, employees are expected to report any act or suspected act of gross mismanagement, malfeasance, misfeasance, gross waste of public funds, suspected or actual Medicaid fraud or abuse, or gross neglect of duty committed by an employee or agent of an agency or independent contractor which is doing business with the Board.
>
> It is the responsibility of an employee who is aware of conduct on the part of any Board member or employee that possibly violates Federal or State law, or Board policy, to call this conduct to the attention of the employee's immediate supervisor. If the employee's immediate supervisor is not responsive or is the employee whose behavior is in question, the employee should report the alleged misconduct to the Executive Officer overseeing the area.
>
> After such a report is made, the immediate supervisor will ask that the report be put in writing.
>
> Any employee making such a report shall be protected from discipline, retaliation, or reprisal for making such report as long as the employee made such a report based on a reasonable and good faith belief that the report is accurate and not based on the employee's intent to harm, harass, intimidate, or retaliate against another individual.
>
> Employees are subject to disciplinary action, up to and including termination, for purposely, knowingly, or recklessly making a false report under this policy. Conversely, employees are subject to disciplinary action, up to and including termination, if they are aware of a violation of Federal, State, or local law that the Board has the authority to correct and they do not make a report confirmed in writing to their immediate supervisor.
>
> If the alleged misconduct that is reported involves a Board member, the employee shall report to the Superintendent who is authorized to engage the Board's legal counsel to manage an investigation concerning the matter. If the report concerns an Executive Officer the employee shall make the report to the Board President, who is authorized to engage the Board's legal counsel to manage the investigation.
>
> Upon receipt of a report made by a staff member pursuant to this policy, an investigation shall be commenced as soon as possible and shall be handled expeditiously.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.35 - Whistleblower Protections

Fiscal Impact Statement

NA

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 Administrative Policy 6.35 be replaced in its entirety as presented in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Approval of Resolution 2526R-004 by Director Zombor on Accountability for the School Resource Officer Program

Background

On December 18, 2025, Resolution 2526R-004 on Accountability for the School Resource Officer (SRO) Program was introduced by Director Zombor. The original Resolved portions read:

RESOLVED, That the Administration shall create a comprehensive School Resource Officer policy to include the following:

- That SROs have clearly defined roles and responsibilities, with the scope of their authority clearly and consistently outlined:
  - o SROs shall be responsible for criminal law matters only and shall not participate in school discipline.
  - o SROs shall not participate in classroom instruction or interrupt instructional time except in cases of emergency.
- That schools will still be primarily responsible for managing student behavior.
  - o SROs shall not intervene in or respond to the following non-criminal behaviors: disorderly behavior that does not pose a physical risk to others; rude or disruptive behavior; excessive noise; loitering in hallways or bathrooms; dress code violations; use of profane or lewd language; and/or possession or use of prohibited items under the Student Code of Conduct that do not violate criminal law and are not weapons.
  - o School administrators shall address the above behaviors pursuant to the District's Student Code of Conduct.
- That principal or their designees shall retain final decision-making authority when it comes to discipline of students enrolled in their schools.
  - o The principal or their designee shall serve as the designated liaison between the school and SROs and shall make final determinations regarding responses to student behavior, considering among other factors: the student's age and maturity; the student's IEP or 504 Plan; the student's disciplinary history; and the nature, severity, frequency, and duration of the behavior; and be it
  - o That SROs and school officials shall not interfere with the rights of students and their guardians:
- That the privacy and protections afforded to students shall be maintained.
  - o Student privacy rights shall be upheld at all times.
  - o School officials shall not request SRO presence during student questioning that could result in arrest or court involvement.
- That barring an immediate physical threat to others, SROs shall not engage in the use of force.
  - o Under no circumstances shall SROs or police officers use mechanical or chemical restraints or physical force for administrative convenience, punishment, or de-escalation.
  - o Any use of seclusion or physical restraint by an SRO shall comply with the notification requirements of Wis. Stat. § 118.305(4).

• That a student's parent or guardian shall be notified by the principal or designee as soon as practicable following a student's arrest, search, or questioning by an SRO.
• That students be made aware of their rights; that students shall be informed annually of their rights when interacting with an SRO; and these rights shall be incorporated into the Student Bill of Rights; and be it
• That when conducting searches of students, SROs and police officers will follow all appropriate standards:
• That police officers or SROs may search a student or their belongings only when probable cause exists to believe the search will reveal evidence of a criminal offense, and the scope of the search is reasonably related to the objective and not excessively intrusive.
• That strip searches of students are strictly prohibited.
• That law enforcement access to student records shall be limited and compliant with FERPA and consistent with the MPS Safe Haven Resolution 1617R-007; and be it
• That when questioning students at school, that absent a clear and present danger of serious physical injury, SROs shall not question students about criminal or noncriminal activity unless all legal protections are met; that students shall have the right to remain silent; that SROs shall not ask school staff to question students on their behalf; and that principals or designees shall not compel or coerce students to submit to questioning by law enforcement; and be it
• That students shall not be arrested at school unless certain conditions exist:
• That the child poses a real and immediate threat to student, staff, or public safety; that the principal agrees a formal arrest is necessary to preserve student safety; and the SRO has probable cause to believe that the student has committed a misdemeanor or felony that is not school managed behavior; or that a warrant specifically directs the arrest of the student in a school; in all other instances, the execution of an arrest warrant shall be undertaken at a location other than a school.
• That in rare instances where a warrant directs that an arrest of a student be carried out at school, the execution of the warrant shall be planned in conjunction with the principal/designee.

o Police Officers, SROs, and school officials shall make every effort to respect students' privacy rights.

o Absent emergency circumstances, the warrant shall be executed in an administrator's office or other private location to minimize disruption and exposure to other students; and be it

• That the process of having and maintaining SROs in Milwaukee Public Schools be marked by transparency and accountability:

o That there be a meaningful complaint resolution system for any student, parent, teacher, principal, or other school administrator so submit a complaint, orally or in writing, of abuses or misconduct by SROs.

 The system shall provide for an independent investigation into the allegations in the complaint.

 Students and families shall be informed of the complaint procedure.

o That there be public reporting when it comes to SROS, and that the District shall publish publicly available quarterly reports detailing:

 The number of incidents resulting in juvenile arrest for conduct on school grounds broken down by school; offense; student's age, grade, race, sex, and disability status; and disposition/results;

 The number of incidents resulting in other forms of law enforcement intervention – including searches and seizures by SROS; restraints by SRO; questioning by SROs; issuance of a criminal citation, ticket, or summons; filing of a delinquency petition; and referral to a probationary officer.

 The budget information for the SRO program, including funding and expenditures.

 The number of SROs deployed to each school.

- The training materials for SROs.
- The number and types of complaints filed against SROs; and be it

FURTHER RESOLVED, That the draft policy be presented to the Board for consideration in the February 2026 Board cycle; and be it

FURTHER RESOLOVED, That the Administration is directed to negotiate modifications to the Intergovernmental Agreement with the City of Milwaukee, to the fullest legal extent possible, to ensure the above, regardless of when a policy is ultimately adopted; and be it

FURTHER RESOLVED, That the SRO Program shall be evaluated annually through a joint review by Milwaukee Public Schools, the Milwaukee Police Department, and the Fire and Police Commission; and that evaluation criteria shall include progress toward established goals and objectives, frequency and nature of police-student interactions, and community, student, and family feedback.

The Administration has completed an initial review of the resolution and consulted with legal counsel to assess alignment with existing district guidelines and practices. Based on that review, the Administration has proposed redlined revisions intended to ensure clarity, consistency, and compliance with district standards.

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 2.06 - Development of Administrative Procedures

Fiscal Impact Statement

There is no fiscal impact associated with Resolution 2526R-004.

Implementation and Assessment Plan

Upon Board approval, the Administration will proceed in accordance with the resolved provisions of Resolution 2526R-004.

