

**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; Thaddeus 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.

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(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.

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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 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	Anmarie 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	Tamera 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	01/BA	\$54,386.11	11/3/2025
	BILINGUAL EDUCATION			
5,nr	Karabegovic,Stacey	01/MA	\$84,366.26	11/10/2025
	WISCONSIN DPI GRANTS			
5,r	Wetrich,Susan Marie	01/MA	\$82,181.74	11/17/2025
	TITLE I SCHOOLWIDE			

 ACTION ON CERTIFICATED APPOINTMENTS-SPEECH PATHOLOGIST

5,nr	Hunter,Marcia L	01/SLP	\$100,559.73	11/17/2025
	SPEECH PATHOLOGY			

 ACTION ON CERTIFICATED APPOINTMENTS-PERMIT TEACHER

5,r	Brisolese,Ugo	XX/4W2	\$54,386.11	11/3/2025
	FOREIGN LANGUAGE			
5,r	Ferguson,Dakota	XX/4W2	\$54,386.11	11/3/2025
	SPEC ED MULTICATEG.			

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

Counts	Male	Female	Native American	African American	Asian/ Pacific Islander	Hispanic	White	Other	Two or More Ethnic Codes
			(1)	(2)	(3)	(4)	(5)	(6)	(8)
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 Pluchek	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 McClellan	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	\$40.00
		12/01/25 to 05/31/26	
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of Schools	\$40.00
		02/01/26 to 07/31/26	
(2)(nr)	Angelena Terry	Independent Hearing Officer Office of Schools	\$40.00
		08/15/25 to 02/15/26	
(2)(r)	Patti Debow	Milwaukee Virtual School Office of Schools	\$40.00
		08/04/25 to 12/01/25	
(5)(r)	Sean Veternick	ESL Literacy Resource Instructor Office of Schools	\$35.00
		10/21/25 to 04/21/26	
(5)(r)	Jenieve Duffy	Milwaukee Early Literacy League Mentor Office of Academics	\$30.00
		10/24/25 to 04/24/26	
(5)(r)	Michael Key	Induction & Support, Benjamin Franklin School Office of Schools	\$30.00
		01/05/26 to 06/19/26	
(5)(r)	Debra Migdal	Mentor Secretary Program Office of Schools	\$30.00
		08/18/25 to 02/18/26	
(5)(nr)	Linda Ewaskowitz	Mentor Secretary Program Office of Schools	\$30.00
		08/18/25 to 02/15/26	
(5)(r)	Jessica Pierson	Theater Director Office of School Administration	\$25.00
		10/01/25 to 03/31/26	
(5)(r)	Dawn Butler	School Kitchen Manager Mentor Office of Operations	\$25.00
		11/07/25 to 05/07/26	
(5)(r)	Angela Chojnacki	School Kitchen Manager Mentor Office of Operations	\$25.00
		11/07/25 to 05/07/26	
(3)(r)	Souphaphone Vichathep	Paraprofessional Albert Story School Office of Schools	\$20.00
		12/01/25 to 05/30/26	

Codes

R Resident
Nr Non-resident

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee’s Recommendation

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
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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
Starns 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
<i>Total Monetary Donations</i>		<i>8,384.33</i>	
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
<i>Total Non-Monetary Donations</i>		<i>51,273.35</i>	
<i>Total Value of Donations</i>		<i>59,657.68</i>	
<i>* Donations from MPS Alumni</i>		<i>2,356.35</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

By 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.

<u>Recommended Contractor</u>	<u>Division</u>	<u>Discipline</u>
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, 2026 through 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, 2026 through September 30, 2032
Texas Instruments Inc	\$394,400	DTI-0S-GQ6-EO-ECTS	January 1, 2026 through

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	September 30, 2032 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 September 30, 2032
The Center for Advanced Academics Inc	\$135,620	DTI-0I-GQ6-EO-ECTS	January 1, 2026 through 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.

* * * * *

(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; 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.

* * * * *

(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 solvers, apply creativity, and possess the academic skills they need to advance their careers
- Interpersonal skills – Students 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

<u>Year</u>	<u>Grade Levels</u>
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
	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
GAENSLER 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 meeting.

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.

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(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;

FURTHER RESOLVED, That the draft policy be presented to the Board for consideration in the February 2026 Board cycle; and be it

FURTHER RESOLVED, 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