Committee's Recommendation

Your Committee recommends the Board approve Resolution 2526R-004 by Directors Zombor on Accountability for the School Resource Officer Program with the following revisions:

RESOLVED, That the Administration shall create a comprehensive School Resource Officer policy, which is consistent with the Intergovernmental Agreement with the City of Milwaukee and applicable law, ~~to~~ and which strives to address the following items to the extent possible: ~~include the following:~~

- That SROs have clearly defined roles and responsibilities, with the scope of their authority clearly and consistently outlined:
  - SROs shall be responsible for criminal law matters only and shall not participate in school discipline.
  - SROs shall not ~~participate in classroom instruction or~~ interrupt instructional time except in cases of emergency.
  - The principal of each school, or their designee, shall serve as the designated liaison between the school and SROs.
- That schools ~~will still~~ are primarily responsible for managing student behavior.

o SROs shall not intervene in or respond to the following non-criminal behaviors: ~~disorderly~~ behavior that does not pose a physical risk to others or otherwise rise to the level of disorderly conduct (e.g., rude or disruptive behavior; excessive noise; loitering in hallways or bathrooms); dress code violations; use of profane or lewd language; and/or possession or use of prohibited items under the Student Code of Conduct that do not violate criminal law and are not weapons.

o School administrators shall address the above behaviors pursuant to the District's Student Code of Conduct.

• That principal or their designees shall retain final decision-making authority when it comes to ~~school~~ discipline of students enrolled in their schools.

o The principal or their designee shall ~~serve as the designated liaison between the school and SROs and shall~~ make final determinations regarding school disciplinary responses to student behavior, considering among other factors: the student's age and maturity; the student's IEP or 504 Plan; the student's disciplinary history; and the nature, severity, frequency, and duration of the behavior~~.; and be it~~

• That SROs and school officials shall not interfere with the legal rights of students and their guardians.:

• That the privacy and protections afforded to students shall be maintained.

o Student privacy rights shall be upheld at all times.

o School officials shall not request SRO presence during student ~~questioning that could result in arrest or court involvement~~ initiated by the school.

• ~~That barring an immediate physical threat to others,~~ SROs shall not engage in the use of force unless consistent with state and federal law and Milwaukee Police Department rules, policies, and procedures.

o Under no circumstances shall SROs or police officers use mechanical or chemical restraints or physical force for administrative convenience or, punishment, ~~or de-escalation~~.

o Any use of seclusion or physical restraint by an SRO shall comply with the notification requirements of Wis. Stat. § 118.305(4).

• That a student's parent or guardian shall be notified by the principal or designee as soon as practicable following a student's arrest, search, or questioning by an SRO.

• That students be made aware of their rights; that students shall be informed annually of their rights when interacting with an SRO; and these rights shall be incorporated into the Student Bill of Rights; and be it

• That when conducting searches of students, SROs and police officers will follow all appropriate standards:

• That police officers or SROs may search a student or their belongings only when probable cause exists to believe the search will reveal evidence of a criminal offense, and the scope of the search is reasonably related to the objective and not excessively intrusive.

• That strip searches of students are strictly prohibited.

• That law enforcement access to student records shall be ~~limited~~ narrow and only if necessary, with any such access ~~and~~ compliant with FERPA and consistent with the MPS Safe Haven Resolution 1617R-007; and be it

• ~~That when questioning students at school, that absent a clear and present danger of serious physical injury,~~ SROs shall not question students about criminal or noncriminal activity unless all legal protections are met; that students shall have the right to remain silent; that SROs shall not ask school staff to question students on their behalf; and that principals or designees shall not compel or coerce students to submit to questioning by law enforcement; and be it

• That students shall not be arrested at school unless certain conditions exist:

• ~~That the child poses a real and immediate threat to student, staff, or public safety; that the principal agrees a formal arrest is necessary to preserve student safety; and t~~ The SRO or arresting officer has probable cause to believe that the student has committed a misdemeanor or felony that is not school managed behavior; or that a warrant specifically directs the arrest of the student in a school; in all other instances, the execution of an arrest warrant shall be undertaken at a location other than a school.

• That in rare instances where a warrant directs that an arrest of a student be carried out at school, the execution of the warrant shall be planned in conjunction with the principal/designee.

o Police Officers, SROs, and school officials shall make every effort to respect students' privacy rights when executing an arrest at school.

o Absent emergency circumstances, the warrant shall be executed in an administrator's office or other private location to minimize disruption and exposure to other students and to protect student privacy rights; and be it.

• That the process of having and maintaining SROs in Milwaukee Public Schools be marked by transparency and accountability:

o That ~~there be a meaningful complaint resolution system for~~ any student, parent, teacher, principal, or other school administrator ~~so submit a~~ who wishes to submit a complaint, orally or in writing, of abuses or misconduct by SROs be directed by the principal or their designee to the City of Milwaukee~~'s Citizen~~ Fire and Police Commission Complaint Form for purposes of filing a complaint with the City of Milwaukee ~~(https://city.milwaukee.gov/police/Information-Services/Citizen-Complaintshttps://city.milwaukee.gov/fpc/Complaints).~~ Additionally, annual notice shall be given to students and families of this complaint procedure.

- ~~The system shall provide for an independent investigation into the allegations in the complaint.~~
- ~~Additionally, annual notice shall be given to students and families shall be informed of this complaint procedure.~~

o That there be public reporting when it comes to SROS, and that the District shall publish publicly available quarterly reports detailing:

- The number of incidents resulting in juvenile arrest for conduct on school grounds broken down by school; offense; student's age, grade, race, sex, and disability status; and disposition/results;

- The number of incidents resulting in other forms of law enforcement intervention – including searches and seizures by SROS; restraints by SRO; questioning by SROs; issuance of a criminal citation, ticket, or summons; filing of a delinquency petition; and referral to a probationary officer.
- The budget information for the SRO program, including funding and expenditures.
- The number of SROs deployed to each school.
- The training materials for SROs.
- The number and types of complaints filed against SROs; and be it

~~FURTHER RESOLVED, That the draft policy be presented to the Board for consideration in the February 2026 Board cycle; and be it~~

FURTHER RESOLOVED, That the Administration is directed to negotiate modifications to the Intergovernmental Agreement with the City of Milwaukee, to the fullest legal extent possible, ~~to ensure~~ consistent with the above terms and conditions, and thereafter finalize relevant Board policy to reflect the terms of the IGA ~~regardless of when a policy is ultimately adopted~~; and be it

FURTHER RESOLVED, That a draft policy be presented to the Board for consideration in the March 2026 Board cycle, understanding the policy will be subject to further revision and finalization after completion of the IGA negotiations; and be it

FURTHER RESOLVED, That annually the Milwaukee Public Schools will invite the Milwaukee Police Department and the Fire and Police Commission to conduct a joint review and evaluation of the SRO Program ~~shall be evaluated annually through a joint review by Milwaukee Public Schools, the Milwaukee Police Department, and the Fire and Police Commission~~; and that evaluation criteria shall include progress toward established goals and objectives, frequency and nature of police-student interactions, and community, student, and family feedback.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 3) Work Session on Policy Review: Consideration of, and Possible Action on, Section 5000 Students

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.

In February 2024, the plan was presented, including the possibility of working with an outside partner to perform the review. In October 2024, the Board contracted with NEOLA, with the work of the partnership to begin in December 2024.

Criteria for policy review include, but are not limited to:

• alignment to current federal, state, and local laws;

• adherence to the Wisconsin Department of Public Instruction's administrative rules or to the requirements of state administrative offices or other oversight agencies;

• alignment to best practices within the corresponding subject matter areas;

• alignment to other district rules, policies, and procedures and to district guidelines/handbooks;

• the extent to which the policies, rules, and procedures meet the current needs or mission/focus of the District;

• national, state and local trend data on necessity and implementation.

As a result of the review, the recommendation may be that the Board:

• adopt the recommended modifications to specific policies, rules, or procedures;

• modify and adopt the recommendations

• rescind specific policies, rules, or procedures (i.e., eliminate them from the policy manual); or

• reaffirm specific policies, rules, or procedures (i.e., officially considered them "reviewed," but make no changes).

In addition, the final policy manual will have a new numbering system.

As the review proceeds, proposed recommendations will be brought periodically to the Committee on Legislation, Rules and Policies, to be considered in a work session format. The proposed revisions will not become final until the entire review is complete. The policies and procedures, as published on the district's website, will remain in effect in the meantime.

Section 5000 – Students

Your Committee reports having conducted a work session on policies to be included in Section 5000, Students.

The following drafts were withdrawn from consideration:

5136 on Personal Communication Devices

5200 on Attendance

5410 and 5410 on Promotion and Retention of students

5850 on Social Events

Your Committee further recommends adoption of the balance of the policies presented.

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 Committees recommendations are included in the attached summary report. It is further recommended that final approval of the draft policies be held to the call of the Chair.

Director O'Halloran moved to hold the Committees' recommendations to the call of the Chair. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes — None.

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COMMITTEE ON FAMILY AND COMMUNITY ENGAGEMENT

Director Ferguson presented the following report for the Committee on Family and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Family and Community Engagement presents the following report:

(Item 1) Report with Possible Action on Enrollment Projections

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

4MATIV, a firm contracted by MPS to help develop systems for enrollment forecasting and projections, is working closely with the MPS budget team to update the spring budget process to be based on projected enrollment rather than current enrollment counts. This shift is important for the community to understand because it supports more responsible planning, better alignment of resources with anticipated student enrollment, and fewer disruptive midyear adjustments.

The project has three deliverables: a self-service tool to support the creation of school grade-level projections, as well as district-wide targets; an enrollment trends "Data Story" to support internal engagement efforts; and a school-level historical enrollment trends and projections report to be provided to school leaders explaining their projections. Together, these tools promote transparency, data-informed decision-making, and clearer communication with school leaders and stakeholders.

This presentation will provide a high-level overview of the enrollment projections project, as well as a summary of several MPS enrollment trends relevant to the project, helping the community better understand how enrollment patterns influence budgeting, staffing, and long-term planning decisions.

How We are Supporting MPS

4MATIV is helping the MPS budget team create more accurate enrollment projections to inform the school budgeting process. We are primarily collaborating with the central office, but we are also creating tools to help school leaders understand their FY27 projections.

Why Enrollment Projections Matter

- Enrollment projections use current enrollment and past trends to estimate how many students will attend each school next year.
- Accurate projections help the district build school budgets that better reflect student needs.
- This reduces unexpected staffing and budget changes in the fall, providing greater predictability for schools, students, and families.

Enrollment Trends

Total enrollment in MPS has declined by 10,374 students (15%) over the last 9 years and declined by 1,214 students (2%) this year.

School Year	1516	1617	1718	1819	1920	2021	2122	2223	2324	2425	2526
K5-12 Enrollment	68,704	69,772	68,735	68,107	67,641	66,586	62,900	61,191	60,649	60,612	59,398

The number of births in Milwaukee has declined significantly, leading to fewer Kindergarten students in MPS.

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Milw. Births	10,202	10,041	10,035	10,013	9,868	9,682	9,530	9,213	9,230	8,690	8,251	7,893	7,906	7,771

A recent influx of new English Learner students helped to stabilize enrollment over the last several years, until this school year

School Year	1617	1718	1819	1920	2021	2122	2223	2324	2425	2526
EL Enrollment	10,566	10,907	11,311	11,366	10,967	10,735	10,947	11,559	12,901	12,556

What This Means for Families

- Near-term enrollment declines reflect past changes already visible in today's schools.
- Because current enrollment is the best predictor of next year, planning can start now.
- Improved projections help the district:
  - Create more stable school staffing and budgets
  - Make thoughtful decisions that prioritize student needs, even as funding tightens

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 8.05 - School Census

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 Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on the 2025-26 Partnership with City Year

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

In partnership with Milwaukee Public Schools, City Year Milwaukee (CYMKE) works with selected schools to implement City Year's research-based service model. City Year recruits and leads diverse AmeriCorps members ages 17 to 24 years for full-time service in schools as near-peer tutors, mentors, and role models to help students stay on track for graduation.

CYMKE Corps members, in their first and second year, work in six (6) MPS schools and help improve student attendance, behavior, and coursework through academic support and attendance monitoring.

CYMKE works with the following schools: Alexander Mitchell Elementary School, Bay View High School, Bradely Technology & Trade High School, Humbolt Park Elementary School, Richard Kluge Elementary School, Milwaukee School of Languages, Rogers Street Elementary School and South Division High School. Please note that Milwaukee School of Languages only has the Teaching Fellows program, while Rogers Street Elementary School and South Division High School receive both Whole School, Whole Child support and Teaching Fellows programming.

Tonight, Dr. Stephanie Maney-Hartlaub, senior vice president/executive director of City Year Milwaukee, will speak about the staffing levels, the student achievement focus-list, and as a result, emphasize the identification of scholars and the supports provided and include attendance-related information, primarily at the high school level.

City Year's Dual Mission

To advance educational equity by supporting students furthest from opportunity and developing leaders through national service who can work together across lines of difference.

FY25-26 Outcomes

Goal 1: City Year will provide no more than 60 personnel to support selected MPS schools.
Status: Met

Goal 2: City Year will identify at minimum 50 focus list students at each site and 90% of the focus list students will earn five credits for the 2025-2026 academic year to be on track for four-year graduation (Promotion Promise)
Status: In-Progress

Goal 3: City Year will identify at minimum 50 focus list students in grades 3-8 at each site and 90% of the focus list students will demonstrate an increase in literacy scores as measured by aimswebPlus (or other district identified assessment).
Status: In-Progress

Goal 4: City Year will identify 2 teaching fellows to apply and be hired in the district as a paraprofessional and/or teacher.
Status: In-Progress

Student Selection

Focus List Guidelines – Tier 2 Support

City Year AmeriCorps members work with students who are below grade level but are close to being on-track (i.e. students who are "on the bubble" or 1-3 years behind).

Our corps members have a goal of providing consistent, weekly academic interventions (30-45 minutes, 1-2x per week) this school year. With the district's transition to using iReady as the identified student assessment, our new K–8 goal is that 50% of focus-list students will meet or exceed their individualized "typical growth" expectation. Our goal is that a student who is slightly below grade level could make the necessary academic gains to be on-track or nearly on-track by the end of the schoolyear. **K5 Math Assessment will be the Counting Learning Trajectory.

Focus List Creation Stages

Request & Review
- Gather and review iReady data with school partners to identify Tier 2 students.
- Cross-reference attendance and SEL data for holistic understanding.

Propose & Select
- Propose 8–12 students per AmeriCorps member (depending on subject area).
- Include 2–4 students for non-academic focus areas (attendance or SEL).

- Refine selections with input from teachers and school staff.

Confirm

- Confirm final lists with partner teachers and the Senior Impact Director.

Finalize

- Update the Focus List Enrollment Spreadsheet within two business days
- Notify the Analytics Point to ensure students are entered into CY Schoolhouse

Students Served in Tier 2

School	Mitchell	Bay View HS	Humboldt Park	Bradley Tech	Kluge	Rogers	South Division
ELA/ Literacy	28	37	22	14	22	16	28
Math	29	12	20	25	30	11	30

Alexander Mitchell

Number of scholars identified for Tier 2 support

- o 28 ELA
- o 29 Math

Years of Partnership: 15 (Founding Partner)

- Using district identified assessment, iReady (ELA/Math 3-8th)
- Support Boys & Girls Club program
  - o Homework Help o Afterschool Events (2 completed so far this year!)
- One ACM is supporting the boys' basketball team as an assistant coach after-school

Humboldt Park School

Number of scholars identified for TIER 2 support:

- o 22 ELA
- o 20 Math

Years of Partnership: 1

- 3/5 ACMs lead small groups during the reading block through the Milwaukee Early Literacy League (grades K-2)
- Using district-identified assessment, iReady (ELA/Math 1-3)
  - o Counting Learning Trajectory Assessment (Math K5)
- Bi-weekly Milwaukee Early Literacy League Seminars
- Support Camp Humboldt after-school program

Kluge Elementary

Number of scholars identified for TIER 2 support:

- o 22 ELA
- o 30 Math
- o 10 attendance focus list students

Years in Partnership: 1

- 5/7 ACMs lead small groups during the reading block through the Milwaukee Early Literacy League (grades K-2)
- Using district-identified assessment, iReady (ELA/Math 1-3)
  - o Counting Learning Trajectory Assessment (Math K5)
- One "City Year Junior" in grades K-5
- Support Boys & Girls Club program

▪ Dance team and Cheerleading team

Rogers Street Academy

Number of scholars identified for TIER 2 Support:

- o 16 ELA

o 11 Math
Years in Partnership: 15 (Founding Partner)
- Using district-identified assessment, iReady
o ACMs support in grades 3rd, 5th-8th grade
o Support Boys & Girls Club after school
o Teaching Fellows Founding Site

Bay View High School

Number of scholars identified for Tier 2 support:
o 48 scholars (have received 512 hours intervention support thus far this year)
Years in Partnership: 10
o Through collaborating with CLC we are also able to support additional non-focus list students every Monday, Tuesday, and Wednesday evening at BVHS with open tutoring sessions available to all CLC students and active sports teams at BVHS.
o Conducted data chats with the freshman class. Data chats provide a time to connect with each 9th grade scholar to walk through their data (grades, attendance, etc.) and make goals with them. This helps our scholars have the best first year of high school possible.
o Freshman class average attendance, November 2025: 75.4%
o CYMKE focus list average attendance, November 2025: 84%

Bradley Technology and Trade High School

Number of scholars identified for TIER 2 support:
o 43 scholars (have received 1,195 minutes of intervention support in English and 814 minutes of intervention support in Math)
Years in Partnership: 2
- Through collaborating with CLC we are also able to support additional non-focus list students every Tuesday and Thursday evening.
- We conducted data chats with the freshman class. Data chats provide time to connect with each 9th grade scholar to walk through their data (grades, attendance, etc.) and make goals with them. This helps our scholars have the best first year of high school possible.
- Freshman class average attendance, November 2025: 68.38%
- CYMKE focus list average attendance, November 2025: 79.09%

South Division High School

Number of Scholars Identify for Tier 2 Support:
o 50 scholars (we have provided 7,498 minutes of intervention support this year)
Years in Partnership: 15 (Founding Partner)
o Through collaborating with CLC we are also able to support additional non-focus list students every Tuesday and Thursday evening at SDHS with open tutoring sessions available to all CLC students and active sports teams at SDHS.
o Conducted data chats with freshman class. Data chats are a time to connect with each 9th grade student to walk through their data (grades, attendance, etc.) and make goals with them. This helps our scholars have the best first year of high school possible.
o Freshman class average attendance, November 2025: 84%.
o Focus list average attendance, November 2025: 77%

Teaching Fellowship

• Teaching Fellows are in their second or third year with City Year, engaged in a gradual release of instructional responsibility while earning their MEd and teaching license.
• 6 Fellows are placed in mentor classrooms at South Division, Milwaukee School of Languages, and Rogers Street Academy, serving a total of 544 students.
City Year supports teacher candidates beyond the Arizona State University licensure requirements:

- Learning and development focused on "Creating a Culture of Joy and Belonging" connecting graduate coursework to Milwaukee classroom contexts while integrating student-centered, restorative practices

- Program Director conducts (at minimum) monthly observations and coaching cycles with each fellow, ensuring their progressive development through instructional practices that engage students, master content, and increase rigor.

Learning and Development

City Year Milwaukee's Learning & Development program ensures that every AmeriCorps Member serving in Milwaukee schools are trained, supported, and continuously coached in positive development, so schools receive consistent, high-quality partners focused on student success.

Collectively, City Year Milwaukee has invested over 17,000 hours preparing 59 currently serving AmeriCorps Members to serve in schools before and throughout the school year. This reflects pre-service onboarding before AmeriCorps Members step into schools, as well as City Year Milwaukee–specific Learning & Development days that support ongoing classroom readiness and student support.

Various trainings are delivered in partnership with MPS and includes school codes of conduct and mandated reporting requirements, alignment with school PD weeks, ongoing school-based professional development, and Youth Mental Health First Aid certification—so preparation doesn't stop at onboarding and continues throughout the school year in alignment with each school's context.

Partnership with MPS

What's Next for City Year Milwaukee (Jan - Mar)

• Continue Training and Monitoring of programming in League Partnership Schools
• Execute final seminar for school and literacy leads in partnership with AWSA to support League programming
• K–8: Monitor iReady 'typical growth' targets and conduct midyear checks for Tier 2 focus-list students.
• High school: Continue 9th grade data chats and CLC evening tutoring at BVHS (Mon–Wed), Bradley Tech (Tue/Thu), and South Division (Tue/Thu).
• Teaching Fellows: Winter classroom observations and licensure progress
• Host MLK Day of Service at Humboldt Park School on January 19th
• Welcome and deploy January Mid-Year Corps Members
• Recruit, Interview and Invite FY27 RACM

Ways the Board Can Learn More

• Join a school site visit to observe Tier 2 interventions (small-group ELA/Math; iReady; ST Math) across CY schools. • Join us for MLK Day of Service on January 19th at Humboldt Park School
• Attend an evening CLC tutoring session (BVHS Mon–Wed; Bradley Tech Tue/Thu; South Division Tue/Thu).
• Serve on a Big Citizen Panel at CYMKE
• Participate in an AmeriCorps Learning and Development Day or Join us for 18 min. Networking
• Join us for our Women's Leadership Breakfast at Northwestern Mutual on February 18th

Additional information may be found in the attachments to your Committee's meeting.

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 8.05 - School Census

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

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(Item 2) Report with Possible Action on the 2025-26 Partnership with Forward Scholars

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Forward Scholars is a community volunteer tutoring program dedicated to helping K-3rd grade students who are not yet reading at grade level. Launched in 2022, the program initially served 163 students across 5 MPS schools. Since then, they have expanded to 9 schools.

Forward Scholars builds relationships and use research-based practices to close the opportunity gap for students of color. In partnership with MPS school staff to identify students not yet reading at grade level and pair them with dedicated, trained community volunteers for personalized, one-on-one tutoring twice a week. With their credentialed literacy specialists guiding the program, fostering literacy growth, confidence, and a love of reading. Each student is paired with a trained volunteer tutor who implements the lesson plans twice a week.

Partner Schools

Forward Scholars works with the following schools: Lloyd Barbee Montessori Elementary School, Bryant Elementary School, Cass Street Elementary School, Forest Home Elementary School, Greenfield Bilingual Elementary School, Maple Tree Elementary School, Ninety Fifth Street Elementary School, Siefert Elementary School, and Gilbert Stuart Elementary School

Leadership and Support Staff

Our diverse team bring many years and types of professional experience to our program. We are highly motivated, intentionally develop meaningful relationships and are committed to the success of each one of our Forward Scholars' students.

Site Coordinators

Our site coordinators are credentialed teachers who coach and support our dedicated community volunteers. They create individualized lesson plans and prepare the materials that fuel each student's success.

Board of Directors

Comprised of community leaders that share a determination to provide literacy access for all children in Milwaukee.

What We Do

Forward Scholars uses *Book Buddies*, a research-backed tutoring framework, to deliver data-driven, individualized instruction that directly addresses early reading and writing gaps.

In close partnership with school staff, we identify students who are not yet at grade level and match them with trained, committed community volunteers. Students receive one-on-one tutoring twice weekly throughout the school year, with instruction designed and coached by credentialed Forward Scholars staff.

Our model centers on strong, trust-based relationships with students, families, and schools—because lasting literacy growth happens when children are seen, valued, and understood.

Demographics and Data

We are in our 4th year of partnership with MPS. We have nearly doubled the number of schools and students that we serve since the start of our partnership.

School Year	Programs	Schools	Students Served	Volunteers	Staff
2022-23	6	5	163	172	4
2023-24	9	7	298	250	8
2024-25	9	9	267	285	10
2025-26	10	10	300	315	12

Student Demographics

	Gender		*Race*					*EL*	
School	Male	Female	Asian	Black / Af.Am.	Hispanic or Latino	White	Two or More	Yes	No
95th Street	52%	48%	3%	69%	10%	7%	10%	0%	100%
Barbee	34%	66%	0%	89%	3%	3%	6%	0%	100%
Bryant	54%	46%	6%	89%	0%	0%	6%	3%	97%
Holmes	38%	62%	0%	91%	0%	0%	9%	0%	100%
HAPA	52%	48%	100%	0%	0%	0%	0%	16%	84%
Forest Home	38%	62%	0%	21%	66%	0%	14%	17%	83%
Greenfield	60%	40%	0%	13%	83%	0%	3%	57%	43%
Maple Tree	66%	34%	0%	81%	3%	0%	16%	0%	100%
Stuart	36%	64%	14%	57%	14%	0%	11%	0%	100%
Forward Scholars	48%	52%	13%	59%	19%	1%	8%	10%	90%

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

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 3) Report on Special Education Family Engagement

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Family engagement is essential to the success of special education students at Milwaukee Public Schools because families are their children's strongest advocates and most consistent support system. When families are actively involved, they help ensure that Individualized Education Programs (IEPs) reflect students' unique strengths, needs, and cultural backgrounds, leading to more meaningful and effective services. Strong family–school partnerships also improve communication, build trust, and empower caregivers to participate confidently in decision-making processes. For special education families at MPS, engagement supports better academic outcomes, social-emotional growth, and smoother transitions between grade levels, while reinforcing a shared commitment to equity, inclusion, and student success across the district.

Family Support Associate Activities

District- Level Events and Programs

- Families As Partners
- Celebrating All Abilities

Building Capacity at the School-Level

- Recruiting and training families to support other families through the Special Education Liaisons for Families (SELF Program)
- Family Leadership Organizations

Individualized Family Support

- Meets regularly with Parent Coordinators to provide coaching and guidance for families
- Connects with families to provide resources and strategies to understand their child's IEP

Collaborative Community Partners

- Wisconsin Statewide Parent-Educator Initiative (WSPEI)
- Cooperative Educational Service Agency (CESA#1)
- MPS Partnership Since 2015-16
- Focus was on training families of children with special needs
- Agency referrals and one-on-one support

Special Education Liaison For Families (SELF)

- Empowering Families and students become equal Individualized Education Plan (IEP) team members
- SELFs assist families creating trust at the school level
- Share knowledge and information with families about:
- (IEP)
- Problem-Solving
- Resources
- Unique Programming in MPS

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 4) Monthly Report with Possible Action on the MPS FY26 Academic/Literacy 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. On September 11, 2025, Administration responded to questions regarding the literacy portion of the 2025-26 Academic Plan and offered an opportunity to receive feedback on the information that was presented. On October 16, 2025, the presentation outlined the district's assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. Administration addressed the purpose of assessments, testing times, and highlighted the key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support literacy across the district. On November 13, 2025, Administration provided an update on the literacy plan and the recommendations from the MGT audit, which included feedback from stakeholders. On December 18, 2025, Administration provided information from the November professional development and gave a status update on the literacy plan. Tonight, while Administration will provide an monthly update, you will also hear about the HMH V3 materials and their onsite support as well as the collaborative work of the offices of Schools and Academics and the content delivered during the literacy team meetings.

Recent Professional Development

- On November 24 and November 25, 2025, teachers received training on i-Ready and heard updates on moving to HMH V3
- On December 10, 2025, teachers received school-based professional development
- Principals received an update on HMH V3 and a session on the Science of Reading
- Principals had collaboration time in Learning Communities with their Academic Superintendents to prepare for Early Release professional development

Literacy Leadership Team

- The first Literacy Leadership Team session occurred on December 17, 2025
- Senior Leaders of MPS aligned on key priorities and next steps for K5-5 literacy
- The structure is built to systematically integrate a continuous improvement cycle for K5-5 literacy

LETRS for District Teams

LETRS Admin:

- DLT and Literacy Leadership Team
- Fifty-one team members
- Units 1 to 5: Jan. - June 2026

LETRS Volume I:

- Coaches, specialists, and managers from Office of Academics (Literacy, Bilingual, ESL and Immersion)
- Eighteen team members
- Units 1 & 2: Jan. - June 2026
- Units 3 & 4: Sept. - Dec. 2026

Upcoming Professional Development

January 7, 2026: Literacy Leadership Team
Intended Outcome: Strategize implementation of HMH site-based modeling
January 14, 2026: Professional Learning Institute
Intended Outcome: Plan for the implementation of HMH site-based modeling
January 26, 2026: K5-5 Teachers

- Intended Outcome: Learning, collaboration, and planning, facilitated by HMH coaches, to understand the HMH V3 instructional design in order to deliver instruction for Module 5.

- Teachers are organized by Learning Communities to learn as a community
- Within Learning Communities, teachers are grouped by grade level and learn side by side with one another and the HMH Coaches for grade specific learning

HMH v3 Materials Update

● HMH V3 materials were successfully delivered to all MPS schools with grades K5-5 during the week of December 15, 2025

● Operations managers and coaches from the Academics team are partnering with school leaders to unpack materials and deliver them to classrooms

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 5) Update, with Possible Action, on the Academic Literacy Plan for Family and Community Engagement

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Administration will provide an update on the academic literacy strategy focused on family and community engagement. You will hear about the ways in which the initiative operates under the core belief that "all will read" and "all will teach." The district identifies caregivers—including parents, relatives, and legal guardians—as essential stakeholders in achieving successful literacy outcomes. To support these stakeholders, MPS is utilizing seven high-leverage practices proven to increase engagement, such as assisting caregivers in creating literacy-friendly home environments and encouraging the use of home languages.

Family and Community Engagement

A child's caregiver can be a parent, a relative, or a legal guardian responsible for the child's health and welfare. Caregivers, and the community at large, are key stakeholders in a district's literacy strategy.

Supporting Literacy Knowledge for Caregivers

Caspe and Lopez (2017) described seven high-leverage processes and practices that have been proven to have the greatest effect on caregiver engagement and student learning development. They are:

1. Support caregivers in creating literacy-friendly home environments
2. Teach caregivers how to engage with their child in ongoing conversations.
3. Ensure caregivers have high expectations for their child's literacy development
4. Assist caregivers in making reading enjoyable outside of school
5. Encourage caregivers to use their home language
6. Support caregivers to utilize the library
7. Promote the importance of home-school communication

Family Coordinators

During second semester of the 2025-2026 SY, the Academics Team is working alongside Family, Community & Partnerships Team to co-construct a strategy that attends to Caspe and Lopez (2017) findings and is contextualized for MPS and includes parent literacy nights, newsletters and radio spots with literacy tips, and ways to support reading and writing at home and in the community.

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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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director O'Halloran presented the following report for the Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Update With Possible Action on the Long-Range Facilities Master Plan

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

MPS initiated a process to develop a Long Range Facilities Master Plan by issuing a Request for Proposal to hire an outside firm to assist the district with the process of developing an updated plan. The primary goal of the LRFMP is to support student success by making sure that the district's learning spaces meet student needs.

In March 2024, the Board approved the professional service contract with Perkins-Eastman to begin the process of developing a new Long Range Facilities Master Plan. This plan provides an in-depth review of how MPS buildings support the learning environment and identifies opportunities to further the work toward advancing the district's goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

The scope of work outlined for Perkins-Eastman included site visits to review and rate the condition of building infrastructure and the educational adequacy of all learning spaces. The review took into consideration many factors including enrollment trends, program and building capacities, deferred and projected capital maintenance, ADA accessibility, universal design principals, transportation policies, and equity with a focus on neighborhood characteristics such as household income, reported crimes, and minority populations.

The analysis included input from stakeholders including students, teachers, parents, district partners, and community members. Input was obtained through online surveys. In addition to the surveys, large-scale in person and virtual community engagement sessions were held in order to gather additional stakeholder input. The large-scale community engagement sessions comprised of a series of meetings.

Perkins-Eastman interacted with participants at each of the meetings by explaining the goals of the Long Range Facilities Master Plan, asking questions to gain feedback from the community on priorities, and facilitating open discussions for clarity and understanding.

The analysis included data gathering sessions and review meetings with key individuals from all departments within the district to allow Perkins-Eastman to obtain and validate the information needed for a complete analysis in order to develop the Long Range Facilities Master Plan. After assessing the data gathered, a progress report with considerations will be provided in October of 2024 to the Administration. The progress report contained details on educational suitability, technology readiness, and building conditions for all schools along with a review of district enrollment trends and building capacity. The information included potential plans for consideration to serve as a roadmap for facility use, classroom modernization, and capital investment. The plan is not finalized but focuses on identifying additional programming, instructional and partnership opportunities, and provides considerations for investment or divestment of current building inventory to maximize the use of resources.

On January 13th, Perkins-Eastman will provide an update on the progress of the plan.

Eight Guiding Principles

1. Rightsizing to address over- and underutilization issues
2. Improve access to high quality programming
3. Minimize disproportionate impacts
4. Equitable resource allocation
5. Strengthen the role of schools as community hubs.
6. Appropriately staffed schools
7. Improve access to high-quality buildings with appropriate spaces
8. Ensure long-term financial stability

MPS Areas of Success

Sustaining facilities with limited funding
- 1% of MPS budget goes to capital investments; state and national average is over 10%
- 10 states including Wisconsin provide no K-12 capital funding
- 64% of MPS schools have a “good” or “great” FCI score

Delivering excellent programs
- 8 Montessori schools
- 12 International Baccalaureate (IB) schools
- 24 Bilingual and immersion schools

Serving a diverse student population
- 80% of students are economically disadvantaged – twice the state average
- 15% of students are English learners – twice the level ion 2006
- 20% of students are those with disabilities – two times more than Milwaukee charters and six times more than private schools

MPS Areas of Challenge

Declining enrollment and too many schools
- 29% enrollment decline since 1994
- 4% few school buildings since 1994

Old buildings and limited investment
- 84 years is the average age of school buildings
- 1993 was the last year school bonds were attempted and it failed

Imbalanced resources and inconsistent school quality
- 22 schools are below 50% utilization
- 28 school that are above 100% utilization

How Does MPS Get There?

Invest in Buildings

This plan highlights the need for investment, provides a prioritization framework and a recommended approach; additional capital funds will be needed to deliver transformational change.

Align Buildings with Enrollment

Declining enrollment and high student mobility have left many schools under enrolled; closures and/or mergers could help strengthen school-level enrollment.

Balance Impacts

To mitigate the effects of closures on school communities, this plan recommends prioritizing targeted capital and program investments in nearby schools.

Improve Access to Programs

To strengthen access to specialty programming, this plan will recommend balancing the geographic distribution of programs so that all students have adequate access.

Project Phase Summary

Phase One: Understand and Align

Research the people, places, and programs that make up the MPS community
Engage the MPS community to help define how buildings should support the academic vision
Create a data-informed, dynamic planning framework to help guide district decision making

Phase Two: Test and Refine

Facilitate Steering Committees to shape strategies and priorities by aligning data and community context
Develop Policy Initiatives to address systemic barriers and enable lasting, sustainable improvements
Evaluate Fiscal Impacts to understand potential short- and long-term costs, savings, and feasibility

Update Phase One

What We Did

- Conducted a spring stakeholder survey with over 8,000 responses
- Interviewed MPS department leadership
- Led engagement activities with middle and high school students
- Led LRFP specific fall focus groups with high school students
- Hosted four in-person and two virtual town hall meetings in spring
- Attended National Night Out events, Black Arts Fest MKE, HAFA back to school fair, Mexican Fiesta, and Run Back to School
- Hosted four in-person and two virtual town hall meetings in fall
- Conducted a fall stakeholder survey with just under 3,000 responses

What We Heard

How are MPS students choosing their schools?

Based primarily on specialty programs, school culture and reputation, and perceived safety of a school and its surrounding community.

What are MPS stakeholders' greatest concerns?

Appropriate class sizes, availability of student supports, and quality of school programming were both top priorities and major concerns.

How can MPS improve its schools?

Improving the quality and features of school buildings is the most effective way MPS could improve its schools.

Update Phase Two

Steering Committee: Format and Members

Interest & Selection:
60+ members selected from ~200 submissions
Commitment & Time Invested
32 steering committee meetings
~3,000 minutes of discussion over 6 months
Representation & Voices at the Table
5 committees (4 regional + 1 citywide)
- Parents & alumni
- Teachers & staff
- Principals & district leaders
- Community members & leaders

Steering Committees: Process Outcomes

- Shaped the development of key policy initiatives through meaningful discussion, feedback, and lived-experience perspectives shared across committees.
- Guided development of the prioritization weights for the district planning framework, helping the model reflect district and community values and strategic intent.
- Drove refinement and streamlining of strategy candidate groups, improving clarity, alignment, and consistency throughout the planning process.
- Informed emerging district approach to major facility decisions, including how to navigate closures, direct building investments, and consider program placements.

Recommendations – Policy

- Begin transition of high school transportation from yellow business to MCTS public transit
- Placement and compensation policies to stabilize staffing in high-need schools
- Establish more consistent grade configurations to support student transitions and clear pathways.
- Provide baseline access to core programs and a regional spread of specialty offerings
- Ensure all schools have a consistent baseline of staffing by school type
- Advocate for state changes to give MPS more flexibility reusing or selling closed buildings
- Adopt a unified scheduling model to improve access, staffing and broad sustainability of program offerings
- Standardize district surveys to capture key perspectives from students, families, staff.
- Reform permit policies to exp[and access and generate revenue through shared use
- Enforce existing standards to address overcrowding and improve space alignment
- Reestablish an equity-based, centralized funding model for facilities projects
- Improve clarity, consistency, and accessibility of school and program info for families online

Recommendations – Process

Tiered prioritization to create clear actionable groups across three key strategy categories:
1. Building Focused Investment
2. Program Focused Investment
3. Closures/Mergers

Phased implementation that aligns timing and district resources and adapts based on feedback

Strategy Option – Building Focused Investment: Project Types

- Transformational - Bring schools in line with modern educational design standards either through new construction or major modernization of facilities.
- Focused Modernization - Update existing spaces (e.g., all classrooms) or add new ones via building additions, though will not modernize all areas of a facility.
- Targeted Improvements - Address key system needs, such as HVAC, roofs, or ADA accessibility; though does not prioritize modern educational design standards.

Strategy Option –Program Focused Investment: Key Considerations

• Review program gaps and priority-tier schools to target where new programs will have the greatest impact.
• Apply the "program standard of care" when adding or realigning programs to support lasting and equitable access.
• Analyze where students currently travel for specialty programs to identify regions with unmet needs

Closure/Merger: Scenario Development

Scenario A

Closure and receiving schools are identified and merged into a single campus, with one or more closing schools merging into a receiving school.

Investments are prioritized for receiving schools to help mitigate disproportionate impacts

Scenario B

Closure schools are identified without designated receiving schools, and students receive priority enrollment access to schools of their choice. Investments are prioritized for schools with the greatest need and informed by geographic context.

Closure/Merger: How Schools Were Identified

Minimizing Disruption:

Focused on schools with the lowest utilization rates and lower enrollments to limit the number of students impacted and address schools with higher operating costs.

Maintaining Access:

Reviewed neighborhood enrollment patterns and nearby school options to limit student travel burdens and preserve access to programs and services.

Data-Informed Prioritization:

Applied weighted data inputs to generate priority scores, identifying schools with the greatest overall need for action.

Stronger Receiving Schools:

Receiving schools generally offered newer or better facilities, improved ADA accessibility, and more air-conditioned academic spaces, supporting access to higher-quality and more modern learning environments.

All five proposed closure schools are in school board district 4, an area experiencing long-term depopulation where both student enrollment and the number of students residing are well below the available capacity. (Auer Ave., Keefe Ave., Hopkins-Lloyd, Siefert, Clarke Street)

Next Steps

1. Decide upon strategy actions
2. Plan the pursuit of needed resources
3. Kick off cycle one and planning
4. Revisit updated tools annually

The full report, including an appendix with additional data, may be found in the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

N/A

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(Item 2) Report with Possible Action on Advancing the Long-Range Facilities Master Plan for FY27

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Advancing the Long-Range Facilities Master Plan: 2026-27

Since 2023, the district has been working in partnership with Perkins Eastman to develop a comprehensive Long-Range Facilities Master Plan (LRFMP). Through this collaborative process, a wide range of potential strategies has been explored, including school mergers, closures, consolidations, and targeted facility investments.

Using the data, analysis, and community input gathered throughout this work, the administration is recommending that the first phase of the plan focus on strategic investments in academic programs and school facilities. These initial actions are intended to address the most urgent needs while strengthening learning environments and supporting student success.

The administration will present these recommended investments to the Board, along with the rationale and guiding principles behind them, to inform discussion and future decision-making.

Core Belief

We believe all students deserve:

- Learning environments where they can thrive
- Equitable access to specialty schools and programs
- Clear paths from kindergarten to high school graduation

Advancing the Long-Range Facilities Master Plan

Our Actions

- Investing in buildings where we've seen greatest disinvestment (Perkins Eastman slide 24)
- Improving access to programs by launching/strengthening specialty options (Perkins Eastman slide 26)
- Taking first steps on grade configuration to address 5th-6th grade enrollment loss (Perkins Eastman slide 20)
- Strengthening policies, practices and strategies (Perkins Eastman slides 20-21)

Investing in Buildings

Douglas: Proposed Conversion to Elementary School

Community-focused lobbying reinforces the school neighborhood
New windows and façade updates for a greener school
New kindergarten classrooms create a safe learning environment

Possible Exterior Improvement.....$800,000

Possible Interior Improvements $5,450,000

Possible Exterior Improvement FY27.....$3,500,00

Brown Street Academy: Possible Investments

New classroom furniture to facilitate modern learning
New exterior lighting to provide additional safety and highlight historic architecture
Casework and cork board replacements to give functionality back to the school

Possible Exterior Improvement.....$260,000

Possible Interior Improvement.....$2,440,000

Starms Discovery Learning Center: Possible Investments

Welcoming entries with improved brand visibility
Lighting and signage enhancements, and added site furnishings
Playground enhancements featuring natural play features and outdoor music
Library or office entrance enhancements
New fences with improved visual appeal and parking security
Added signate to improve visibility and security

Possible Exterior Improvement.....$260,000

Possible Interior Improvement.....$2,350,000

Gwen T. Jackson School: Possible Investments

Room separation in an existing classroom. Reallocate cubbies from coat area.
Alternative colors and imagery appear in opposition direction.
Coat area would be reallocated so the space can be used for push-in or pull-out teaching.
Increased healthy light spectrum with light panel and biophilic imagery.
Lighting enhancements are dimmable and changeable.

Possible Exterior Improvement.....$500,000

Possible Interior Improvement.....$3,300,000

Improving Access to Programs

Career Pathways: North Division High School

- Connect academic learning to real-world, high-demand careers with MATC support
- Expand equitable access to college credit and industry credentials
- Revitalize underused CTE labs to maximize instructional capacity
- Potential programs: Cybersecurity, Architectural Technology, Nursing Assistant, Dental, Emergency Medical Technician (EMT), Construction, Auto Tech, Welding

WCLL/Obama Grade Alignment

- Offer grades K-6 at WCLL
- Offer grades 7-12 at Obama SCTE
- Allows WCLL to focus on age-appropriate learning environment for K-6
- Allows Obama to focus on career exploration, greater course variety, advanced academics, arts athletics in an HS facility
- Create opportunity for stronger enrollment at each school, reducing potential for split grade classrooms

Strengthen River Trail as Vincent Feeder

- Greenhouse project:
    - o 20' x 36' facility on ready-to-build site
    - o Provides more equitable year-round access to hands-on agriculture learning that is currently limited by weather
- Enclose classrooms to foster stronger learning

Continue Green Schoolyard Developments

- Completed 37 schools with 5 to be completed summer 2026
- Fund $1.5 million to fully fund cohort 8 (schools to be worked on in summer 2026)

Lab School at Hartford University School

- Build formal partnership with UWM
- Develop Hartford as a model urban school, intentionally advancing innovative practices

• Grow teaching workforce through residency and quality practices
• Establish steering committee, leverage research, and strengthen professional learning practices (including with student teachers)

First Steps on Grade Reconfiguration

• Current state: 6th grade is 6% smaller than 5th grade – closer to 7% smaller in recent years (source: 4MATIV Technologies enrollment research)
  o Disproportionate grade-to-grade loss
  o 41 K-5 schools, 23 have physical capacity for 6th grade
• Allow all K-5 schools to explore expansion to K-6; 23 with physical capacity could move forward in fall if they have 20 5th grade families on board

Strengthening Policies, Practices and Strategies

Perkins Eastman Recommendations: Currently in Progress
• Enrollment and class size caps (Admin. Pol. 7.25 & 8.45)
• Transportation for HS students (Admin. Pol. 4.04)
• Staff placement and incentives
• Aligned grade configurations
• Program standard of care
• Staffing standard of care
• Surplus property reform (Admin. Pol. 5.01)
• Districtwide scheduling model
• Centralized facilities funding (Admin. Pol. 5.01)
• Access to school/program info
• Standardized district surveys (Admin. Pol. 2.15)
• Expanded shared use of facilities (Admin. Pol. 5.02)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations
Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

Committee's Recommendation

Your Committee recommends approval of the "green school yard" plans, using Fund 46, for $1.5 million.

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

No reports were presented this month.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

In support of the MPS Vision and Mission, and in collaboration with district and community partners, the President's activities during January 2026 included the following:

- Participated in a Deaf and Hard of Hearing (DHH) Relocation Update meeting with district leadership and stakeholders.
- Attended the Parent Academy School Resource Officer (SRO) Update meeting.
- Participated in Dr. Martin Luther King Jr. Day observances, including:
  - o YMCA 29th Annual Dr. Martin Luther King Jr. Celebration Breakfast
  - o City Year Day of Service at Humboldt Park
  - o 42nd Annual Dr. Martin Luther King Jr. Birthday Celebration at the Marcus Center, honoring student speech, writing, and art contest winners
- Engaged with local media, speaking with reporters regarding the School Resource Officer (SRO) Resolution and its goals.
- Participated in the Wisconsin Association of School Board's Delegate Assembly, where several noteworthy resolutions were adopted including:
  - o Support for universal school meals for all students
  - o Opposition too decoupling
  - o An emergency resolution addressing special education funding
- Participated in weekly leadership meetings with the Office of the Superintendent, the Office of Accountability & Efficiency, and the Office of Board Governance to ensure strong collaboration and communication across teams.
- Participated in a presentation by San Diego Unified School District on affordable housing strategies and district partnerships.
- Ensured Chief Executive Officer self-evaluation process began in partnership with the Wisconsin Association of School Boards (WASB).

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NEW BUSINESS

(Item 1) Action on a Request to Approve an Amended 2025-2026 Districtwide Calendar

Background

In November 2025, the Board approved districtwide calendars for FY27 and FY28. Each calendar includes a five-consecutive-day districtwide closure.

The FY27 closure includes days that fall at the end of June and the beginning of July. Three of those days, June 26, June 29, and June 30 occur at the end of the FY26 calendar, while the remaining two days, July 1 and July 2, occur at the start of the FY27 calendar.

Because the closure spans two fiscal years, this item is needed to approve the three June dates on the FY26 calendar so the full five-day closure in FY27 can be implemented as approved.

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 1.....Labor Day
September 2.....First Day of School for Students

October 8.....Early Release Day for K-12 Professional Development
October 17.....Parent/Teacher Conference Day
October 20.....October Break
November 7.....Record (K-8)/Professional Development Day (HS)
November 24-25.....Districtwide Professional Development
November 26-28.....Thanksgiving 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 19 .....MLK 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
June 26 .....Central Services Closed
June 29-30.....Central Services Closed

ACT Testing dates are to be determined.

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 7.03 - School Year/School Calendar

Fiscal Impact Statement

No fiscal impact for this item.

Implementation and Assessment Plan

The amended calendar will replace the current calendar and be posted accordingly.

Recommendation

The Administration recommends the Board approve the 2025-2026 districtwide amended calendar as attached.

Director O'Halloran moved to approve the Administration's recommendation to amend the 2025-26 districtwide calendar, as indicated in the attachment to the item. 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.

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(Item 2) Update with Possible Action on FY27 Budget Preparations

Background

The District's financial planning and budget development is a year-round process guided by the Milwaukee School Board of Directors' goals, the District's strategic plan, and established budget priorities.

The attached presentation provides a preview and update to support planning for the upcoming 2026–2027 budget. The Administration is sharing this information to provide insight into the District's current financial position, key decisions that are forthcoming, and the challenges the District faces.

This presentation is intended to further inform and support discussion around the planning work for the FY27 budget.

1. Current State: Restoring the Control Environment
2. Future Vision: Budgeting for Our Priorities
3. Getting There: Tightening Our Belts

Summary

- Gap between revenues and expenses now and beyond:
  - Declining birth rates
  - State funding not keeping up with inflation
  - Growing healthcare costs
  - Utilities
- 2024 referendum helped narrow the gap
- Moving forward: Balancing priorities within our means
  - Academic achievement with a focus on literacy
  - Safe and welcoming schools,
  - Efficient operations - helping us reinvest in our classrooms
- General school district revenues per pupil lag inflation by more than $3,300 since 2009

Current Sate: Restoring the Control Environment

Financial Challenges: The District's five-year forecast is driven by national trends and state policy.

- State imposed revenue limits
- $0 increase in state equalization aid
- Demographic trends and declining enrollment
- Historic inflation
- Limited reimbursement for special education
- Critical social services: nurses, social workers, nutrition

2024 Referendum

- Maintained services despite gap between revenues and expenses
- Supported:
  - o A per pupil increase in school allocations
  - o Investment in staff salaries
  - o Inflationary cost increases for supplies, transportation, and utilities
  - o Art, Music, and Phy Ed

2024-25 Audit Update

- Annual report and financial statements completed and submitted to DPI: January 15
- Single audit (of state and federal grant compliance) is scheduled for completion in March
- Complete presentation of audit by auditing firm CliftonLarsonAllen (CLA) expected in April

Lessons From the 2024-25 Audit

- Shows need to control spending and improve fund balances

• In 2025-26 school year, administration monitoring spending and planning steps to ensure all funds end on budget and not increase gap

• 2026-27 Proposed Budget will include reductions to improve the anticipated structural imbalance and fund balance

Controlling Spending This Year (2025-26)

The administration is developing options to ensure spending is at or below budget this current year. Options may include:

- Soft hiring freeze (exception for mission-critical roles)
- Travel freeze
- Limit overtime
- Examine textbook adoptions
- Analyzing transportation options for savings

The administration is developing options to ensure spending is at or below budget and no transfers are required.

- Audit all utilities
- Audit employee insurance membership
- Audit Workers' Comp claims to prevent risk of injuries

2026-27 Budget Priorities

The administration will continue to focus on the following priorities:

- Academic achievement and literacy
- Safe and welcoming schools
- Efficient operations
- Financial stability and improving the District's fund balances

2026-27 Assumptions — Enrollment

The District anticipates declining enrollment to continue in line with national demographic trends.

- 2025-26 (Third Friday): 64,594
- 2026-27 Projected: 63,684 (decline of 1.4%)
- Planning steps to attract students
- Investing in historically disinvested communities with a focus on capacity to serve more students
- Academic achievement
- Investing in teacher and principal effectiveness
- Program improvements

2026-27 Assumptions – Revenues

The District has limited ability to increase revenues outside of the state's biannual budget.

- Revenue limit is projected to increase by $54 million
(Approximately $1,112,667,525)
- Equalization aid is projected to decrease by -$1 million
(Approximately $690,705,925)
- The most recent state budget provided $0 additional equalization aid
- 35% special education reimbursement

MPS Budgeted Funds

Seven funds each with a specific purpose and rules:

- School Operations
- Categorical
- Special Education
- Nutrition
- Debt
- Long Term Capital Improvement
- Community Extension — MKE Rec

MPS Budget Funds Overview

• School Operations: Current educational services and operations
• Categorical: Grant funds awarded for specific purposes; if expenditure exceeds grant revenue, School Operations covers shortage
• Special Education: Supporting special education services
• Nutrition: Breakfast, lunch, and snacks to fuel student learning; if costs are greater than federal funding, the School Operations covers the gap
• Debt: Tracks the repayment of the District's debts.
• Long Term Capital Improvement: Restricted to capital projects for facilities and equipment; funded by transfers from the School Operations Fund.
• Community Extension: Supports MKE Rec and community programs and facilities open to all residents; cannot pay for activities in the other funds.

Investing in MPS Staff – Salaries and Benefits

• Inflation (Consumer Price Index) reported at 2.63%.

The below scenarios show the cost of projected salary and benefits increases at different rates that would need to be offset.

• Steps and Lanes: $23 million
• 1% COLA: $12.25 million (Total $35.25 million)
• 1.5% COLA: $18.5 million (Total $41.5 million)
• 2% COLA: $25.5 million (Total $48.5 million)
• 2.63% COLA: $32 million (Total $55.5 million)

Cost of Living Adjustment History

Year	Cost of Living Increase	Actual CPI
25-26	2.95%	2.95%
24-25	4.12%	4.12%
23-24	8.00%	8.00%
22-23	4.70%	4.70%
21-22	1.23%	1.23%
20-21	1.81%	1.81%
19-20	2.44%	2.44%
18-19	2.13%	2.13%

• In addition to steps and lanes
• No health benefit plan design changes

Planning for the 2026-27 Budget

The administration is requesting the Board hold a Strategic Planning and Budget Committee meeting on February 5 to:

• Review the five-year forecast
• Discuss the anticipated structural imbalance
• Begin the conversation about correcting in the 2026-27 budget

Budgeting with a Multi-Year Perspective

The District must take decisive action to responsibly pass a structurally balanced budget in 2026-27:

• Deep dive to address central office spending to support services in the classroom
• Review all district contracts
• Eliminate redundant or inefficient costs
• Control spending to correct the anticipated deficit in the five-year forecast

Conclusion

The District must balance priorities within its financial means to correct the anticipated structural imbalance.
The Administration will focus on educational achievement, especially improving literacy.
It will be critical to increase efficiency in all MPS operations to reinvest savings in our classrooms.

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

N/A

Implementation and Assessment Plan

N/A

Director Zombor moved to consider this item first [after Awards and Commendations]. 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 recessed from 7:14 p.m. to 7:23 p.m.

Director Fons moved to accept the Administration's report and direct the Superintendent to present the Board with a proposed budget that will retain the current staff and attract new staff, to be done with:

- Full cost of living allowed by law
- Salary steps for all eligible workers
- No cuts to healthcare benefits
- Conduct a comprehensive, full searching review of all MPS contracts to find savings
- Principals will share a proposed school budget for staff and family input in March

The motion failed, the vote being as follows:

Ayes — Directors Fons, Herndon, Siemsen, Vannoy— 4.
Noes — Director O'Halloran and President Zombor – 2.
Abstention – Directors Ferguson and Reza – 2.

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RESOLUTIONS

Resolution 2526R-005

By Director Katherine Vannoy

WHEREAS, Milwaukee Public Schools ("MPS") Board Administrative Policy 7.16 details definitions and standards for student access to alternative education programs and is intended to support students whose educational needs are not fully met in traditional school settings; and

WHEREAS, alternative education programs serve as a critical pathway for students to remain engaged in learning and make progress toward graduation; and

WHEREAS, barriers to accessing alternative education—including limited assessment capacity, an overly centralized review process, potentially restrictive definitions of instructional time, and lack of equitable access for bilingual and English-language learners—may unintentionally discourage student participation and contribute to disengagement or dropout rates; and

WHEREAS, improving accessibility to alternative schools aligns with MPS's commitment to educational equity, student success, culturally and linguistically respectful practices, and providing continued educational opportunities for at-risk students; and

WHEREAS, educators who work directly with students seeking alternative education opportunities are well positioned to assess academic, social-emotional, and contextual factors affecting student success; and

WHEREAS, English Learners and bilingual students face unique challenges in accessing alternative education and require intentional policy protections to ensure equitable access and outcomes; now, therefore, be it

RESOLVED, that the Milwaukee Public Schools Board of School Directors directs the Superintendent, appropriate MPS departments, or their designees to revise and/or add clarifying language to Administrative Policy 7.16 in furtherance of these goals:

1.) To prioritize accessibility to alternative education programs and remove unnecessary procedural barriers that limit timely enrollment and participation;

2.) To strengthen policy language to emphasize alternative education as a proactive option to encourage continued enrollment, credit attainment, and graduation;

3.) To identify and reduce administrative, procedural, and structural roadblocks that hinder student access to alternative education, including delays in assessment, placement, or approval;

4.) To expand assessment or review authority for alternative education placement beyond the Department of College and Career Readiness by allowing School Assessment Coordinators, Alternative Program Teachers, administrators, or other appropriately-trained school-based personnel to assess students and review applications for alternative education placement;

5.) To allow more flexibility in when and where such assessments can take place, and to consider holistic aspects of individual student circumstances/applications;

6.) To clarify the term "traditional school day" as used in Administrative Policy 7.16, to explicitly allow nontraditional scheduling options for alternative educational programs, and to support evening education, flexible schedules, and other innovative instructional models that increase access for students to the extend possible; and

7.) To ensure equitable access for bilingual and English-language learners by including policy language stating as much, in accordance with state and federal requirements; and be it

FURTHER RESOLVED, that the Superintendent or designee shall present proposed revisions to Board Administrative Policy 7.16 to the Board of School Directors no later than the March 2026 Board cycle for review, public input, and approval.

Referred to the Committee on Student Achievement and School Innovation

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following item/s:

• Action to Retire to Closed Session to Consider an Employment Appeal Filed in Accordance with Board Rule Appendix A

• Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c)(f) and (g). 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 10:39 p.m. The Board determined that it would hold the Employment Appeal item to the call of the Chair and the item was not discussed in the closed session.

The Board adjourned at 11:15 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk