

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN APRIL 28, 2026

Annual Organizational meeting of the Board of School Directors called to order by President Zombor at 8:17 p.m.

The following members responded to the Roll Call:

Present — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and
President Zombor — 9.
Absent and Excused— None - 0.

All nine members are continuing members.

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ELECTION OF TEMPORARY PRESIDING OFFICER

(Item 1) Election of a Temporary Presiding Officer

Background

The Board will designate a chair pro tem to conduct the election of the Board's president for the coming year.

By unanimous consent, Director O'Halloran was designated the Temporary Presiding Officer.

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ELECTION OF THE BOARD'S OFFICERS

(Item 1) Election of the Board's President for the Ensuing Board Year

Background

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

The roll was called for the election of a Board President, as follows:

<u>Board Member</u>	<u>Vote</u>
Director Ferguson	Director Zombor
Director Fons	Director Zombor
Director Herndon	Director Zombor
Director Jackson	Director Zombor
Director O'Halloran	Director Zombor
Director Reza	Director Zombor
Director Siemsen	Director Zombor
Director Vannoy	Director Zombor
Director Zombor	Director Zombor

Having received all nine votes, Director Zombor was elected Board President.

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

Background

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

The roll was called for the election of a Board Vic-President, as follows:

<u>Board Member</u>	<u>Vote</u>
Director Ferguson	Director Ferguson
Director Fons	Director Ferguson
Director Herndon	Director Ferguson
Director Jackson	Director Ferguson
Director O'Halloran	Director Ferguson
Director Reza	Director Ferguson
Director Siemsen	Director Ferguson
Director Vannoy	Director Ferguson
Director Zombor	Director Ferguson

Having received all nine votes, Director Ferguson was elected Board Vice-President.

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DESIGNATION OF A BOARD CLERK

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

Background

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

Dr. Tina Owen-Moore is the current Board Clerk.

On July 1, 2025, the Board renewed its contract with Dr. Tina-Owen Moore through June 20, 2027. There being no objections, Dr. Tina Owen-Moore will continue to serve as the Board Clerk.

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APPOINTMENT OF THE BOARD'S DELEGATES

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

Background

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

The 2025-26 delegate to the Library Board was Director Jackson.

Implementation and Assessment Plan

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

President Zombor indicated that she will serve as the Delegate to the Library Board of Trustees.

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

Background

Board Rule 1.28, Board Memberships, states, in part:

If a delegate is unable to fulfill his/her designated duties to the organization [i.e., the Wisconsin Association of School Boards], the President shall be notified, and an election shall be held at the next regularly scheduled board meeting, and, upon the Board's approval, a replacement delegate shall be assigned as the district's representative to WASB for the interim period of appointment or unexpired term, as provided under the WASB's Bylaws.

The current delegate to WASB is Director Fons.

Director Fons was reaffirmed by consensus.

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

Background

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

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

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

The Board's representative is also a member of the Board of Control for the current year. Director Siemsen was the delegate for the 2025-26 Board Year.

The roll was called for the designation of the Board's Representative to CESA #1 as follows:

<u>Board Member</u>	<u>Vote</u>
Director Ferguson	Director Siemsen
Director Fons	Director Siemsen
Director Herndon	Director Siemsen
Director Jackson	Director Siemsen
Director O'Halloran	Director Siemsen
Director Reza	Director Siemsen
Director Siemsen	Director Siemsen
Director Vannoy	Director Siemsen
Director Zombor	Director Siemsen

Director Siemsen having received all nine votes was designated the representative to CESA#1.

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(Item 4) Designation of the Board's Liaison to the Title I District Advisory Council**Background**

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

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

The Board's delegate for 2025-26 was Director Reza.

The roll was called for the designation of the Board's liaison to the District Advisory Council as follows:

Board Member	Vote
Director Ferguson	Director Reza
Director Fons	Director Reza
Director Herndon	Director Reza
Director Jackson	Director Reza
Director O'Halloran	Director Reza
Director Reza	Director Reza
Director Siemsen	Director Reza
Director Vannoy	Director Reza
Director Zombor	Director Reza

Director Reza, having received all nine votes, was designated the liaison to the DAC.

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UNFINISHED BUSINESS**(Item 1) Action on the Disposition of Unfinished Business Pending Before the Board and Its Committees at the Close of Business on April 23, 2026****Background**

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the board year (April 23, 2026) are to be submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

The items of business pending before the Board and its Committees at the close of business on April 23, 2026, are listed in the attachment to this item.

Pending Directives of the Board

The following resolutions have previously been adopted by the Board, but related directives are still pending.

	Resolution	Topic	Introduced	Directive	History
[1]	2526R-004	On accountability parameters for SROs	December 2025	Draft a policy for approval	Draft policy presented April 2026. Board referred to Committee for additional consideration.
[2]	2526R-005	Alternative pathways to education	January 2026	Revise Administrative Policy 7.16	Adopted April 2026. Policy updates due back to the Board.

Disposition of Unfinished Business

The following are matters referred to a Committee or with the Board that have not yet been acted on.

	Resolution	Topic	Introduced	History
[3]	1920R-013	On elementary classroom sizes	January 2020	Carried over April 2020, 2021, 2022, 2023, 2024 and 2025
[4]		Work Session on Policy Review	Ongoing	Recommendations-to-date held in Committee until final adoption date (anticipated June 2026)

Recommendation

The Administration recommends referring Items 1 and 2 back to Committee.

The Administration further recommends placing Item 3 on file, as it will be addressed in the FY27 budget cycle.

The Office of Board Governance recommends holding Item 4 as Unfinished Business before the Board, as this is an ongoing project with anticipated completion in June 2026.

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

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

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NEW BUSINESS

(Item 1) Transmittal of and Possible Action on the Tentative 2026-27 Board Calendar, Including the Possible Waiver of Board Rules 1.01 and 1.02.

Background

Unlike the Board's regular monthly meetings and its annual organizational meeting, whose scheduling is dictated by Board rules (see attached), the tentative scheduling of committee meetings, while based on the Board's practice over the past several years, is flexible, and the scheduling of any committee meeting may be adjusted by the chair of that committee, in consultation with the Board Clerk and the Administration.

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

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

SA – Committee on Student Achievement

Proposed 2026-27 Tentative Board Calendar

SA – Committee on Student Achievement; SPB – Committee on Strategic Planning and Budget;
FO – Committee on Finance and Operations

All meetings start at 5:30 p.m. unless otherwise noted.

May 7.....SPB

May 12.....Statutory Budget Hearing

May 14	SA.
May 19.....	SPB
May 21.....	FO
May 26.....	SPB
May 28.....	Regular
June 9.....	SA
June 16.....	FO
June 23	Board Retreat
June 25.....	Regular
July 30	Regular
August 13.....	SA
August 18.....	FO
August 27	Regular
September 8	SA
September 15	FO
September 22	Board Retreat
September 24	Regular
October 6	SA
October 13	FO
October 27	SPB
October 29	Regular
November 10	SA
November 12	FO
November 19	Regular
December 8.....	SA
December 10.....	FO
December 17	Regular
January 12.....	SA
January 14.....	Board Retreat
January 19.....	FO
January 28	Regular
February 9.....	SA
February 16.....	FO
February 25.....	Regular
March 9.....	SA
March 16.....	FO
March 23	Regular
April 22.....	Regular
April 27.....	Annual Organizational Meeting

Implementation and Assessment Plan

Upon adoption of the tentative 2026-27 Board calendar, the Office of Board Governance will publish the calendar and set up the meetings for the approved dates and times. In addition, the Office of

Board Governance will bring to the Board for approval any necessary revisions to Board Rules relative to the calendar.

Recommendation

The Office of Board Governance recommends that the Board

1. waive Board Rules 1.01 and 1.02; and
2. determine how it wishes to proceed relative to the attached tentative calendar.

Director O'Halloran moved to adopt the tentative calendar as presented. The motion passed, the vote being as follows:

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

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

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

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

Twenty-two years later, in April 2022, the Board adjusted its compensation to \$18,972 for Board members, with compensation of \$19,544 for the Board's president for the ensuing year.

In July 2023, the Board adjusted its compensation to \$20,490 for Board members and \$21,207 for the Board President. The Board opted not to adjust its compensation for the 2024-25 board year.

In July 2025, the Board adjusted its compensation to \$23,095 for Board members and \$23,730.19 for the Board President.

Recommendation

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

Director O'Halloran moved to make no adjustments to the Board's compensation for 2026-27.

Director Ferguson moved a substitute, to consider this item in July after the budget. The substitute motion failed adoption, the vote being as follows:

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

Returning to the previous question, the motion by Director O'Halloran passed, the vote being as follows:

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

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RESOLUTIONS FOR REFERRAL

(Item 1) Referral of Resolution 2627R-001, by Directors Siemsen and Vannoy on the Development of a School Climate and Culture Measurement and Improvement Plan

Resolution 2627R-001

On the Development of School Climate and Culture Measurement and Improvement Plan

By Director Siemsen and Director Vannoy

WHEREAS, a positive school climate and culture are essential conditions for student learning, well-being, safety, and academic success; and

WHEREAS, the Milwaukee Board of School Directors is committed to ensuring that all students learn in environments that are safe, inclusive, equitable, and conducive to high levels of achievement; and

WHEREAS, the Milwaukee Board of School Directors has made significant investments in initiatives to strengthen school climate and culture, including restorative practices, courageous conversations, equity-focused professional learning, and the development of school- and district-based equity teams; and

WHEREAS, the Board seeks to ensure that these investments are sustained, aligned, and effectively implemented, and that their impact is measured and built upon over time so that progress is not lost but continuously strengthened in service of students;

WHEREAS, effective governance requires the use of clear, consistent, and reliable data to monitor district performance and inform decision-making; and

WHEREAS, the Board is committed to ensuring that current conditions across schools are clearly understood and that a unified, data-driven system is established to continuously improve school climate and culture in service of equitable student outcomes and experiences; now, therefore, be it

RESOLVED, that the Milwaukee Board of School Directors directs the Superintendent to develop a comprehensive plan for measuring school climate and culture across the district, which shall include, at minimum:

- Identification of key indicators of school climate and culture, including but not limited to student belonging, safety, engagement, staff climate, and family engagement;
- A proposed set of data sources and tools, including surveys, discipline data, attendance, and qualitative feedback;
- Methods for disaggregating data to ensure visibility into the experiences of all student groups;
- A recommended cadence for data collection, reporting, and public transparency; and, be it

FURTHER RESOLVED, that the Superintendent shall develop a districtwide strategy for improving school climate and culture, which shall:

- Establish clear goals and measurable outcomes aligned to student success;
- Identify evidence-based practices and supports for schools;
- Define roles and responsibilities at the school and central office levels;
- Include professional development and capacity-building for staff;
- Incorporate opportunities for students, family, and community voice; and, be it

FURTHER RESOLVED, that the Superintendent shall present the proposed measurement and improvement plan to the Milwaukee Board of School Directors for review and consideration no later than the August 2026, and shall include recommended metrics for ongoing Board monitoring consistent with Board governance policies; and, be it

FURTHER RESOLVED that any fiscal impact associated with implementation will be identified and included as part of the proposed plan; and, be it

FURTHER RESOLVED, that the Superintendent shall provide progress updates to the Board through the appropriate committee; and, be it

FURTHER RESOLVED, that the Board will use the resulting data and plan to inform its monitoring of district performance and to ensure that school climate and culture improvements are advancing equitable student outcomes and opportunities.

Referred to the Committee on Student Achievement

The Board adjourned at 8:43 p.m.

TINA OWEN-MOORE, ED. L.D.
BOARD CLERK

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 30, 2026**

Special meeting of the Board of School Directors called to order by President Zombor at 7:42 p.m.

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

Absent and Excused— Directors Jackson and Vannoy – 2.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place virtually at 7:30 p.m., Thursday, April 30, 2026, for the following items of business

1 Consideration of, and Possible Action on Approving and Ratifying the Collective Bargaining Agreement Between the Milwaukee Board of School Directors and the Psychologists Association of Milwaukee Public Schools for the contract year July 1, 2026 through June 30, 2027

2. Consideration of, and Possible Action on, Base Wage and Related Compensation Adjustments for Unrepresented Employee Groups for Fiscal Year 2026-2027

3. Consideration of, and Possible Action on, Litigation in Which the Board Is or Is Likely to Become Involved
Executive Session

The Board may take action to retire to closed session to discuss the Items of Business as follows:

Item 1, pursuant to Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating the conducting of specified public business whenever competitive or bargaining reasons require a closed session.

Item 2, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation, or performance evaluation data of public employees over which the Board has jurisdiction or exercises responsibility

Item 3, pursuant to Wisconsin Statute 19.85(1)(g) to receive written or oral advice from legal counsel with respect to pending or probable litigation matters.

Public Hearing and Public Access

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

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

(Item 1) Consideration of, and Possible Action on Approving and Ratifying the Collective Bargaining Agreement Between the Milwaukee Board of School Directors and the Psychologists Association of Milwaukee Public Schools for the contract year July 1, 2026 through June 30, 2027

Background

The Board may consider this item in closed session, pursuant to Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating the conducting of specified public business whenever competitive or bargaining reasons require a closed session.

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(Item 2) Consideration of, and Possible Action on, Base Wage and Related Compensation Adjustments for Unrepresented Employee Groups for Fiscal Year 2026-2027

Background

The Board may consider this item in closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation, or performance evaluation data of public employees over which the Board has jurisdiction or exercises responsibility

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(Item 3) Consideration of, and Possible Action on, Litigation in Which the Board Is or Is Likely to Become Involved

Background

The Board may consider this item in closed session pursuant to Wisconsin Statute 19.85(1)(g) to receive written or oral advice from legal counsel with respect to pending or probable litigation matters. The motion passed, the vote being as follows:

Director Ferguson moved to retire to closed session to consider the three agenda items, pursuant to Wisconsin Statutes 19.85(1)(c)(e) and (f). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, and President Zombor — 7.
Nose None -0.

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

At 8:58 p.m. the Board returned to open session.

The question being on the ratification of the collective bargaining agreement with Psychologists Association of Milwaukee Public Schools (PAMPS), Director O'Halloran moved

1. that the Milwaukee Board of School Directors approve and ratify the Collective Bargaining agreement between the Milwaukee Board of School Directors and the Psychologists Association of Milwaukee Public Schools for the contract year July 1, 2026 through June 30, 2027, as presented to the Board this evening;
2. that the President of the Board and The Superintendent of Schools be, and hereby are, authorized and direct to execute the agreement on behalf of the District, and to take such further actions and execute such further documents as are necessary or appropriate to give full effect of the Agreement

3. that the Chief Financial Officer be authorized and directed to ensure that the base wage adjustments set forth in the Agreement, namely a 1.50% increase effective July 8, 2026, and an additional 1.13% increase effective January 1, 2027, both calculated additively against each bargaining unit employee's base wage as in effect on June 30, 2026, are reflected in the District's payroll, accounting, and budget records in accordance with the implementation schedule set forth in the Agreement; that the Chief Human Resources Officer be authorized and directed to administer the Agreement and to coordinate with PAMPS regarding implementation;
4. that the Office of Board Governance be directed to maintain the executed Agreement as an official record of the Board, to make the Agreement available consistent with the Wisconsin Public Records Law, and to file or otherwise transmit the Agreement consistent with applicable practice of the Wisconsin Employment Relations Commission; and
5. that this action take effect immediately upon adoption.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, and President Zombor — 7.
Noes — None -0.

The question being on the base wages and related compensation for unrepresented employee groups for FY2026-27, Director O'Halloran moved

1. that the Milwaukee Board of School Directors, in the exercise of its management authority over the compensation of employees not subject to a certified collective bargaining relationship, hereby approve a base wage adjustment for the 2026-27 fiscal year for all employees of the District who are not represented by a labor organization that holds current certification by the Wisconsin Employment Relations Commission to bargain collectively on their behalf, including without limitation all unrepresented employees and all employees in bargaining units whose representative is not currently certified under Wis. Stat. §111.70(4)(d)3.b, but excluding the Superintendent of Schools, the Chief Officer/Board Clerk of the Office of Board Governance, all Milwaukee Public School Board Directors, whose compensation shall continue to be governed by the terms of his or her respective contract or executed board action;
2. that the adjustment shall mirror the structure adopted for the PAMPS bargaining unit, providing an increase of 1.50% to each affected employee's base wage effective July 1, 2026, and an additional increase of 1.13% effective January 1, 2027, both calculated additively against each affected employee's base wage as in effect on June 30, 2026, for a cumulative increase of 2.63%;
3. that the Chief Human Resources Officer and the Chief Financial Officer be, and hereby are, authorized and directed to implement this adjustment for the affected employee groups, to update payroll, accounting, and budget records accordingly, and to communicate the adjustment to affected employees;
4. that the Superintendent be, and hereby is, directed to provide the board, within thirty (30) days of the adoption of this motion, with a written report identifying by classification the employee groups to which this adjustment has been applied, the number of employees in each classification, and the basis for each classification's inclusion under the criteria stated in this motion, with the report to be transmitted through the Office of Board Governance and made available to the Board for review;

5. that this action is taken pursuant to the Board's management authority and is not, and shall not be construed as the product of collective bargaining or any waiver of the Board's reserved rights; and
6. that this action take effect immediately upon adoption.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, and President Zombor — 7.
Noes — None -0.

The question being on the matter of litigation in which the Board is, or is likely to become involved, Director O'Halloran moved to direct Attorney Bob Sanders to take action as directed in closed session. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, O'Halloran, Reza, Siemsen, and President Zombor — 6.
Noes — Director Fons – 1.

The Board adjourned at 9:10 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 12, 2026

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

Present — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President — 7.

Absent and Excused — Directors Jackson and Zombor – 2.

(Item 1) Statutory Public Hearing on the Proposed Fiscal Year 2026-27 School Operations, Construction, and Extension Fund Budgets

Background

In accordance with Wisconsin Statute 119.16(8), the Board will give the public hearing on the Proposed FY2026-27 budget.

The District's financial planning and budget development is a year-round process guided by the Milwaukee Board of School Directors' goals, and the approved budget priorities.

The attached 2026-27 Proposed Budget reflects the collaborative efforts of schools, families, the district, community stakeholders, and the Milwaukee Board of School Directors. Meaningful discussions took place to determine where and how public dollars are spent, ensuring equitable resource allocation that prioritizes school funding.

The proposed budget reflects the commitment to providing all MPS children with the best possible learning experiences.

The following budgetary documents were made available under separate cover:

1. 2026-27 Proposed Budget Summary
2. 2026-27 Proposed Budget - Line Item Detail
3. 2026-27 Proposed Budget Supplement - School Budgets
4. 2026-27 Proposed Budget Supplement - Office Budgets

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The proposed budget for July 1, 2026, through June 30, 2027, is balanced. A balanced budget is one in which funding authorized for each Fund matches the projected revenues.

The projected 2026–27 revenue in the School Operations Fund is \$1.615 billion.

The total 2026-27 Proposed Budget, which includes operations, nutrition, extension, construction, and grant funding is \$1.598 billion.

The Board gave the public hearing on the Proposed 2026-27 Budget.

The Board adjourned at 6:59 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 14, 2026

Special meeting of the Board of School Directors called to order by President Zombor at 7:01 p.m.

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

The Secretary read the call of the meeting:

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Milwaukee Public Schools Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the items stated below.

The meeting will begin at 6:30 P.M., Thursday, May 14, 2026, or immediately upon the adjournment of the preceding Meeting of the Committee on Student Achievement scheduled to begin at 5:30 p.m.

1. Action to Retire to Closed Session for Consideration of, and Possible Action on, Base Wage and Related Compensation Adjustments for Represented and Unrepresented Employee Groups for Fiscal Year 2026-2027, and Possible Authorization of Further Action Consistent with Law
2. Consideration of, and Possible Action on, Litigation in Which the Board Is or Is Likely to Become Involved

The Board may take action to retire to closed session to discuss the Items of Business as follows:

On Item 1: The Board may retire to closed session pursuant to Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating other specified public business, whenever competitive or bargaining reasons require a closed session.

On Item 2: 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.

The Board may return to open session to take actions on matters discussed in closed session. Otherwise, the Board will adjourn from closed session. As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

- (Item 1) Action to Retire to Closed Session for Consideration of, and Possible Action on, Base Wage and Related Compensation Adjustments for Represented and Unrepresented Employee Groups for Fiscal Year 2026-2027, and Possible Authorization of Further Action Consistent with Law**

Background

The Board may retire to closed session pursuant to Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating other specified public business, whenever competitive or bargaining reasons require a closed session.

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(Item 2) Consideration of, and Possible Action on, Litigation in Which the Board Is or Is Likely to Become Involved

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.

Director O'Halloran moved to retire to closed session to consider the agenda items, pursuant to Wisconsin Statute 19.85(1)(e) and (g). The motion passed, the vote being as follows:

Ayes— Directors Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 6.
Noes – None - 0.

The Board retired to closed session at 7:04 p.m. and adjourned from the closed session at 7:47 p.m.

JILL M. KAWALA
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 28, 2026

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

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

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

- Reginald Bourrage, a retired teacher from Brown Street School
- Gloria Erkins, a retired Principal from Vincent High School
- Richard Friedrich, a retired teacher from Walker Middle School
- Angela Hamilton, a teacher from James Grippi High Schools
- Mekhi Jackson, a 10th grade student from Hamilton High Schools
- Damare Johnson, a 12th grade student from Riverside High School
- Azariah Jones, a 12th grade student from Carmen NW
- Karen Kruger, a teacher from Townsend Street School
- Garylee Monteen, a Paraprofessional from Alcott School
- Winifred Seifer, a retired school secretary from the Repair Division Service B
- Tammy Shalewski, a food service assistant from Hamilton High School
- Edward Staislawski, a retired building service helper from Riverside High School
- Michael Williams, a retired teacher from Clarke Street School

AWARDS AND COMMENDATIONS

(Item 1) Presentation of Honorary Recognitions

Background

Board members may present recognitions of individuals.

Proclamation by Director Ferguson, Honoring Gail Bruce-Kanuah

Director Ferguson presented a proclamation honoring Gail Bruce Kanuah. Deeply committed to education, Gail Bruce Kanuah devoted her career to educating, mentoring, and inspiring generations of students throughout the Milwaukee community.

**Proclamation by Director Jackson Honoring
Toni L Banks**

Director Jackson presented a proclamation honoring Toni L. Banks. Devoting over thirty years to educating the children of Milwaukee, she left a meaningful and lasting impact on the school communities she served.

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of March 2026 were approved by consensus.

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COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS**(Item 1) Action on a Request from the City Comptroller for Adoption of a Resolution
Authorizing the Sale of Revenue Anticipation Notes (RANs)****Background**

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

Whereas, Milwaukee Public Schools ("MPS") is a department of the City of Milwaukee ("City") authorized by Sections 65.05 and 119.46, Wisconsin Statutes, to establish a School Operations Fund, and to determine its expenditures and the taxes to be levied therefor;

Whereas, MPS is temporarily in need of funds in the amount not to exceed \$275,000,000 to meet the immediate expenses of operating and maintaining the public instruction in MPS during the 2026-2027 school year ("Fiscal Year");

Whereas, the Milwaukee Board of School Directors ("Board") deems it necessary and in the best interest of MPS that funds be borrowed and revenue anticipation notes ("RANs") be issued to fund the temporary need;

Whereas, in accordance with Section 67.12(1)(a), Wisconsin Statutes, the total amount borrowed shall not exceed 60% of MPS's total actual and anticipated receipts in the fiscal year, and shall be repaid no later than 18 months after the first day of the fiscal year;

Whereas, the tax for the operations and maintenance of schools of MPS for the Fiscal Year heretofore has been voted to be collected on the next tax roll;

Whereas, to the best of the knowledge, information and belief of the Board, MPS complies with the revenue limits set forth in Sections 121.91 and 121.92, Wisconsin Statutes; and

Whereas, the City may enter into an interest rate exchange agreement in order to better match the interest rate on the RANs with the interest earnings on the investments to pay the maturing debt service; now, therefore, be it

Resolved, by the Board that it hereby requests the City to issue revenue anticipation notes pursuant to the provisions of Section 67.12(1), Wisconsin Statutes, in an amount not to exceed \$275,000,000; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized and directed to segregate within the School Operations Fund, for the payment

of the principal of the RANs and interest thereon, state aid revenue payments under Section 121.15, Wisconsin Statutes, received in June for the Fiscal Year in the amount of the principal of the RANs and interest thereon; and be it

Further resolved, that the City and its proper City officers be and hereby are authorized to irrevocably pledge and assign as security for the repayment of the RANs and interest thereon, all revenues of the School Operations Fund attributable to the Fiscal Year which are due MPS, in the Fiscal Year, and not yet paid as of the date of delivery of the RANs, and which are not otherwise pledged and/or applied; and be it

Further resolved, that all or a portion of the RANs may be issued as General Obligation and/or note anticipation note debt of the City and shall be considered RANs under this resolution. RANs may also be issued to refinance RANs, and that such refinancing(s) shall be in addition to the amount authorized by this resolution provided that the total amount of RANs outstanding shall not exceed the authorized amount; and be it

Further resolved, that the Board consents to the use of an interest rate exchange agreement in connection with the RANs in order to better match the interest rate on the RANs with the interest earnings on the investments used to pay the maturing principal and interest of the RANs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Recommendation

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

Director O'Halloran moved to adopt the resolution. The motion passed, the vote being as follows:

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

Noes — None.

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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.

Superintendent & Student Listening Sessions

- Barack Obama School of Career and Technical Education
- Casimir Pulaski High School
- Riverside University High School
- Milwaukee High School of the Arts
- Milwaukee Marshall High School
- Rufus King International High School
- Leaders Igniting Transformation
- Harold S. Vincent School of Agricultural Science

Other School Events

Poetry Showcase

MPS students in grades 1–12 shared their writing at the Poetry Showcase on April 22

Earth Day Celebration

Morse Middle School for the Gifted and Talented celebrated Earth Day on April 22

Student Job Fair at UWM

MPS students attended a job fair on April 22. They had the opportunity to connect with potential employers, explore job opportunities, and learn more about different career paths.

Bay View High School Food Truck Reveal

414-ATE, MPS' first student-designed, student-operated food truck, was unveiled on April 23. Led by Bay View High School students, the food truck is all about hands-on learning and real-world experience.

Family Game Night at Anne F. Doerfler School

Anna F. Doerfler School held its annual Family Game Night on April 23! Students, staff, and families came together to play games, share laughs, and enjoy time together.

Arbor Day Celebrations

At Starms Early Learning Center and Bruce Elementary

Herb Kohl Foundation Principal Leadership Award

Theresa Christensen, principal of Lowell International Elementary School, was celebrated on April 24 for winning the Herb Kohl Foundation Principal Leadership award. Congrats—we are SO proud of you!

Refugee and Immigrant Fair

The 7th annual Refugee and Immigrant Resource Fair returned to South Division High School on April 25. At the fair, MPS refugee and immigrant families can celebrate their traditions together, find information on many helpful topics, enjoy live performances, and share a meal together.

Direct Admit with Alverno College

Alverno College and MPS jointly announced a new direct admissions process that allows MPS high school juniors to apply to Alverno College for free in less than 10 minutes. The process helps students gain better access to post-graduation opportunities.

Cantos de las Américas

This vibrant student showcase featured music, dance, and songs celebrating cultures from around the world. The event took place on April 24 at Alexander Hamilton High School and was livestreamed for all to enjoy.

School Principal's Day

On May 1, we came together to recognize and appreciate the unwavering dedication of our school principals. These leaders guide our schools with vision, compassion, and resilience, fostering environments where students thrive and educators flourish.

Safe Routes to Schools

Milwaukee Public Schools partners with the City of Milwaukee and Wisconsin Bike Fed on Safe Routes to Schools. The program enhances infrastructure and provides education for students to encourage safe walking and biking.

SSAC Senior Celebration

Superintendent's Student Advisory Council (SSAC) wrapped up their final meeting of the school year with a special senior send-off celebration.

Biennial Music Festival

The Biennial Music Festival was held on May 6–7 at the UW–Milwaukee Panther Arena. 3,500 musicians performed over the course of two nights. Attendees enjoyed bands, orchestras, choirs, modern bands, harps, world drums, trumpet fanfare, and more!

Secret Service Visit at Townsend Street School

The Secret Service visited Townsend School on May 8 to answer student questions about what it's like to work in the field.

Strategic Plan Compatibility Statement

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

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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

First Community Engagement Circle

The first community engagement circle was held in room 103 on May 5, 2026. Participants were invited to consider what we would like to grow, as a community, through these circles. A number of themes came out of the discussion, including a desire to grow equity, parent and student engagement in the Board's work, shared purpose, connections, trust, collaboration, relationships with leaders, compassionate leadership, food service equity, tangible changes/ improvement, community healing, a balance of support and accountability, understanding and advocacy, role clarification, power and empowerment, unity with the community, and wisdom/ knowledge of the Board's processes.

Participants also expressed a hope to grow:

- ideas that might not be generated through a traditional committee process
- solutions that don't create new problems
- a compassionate leadership system, where love is power
- community voice/ feeling heard by MPS leaders
- district experience empowered where strengths are used to move the system
- opportunities for those who need a different space/ less intimidating (Robert's Rules of Order doesn't always make for good conversation)
- truly sit down and see what it means to be youth-led

During this meeting, our office also provided information on the Board's work in May, including the budget timeline, how to access board meeting agendas, which meetings would allow public testimony, and how the amendment process works.

On June 2, 2026, at 5:30 p.m., we will hold our next community engagement circle. This one will be virtual. The conversation will be centered around creating shared definitions for some of the words commonly used in discussions of the community's expectations of the Board. Some of those words include transparency, accountability, collaboration, engagement, equity, and trust.

Budget Month

In May, the Office of Board Governance supported the Board's budget process, facilitating three Strategic Planning and Budget (SPB) meetings and a Statutory Public Hearing on the Superintendent's Budget. It was a busy month!

JustFOIA Setup Continues

This month, we have been testing the final workflows for our JustFOIA implementation. Since we learned that the district's email addresses will change at the end of June due to the Google migration, we

have moved our go live date until after we return from the June break, so that we can make the necessary updates within the system.

Policy Review Work

In May, we did some extra intentional work with the Office of Accountability and Efficiency around the finance policies. These were full-day work sessions between the Office of Board Governance, the Office of the Superintendent, and the Office of Accountability and Efficiency. Thank you to everyone who gave their time and energy to this process.

We are still on track to go live with our full policy manual on July 1, 2026. Our last two policy sections will come to the Board at the June 16, 2026, meeting of the Committee on Strategic Planning and Budget (SPB). The final review and vote on the full set of policy revisions is expected to take place at the June 18th 2026, Regular Meeting of the Board.

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. A few of the events that were attended in May:

- The UNSIL World Fair
- Vincent's Ag-Ventures Market and Plant Sale
- Partnership for the Arts and Humanities Showcase at North Division High School
- Fondy Farmer's Market
- MMABSE Annual Teacher Gala
- Townsend Elementary's Alumni as Secret Service Speakers Event
- 51st Biennial Music Festival
- The Keefe Avenue Elementary and Andrew Douglas Middle School Community Meeting
- Literacy and Library Exploration Night

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, contact our office.

Strategic Plan Compatibility Statement

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

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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 along with an update on the lawsuit regarding K-12 education funding.

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(1g)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

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

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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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Chief of the OAE:

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

The attached report includes activities from late April through mid-May.

Accountability and Efficiency Services

Between April 11, 2026, and May 16, 2026, Accountability and Efficiency Services facilitated meetings of the Retirement Plan Committee, the Audit Advisory Committee, and began work analyzing the FY27 Proposed Budget.

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 begin on-boarding and recruitment for summer student internships, with a continued focus on expanding meaningful career exploration opportunities for our high school students. Through intentional collaboration with school and district partners, CCS works to reduce common participation barriers, including transportation and scheduling—while increasing equitable access to paid internship experiences.

In May, CCS is pleased to highlight the sponsorship of:

- Twelve Environmental Internships
- Two Reagan Building Helper Internships

Additionally, two MPS contractors hired two students to complete internships within their organization, completing administrative duties.

CCS and OAE staff attended the Senior job fair. We use this opportunity to showcase our current internship opportunities. The continued development of internal internship opportunities reflects the District's commitment to cultivating a strong, prepared, and locally developed workforce pipeline.

As we move forward, CCS remains focused on strengthening compliance, advancing equity-centered practices, and delivering impactful student engagement aligned 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 include:

- Issued one partnership school audit
- Issued two instrumentality charter school performance and compliance audits
- Completed three non-instrumentality charter school external audit report reviews
- Issued five school audits
- Completed the annual district risk assessment process for FY27 with a 72% participation rate
- Provided input and feedback on internal control and policy development
- Ongoing activities include open and active investigations resulting from fraud hotline tips, school audits and Board-approved performance audits

Retired Chief Auditor Paul Geib received a 2026 Lifetime Achievement Award from the Association of Local Government Auditors (ALGA). From the ALGA award announcement:

“Paul Geib has devoted 28 years to being a local government auditor and 25 years as a member of ALGA. Paul began his ALGA service as a member of the Advocacy Committee. Paul then moved to and contributed years of service to the Peer Review Committee. Throughout his time on the committee, he served as chair and regional coordinator for two regions. He led multiple peer review teams, and he mentored committee members. He also co-taught many peer review training courses. Paul's peers recognize his quiet, sturdy leadership and reflection of ALGA core principles. His hard work and contributions to ALGA and local government auditing will be lasting.”

We congratulate Mr. Geib on this wonderful accomplishment and wish him well in retirement.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

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

Director Ferguson moved to accept the reports of the Independent Hearing Officers of

May 5, 2026, @ 9:00 a.m.

May 8, 2026, @ 9:00 a.m., 10:00 a.m.

May 20, 2026, @ 9:00 a.m., 10:30 a.m.

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

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

Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Committee on Student Achievement:

- Item 2, Report with Possible Action Regarding Art Education
- Item 3, Report with Possible Action Regarding Music Education

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

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Jackson presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

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

	Name	Position	Salary	Date
	NEW HIRES			
5	Dylan Johnson	Building Service Helper I	\$20.25/hr	04/27/2026
2	Timothy Johnson	Building Service Helper I	\$18.41/hr	04/27/2026
1	Marshaniqua Parker	Building Service Helper I	\$18.41/hr	04/27/2026
2	Isaiah Smalley	Building Service Helper I	\$18.41/hr	04/27/2026
2	Mascela Taylor	Building Service Helper I	\$18.41/hr	04/27/2026
2	LaTeiriauna Williams	Building Service Helper I	\$18.41/hr	04/27/2026
2	David Green	Boiler Attendant Trainee	\$56,158.05	04/20/2026
2	Jermaine Anatole	Children's Health Assistant	\$22,755.00	04/06/2026
2	Jennifer Brown	Children's Health Assistant	\$22,755.00	04/06/2026
2	Latoya Burdine	Children's Health Assistant	\$22,755.00	04/27/2026
4	Berenice Curiel Alcaraz	Children's Health Assistant	\$22,755.00	04/06/2026
2	Preshas Norman	Children's Health Assistant	\$22,755.00	04/13/2026
5	Michael Streeter	Children's Health Assistant	\$22,755.00	04/06/2026
2	Jonnasia Williams	Children's Health Assistant	\$22,755.00	04/13/2026
2	Tekyah Carson	Paraprofessional	\$22,873.70	04/13/2026
5	Allison Hochmuth	Paraprofessional	\$26,796.39	04/20/2026

	Name	Position	Salary	Date
4	Abraham Martinez	Paraprofessional	\$22,873.70	04/09/2026
5	Kaylee Svendsen	Paraprofessional	\$22,873.70	04/13/2026
2	Jasmine Wallace	Paraprofessional	\$25,120.81	04/13/2026
2	Chelsey Butler	School Kitchen Manager Trainee	\$18.83/hr	04/06/2026
2	James Halliday	School Kitchen Manager Trainee	\$21.59/hr	04/06/2026
2	Kevin Johnson	School Kitchen Manager Trainee	\$18.83/hr	04/07/2026
2	Felecia Krause	School Secretary II	\$57,934.95	04/13/2026

PROMOTIONS

4	Angelica Roman	Accounting Assistant II	\$65,528.39	04/07/2026
2	Amaya Grubb	Boiler Attendant Trainee	\$46,369.30	04/13/2026
2	Tywan Mathis	Boiler Attendant Trainee	\$53,360.57	04/13/2026
5	Jennifer Lockwood	School Engineer I	\$72,721.11	04/13/2026
4	Alex Ojeda	School Engineer I	\$61,624.52	04/13/2026
2	Deyonto Southern	School Engineer I	\$61,624.52	04/13/2026
2	Marvin Thomas	School Engineer I	\$64,398	04/13/2026
2	Shalawn Tillis	School Engineer I	\$64,399	04/13/2026
4	Miguel Velez	School Engineer I	\$57,463.46	04/13/2026
2	Stacy Whithers	School Engineer I	\$58,850.07	04/13/2026
2	Joel Hunter	School Engineer IV	\$96,559.07	04/13/2026
4	Michael Salva	School Secretary I	\$61,391.33	04/13/2026

REHIRES

REMARKS				
2	Danielle Cannon	Food Service Assistant	\$18.40/hr	04/08/2026
5	Kristina Sexton	Paraprofessional	\$26,796.39	04/06/2026
2	Shonnie Tucker	Paraprofessional	\$30,498.27	04/06/2026
2	Devan Ellis	Paraprofessional	\$39,904.07	04/06/2026

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4,r	Arechiga,Karina G	01/BA	\$54,386.11	1/5/2026
	EARLY CHILDHOOD- SPEC ED			
2,r	McBride,Terrance L	01/BA	\$58,383.54	4/6/2026
	SPEC ED MULTICATEG.			

ACTION ON CERTIFICATED APPOINTMENTS -LIBRARY MEDIA SPECIALIST

2,nr	Petty,Jonisia LIBRARY	01/2FB	\$56,949.19	4/20/2026
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[illegible]

TOTAL	1	2	0	2	0	1	0	0	0
B - (BA) Bachelor's Level (Teacher's)									
C - (MA) Master's Level (Teacher's)									

Leaves of Absence

	Present Assignment	Effective From
Illness Leave February 2026 Meraliz Calderon	Out of Assignment	February 18, 2026
Illness Leave March 2026 Gary Thomas	Out of Assignment	March 27, 2026
Illness Leave April 2026 Kay Bragg	Carson Academy	April 15, 2026
Military Leave April 2026 Sinya Wardell	Present Assignment WCLL	Effective From April 9, 2026

Certificated Resignations and Classified Retirements**Certificated Resignations**

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	2.8	5	Eli Baumann	Teacher	Meir	06/24/2026
Personal	0.7	5	Trinity Carlson	Teacher	Green Tree	04/23/2026
Personal	8.3	2	Angela Cureton	AP	Thoreau	04/29/2026
Personal	5.8	5	Michael Marcheschi	Counselor	Clarke St	04/30/2026
Personal	4.7	5	Marissa Meier	Teacher	Zablocki	04/21/2026
Personal	0.2	5	Benjamin Washburn	Counselor	Morgandale	04/10/2026

Classified Resignations

Other Work	0.6	2	Latasha Alexander	FSA	Brown St	05/01/2026
Other Work	0.2	2	Erica Caldwell	Para	Hartford	04/15/2026
Personal	1.3	5	Faybienne Kosacz Ruffalo	Para	Central Svcs	04/29/2026
Personal	0.4	2	Imani London	Para	WCLL	04/25/2026
Other Work	4.7	5	Denise Long	Associate II	Communications	05/02/2026
Personal	2.5	5	Leila Sadoughian	Analyst III	Accountability Ofc	04/16/2026
Retire	23.6	5	Constance Tutas	FSA	Central Svcs	04/16/2026
Other Work	5.5	2	Harry Wilson	BSH II	Marshall	04/10/2026
Other Work	0.6	2	Zaniyah Winfield	FSA	Westside Acad	04/17/2026

Other District – 0 (Classified 0 Certificated 0)

Other Work – 5 (Classified 5 Certificated 0)

Personal – 9 (Classified 3 Certificated 6)

Retirement – 1 (Classified 1 Certificated 0)

Monthly Personnel Report

The Affirmative Action report for April 2026 is attached to the minutes of your Committee's meeting. No action is required.

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.

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

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

Recommended Appointments

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

(2)(r)	Rodney Gary	Principal I, K-12 Green Tree	Sch 03, Range 14A	\$140,000
(2)(r)	Chyla Nation	Office of the Chief of Schools Principal I, K-6 Neeskara Office of the Chief of Schools	Sch 03, Range 13A	\$125,000
(2)(r)	Lynise Thompson	Office of the Chief of Schools Specialist I, Talent Management	Sch 03, Range 08A	\$91,000
(5)(nr)	Carolyn Stuessy	Office of the Chief of Human Resources Coordinator II, Recreation	Sch 03, Range 07A	\$87,000
(4)(r)	Aryela Hernandez	Office of the Chief of Family & Community Partnership Associate III, Procurement Office of the Chief of Operations	Sch 03, Range 05A	\$75,000

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

(5)(nr)	Jennifer Freckmann	PLC Support Office of the Chief of Schools 03/05/26 to 06/30/26	\$40.00
(2)(r)	Erika Banks	Career Pathway Specialist Office of the Chief of Academics 01/01/26 to 06/30/26	\$40.00
(7)(nr)	Jessica Willis	Career Pathway Specialist	\$40.00

		Office of the Chief of Academics 01/01/26 to 06/30/26	
(2)(r)	Cheryl Hayes	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(2)(r)	Sharon Green	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 01/02/26 to 06/30/26	
(2)(r)	Yvette Moore	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(2)(r)	Patti Debow	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(2)(r)	Debra Wallace	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(2)(r)	Nathaniel Gillon	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools	
(2)(r)	Valerie Merriweather	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools	
(2)(r)	Rozalia Harris	Milwaukee Virtual Program	\$40.00s
		Office of the Chief of Schools	
(2)(r)	Marie McClain	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools	
(2)(r)	Catherine Robinson	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools	
(2)(r)	Dana Watson	Milwaukee Virtual Program	\$40.00s
		Office of the Chief of Schools	
(2)(r)	Angela Mack	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(2)(r)	Cynthia Peppers	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 01/02/26 to 06/30/26	
(2)(r)	Delores Jones	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 01/02/26 to 06/30/26	
(5)(r)	Shirley Lewis	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(5)(r)	Julie Nussberger	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(5)(r)	Gary DePerry	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 01/02/26 to 06/15/26	
(5)(r)	Lisa Robbins	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(5)(r)	Elizabeth Lama	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 01/02/26 to 06/15/26	
(5)(r)	Beverly Harrell- Huff	Milwaukee Virtual Program	\$40.00

		Office of the Chief of Schools 01/02/26 to 06/15/26	
(5)(nr)	Barbara Mack	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(5)(nr)	Jacqueline Meifert	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 01/02/26 to 06/21/26	
(5)(nr)	Robert Strehlow	Milwaukee Virtual Program	\$40.00
		Office of the Chief of Schools 12/02/25 to 06/15/26	
(4)(nr)	Monica Lopez	DMMAC Liaison	
		Office of the Chief of Family & Community Partnership 05/06/26 to 11/06/26	\$35.00
(3)(r)	Mala Nan Leth	Refugee Service Liaison	
		Office of the Chief of Academics 03/31/26 to 09/30/26	\$35.00
(5)(nr)	Shaima Nazari	Refugee Student Service Provider	\$35.00
		Office of the Chief of Academics 03/31/26 to 09/30/26	
(6)(r)	Anna Cwalina	Refugee Student Service Provider	\$35.00
		Office of the Chief of Academics 02/28/26 to 08/28/26	
(5)(r)	Sean Goldner-Luedtke	PLC Student Support	\$30.00
		Office of the Chief of Schools 04/01/26 to 06/30/26	
(5)(r)	Marta Ewig	PLC Student Support	\$30.00
		Office of the Chief of Schools 04/01/26 to 06/30/26	
(2)(r)	Marie Carter	Project 384: Milwaukee Early Literacy League Mentor	\$30.00
		Office of the Chief of Academics 03/03/26 to 06/30/26	
(5)(r)	Jenieve Duffy	Project 384: Milwaukee Early Literacy League Mentor	\$30.00
		Office of the Chief of Academics 04/27/26 to 06/30/26	
(5)(nr)	Kris Bertram	HR Document Scanning	\$26.00
		Office of the Chief of Human Resources 04/29/26 to 06/30/26	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Committee's Recommendation

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

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

* * * * *

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

Purchases

Authorization to Extend a Blanket Contract with Virtucom, Inc. for MS-Windows Based Computers

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

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

The contractor was chosen pursuant to RFP 5817, which closed on March 22, 2024. The initial term of the blanket contract ran from July 1, 2024 through June 30, 2025. The contract was extended for a term from July 1, 2025 through June 30, 2026, (“Year 2”). The term of the contract in Year 3 will run from July 1, 2026 through June 30, 2027.

The total cost of the contract in Year 3 will not exceed \$8,000,000.

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

Cooperative Authorization to Purchase Virtual Library Services Subscriptions with Various Vendors

The Administration is requesting authorization to purchase one-year subscriptions for district-wide virtual library services. The current virtual library databases offer continuity in the District’s overall plan to invest in library staffing and technology and continue to be a core resource for the library skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations.

These purchases will be paid for with Common School Funds. The Common School Fund provides annual library aid support to all Wisconsin public school districts. Each

district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The District’s collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources. The database renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount	Cooperative Agreement
Wevideo Inc	Multimedia Creation	July 1, 2026 –June 30, 2027	K-12	\$17,939.31	TIPS #230105
Sphero Inc	Robots	N/A	K-12	\$334,832.70	TIPS #250106
Zoobean Inc	Joyful Reading - Beanstack, Comics Plus, Reading Motivation Index	July 1, 2026 –June 30, 2027	K-12	\$170,001.43	TIPS #230807

The total cost of all purchases will not exceed \$522,773.44 as follows:

The subscription renewals will be paid for with Common School Funds and software non-textbook funds, and the total cost of subscription services will not exceed \$187,940.74.

The first-time non-subscription purchases (Sphero) will be paid with Common School Fund and non-textbook funds, and the total cost will not exceed \$334,832.70.

Budget Code:

SLB-0S-CSF-DW-ESWR..... (School Library – Software/non-textbook)\$187,940.74

SLB-0S-CSF-DW-ENTB (School Library – Non-Textbooks).....\$334,832.70

Report on Change Orders

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: C032779 Sunbelt Staffing LLC

On August 1, 2024, the Milwaukee Board of School Directors and Sunbelt Staffing LLC entered into Professional Services Contract number C032779 with a term of August 1, 2024 through July 31, 2027, to provide nursing services to students when staff vacancies exist or for short and long-term employee leaves. A Request to Change Contract (RCC) was approved April 6, 2026, to add additional funds due to increased demand for services.

Original Contract Amount:.....\$100,000.00

RCC 4/6/26 70,000.00

Ending Amount:.....\$170,000.00

Contract: C032536 Durham School Services

On July 1, 2024, the Milwaukee Board of School Directors and Durham School Services, L.P. entered into Professional Services Contract number C032536, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved on July 15, 2025, to add funds of \$468,794.97 due to an increased demand for services. An RCC was approved September 29, 2025, to add funds for year two of the contract. On April 15, 2026, an RCC was approved to add funds of \$2,500,000 due to increased demand for services.

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

RCC 7/15/2025 468,794.97

RCC 9/29/25 5,411,261.67

RCC 4/15/26 2,500,000.00

Ending Amount.....\$13,791,318.31

Contract: C033542 Floor23 Digital LLC

On April 10, 2025, the Milwaukee Board of School Directors and Floor 23 Digital LLC entered into Professional Services Contract number C033542 with a term of April 10, 2025 through April 9, 2026, to provide Extended Learning Opportunities for Community Partnerships to provide experiential educational opportunities for students in K4-12 grades for Summer Academy, non-school days, and weekends to leverage student success. A Request to Change Contract (RCC) was approved to extend the contract through June 30, 2027.

Original Contract Amount:.....\$35,000.00

RCC 35,000.00

Ending Amount:.....\$70,000.00

Contract: C033556 Milwaukee Repertory Theater

On April 10, 2025, the Milwaukee Board of School Directors and Milwaukee Repertory Theater entered into Professional Services Contract number C033556 with a term of April 10, 2025 through April 9, 2026, to provide Extended Learning Opportunities for Community Partnerships to provide experiential educational opportunities for students in K4-12 grades for Summer Academy, non-school days, and weekends to leverage student success. A Request to Change Contract (RCC) was approved to extend the contract through June 30, 2027.

Original Contract Amount:.....\$49,000.00

RCC 30,000.00

Ending Amount:\$79,000.00

Contract: C033539 Sharp Literacy

On April 10, 2025, the Milwaukee Board of School Directors and Milwaukee Repertory Theater entered into Professional Services Contract number C033539 with a term of April 10, 2025 through April 9, 2026, to provide Extended Learning Opportunities for Community Partnerships to provide experiential educational opportunities for students in K4-12 grades for Summer Academy, non-school days, and weekends to leverage student success. A Request to Change Contract (RCC) was approved to extend the contract through June 30, 2027.

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

RCC 30,000.00

Ending Amount:\$60,000.00

Contract: C033540 Urban Ecology Center

On April 10, 2025, the Milwaukee Board of School Directors and Urban Ecology Center entered into Professional Services Contract number C033540 with a term of April 10, 2025 through April 9, 2026, to provide Extended Learning Opportunities for Community Partnerships to provide experiential educational opportunities for students in K4-12 grades for Summer Academy, non-school days, and weekends to leverage student success. A Request to Change Contract (RCC) was approved to extend the contract through June 30, 2027.

Original Contract Amount:.....\$35,000.00

RCC 25,000.00

Ending Amount:\$60,000.00

Contract: C033559 Wisconsin Conservatory of Music

On April 15, 2025, the Milwaukee Board of School Directors and Wisconsin Conservatory of Music entered into Professional Services Contract number C033559 with a term of April 15, 2025 through April 14, 2026, to provide Extended Learning Opportunities for Community Partnerships to provide experiential educational opportunities for students in K4-12 grades for Summer Academy, non-school days, and weekends to leverage student success. A Request to Change Contract (RCC) was approved to extend the contract through June 30, 2027.

Original Contract Amount:.....\$35,000.00

RCC 25,000.00

Ending Amount: \$60,000.00

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Allen-Field School	Troubadour Bakery	400.00	Busing to Troubadour
Bay View Montessori School	Heather Hass	15.00	Wehr Nature Center Primary Field Trip
Browning School	Sharp Literacy, Inc.	209.08	Bus to Sharp Design Challenge
Fernwood School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air Wisconsin program
Forest Home Avenue School	7 Mile Fair, Inc	1,000.00	Neurodiversity Event
French Immersion School	Milwaukee French Immersion PTA	2,000.00	Transportation for 5th Grade Trip to Concordia
French Immersion School	Milwaukee French Immersion PTA	6,000.00	African Dance Programming
Hamilton High School	Mary C. Fowlkes	500.00	Boys Basketball

Hawthorne School	* Bettye Washington	1,500.00	Staff Appreciation
James Fenimore Cooper School	Anonymous	20.00	Cooper Staff
Obama School of Career and Technical Education	Gordana Rajak	20.00	T6 2026 Honors Dinner
Obama School of Career and Technical Education	Daniel Koeller	20.00	T6 2026 Honors Dinner
Obama School of Career and Technical Education	Anonymous	10.00	T6 2026 Honors Dinner
Obama School of Career and Technical Education	Kerry Holeman	15.00	T6 2026 Honors Dinner
Obama School of Career and Technical Education	Phillip Friends	20.00	T6 2026 Honors Dinner
Obama School of Career and Technical Education	James Turner	20.00	T6 2026 Honors Dinner
Obama School of Career and Technical Education	Konyn David Sullivan	40.00	T6 2026 Honors Dinner
Office of Academics - College and Career Readiness	Jean Kreul	1,000.00	Rise to Lead Leadership Program
Total Monetary Donations		13,789.08	
Non-Monetary Donations			
Bay View High School	DonorsChoose	712.66	Literacy & Language
Browning School	Silver Spring Neighborhood Center	1,299.00	Mad Science Night
Browning School	Zoological Society of Milwaukee	750.00	2 Buses to the Zoo
Browning School	First Stage	3,600.00	A-2 Field Trip Gold Package
Browning School	DonorsChoose	335.44	All Better Now
Clara Barton School	Zoological Society of Milwaukee	375.00	Bus for Field Trip
Doerfler School	DonorsChoose	150.58	Soothing Waters
Doerfler School	DonorsChoose	179.00	Warmth Care & Hunger
Doerfler School	DonorsChoose	204.48	Life Skills, Literacy & Language
Doerfler School	DonorsChoose	371.09	Cutting Cardboard Creations!
Doerfler School	DonorsChoose	420.49	Multipurpose Manipulatives!
Doerfler School	DonorsChoose	427.34	Life Skills, STEM
Fernwood School	DonorsChoose	212.23	Literacy & Language
Forest Home Avenue School	DonorsChoose	470.12	Music & The Arts
French Immersion School	DonorsChoose	46.36	Classroom Essentials
French Immersion School	DonorsChoose	242.17	Music & The Arts
Gaenslen School	DonorsChoose	210.97	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	379.02	Students with Disabilities
Gaenslen School	DonorsChoose	639.70	Literacy & Language, Music & The Arts
Goodrich School	DonorsChoose	158.95	Chapter Book Explorers
Goodrich School	DonorsChoose	181.55	Literacy & Language
Goodrich School	DonorsChoose	249.28	Life Skills, Literacy & Language
Goodrich School	DonorsChoose	312.06	Accidents Happen

Hayes Bilingual School	DonorsChoose	333.24	Literacy & Language
Hayes Bilingual School	DonorsChoose	633.46	Every Student, Every Book
Hi-Mount School	DonorsChoose	188.59	Testing Treats and Motivators
Hi-Mount School	DonorsChoose	278.25	Brain Food for Big Thinkers
Holmes School	DonorsChoose	297.15	Books Need Repairing!
Kilbourn School	DonorsChoose	308.75	Literacy & Language, Social Studies
King High School	DonorsChoose	19.17	Classroom Essentials
King High School	DonorsChoose	157.54	Leer Por Placer: Read for Glee
King High School	DonorsChoose	785.77	Literacy & Language
Kluge School	DonorsChoose	592.12	Warmth Care & Hunger
Lancaster School	DonorsChoose	590.53	Literacy & Language
Lloyd Barbee Montessori	Jessica Avery	65.00	Testing Snacks
Lloyd Barbee Montessori	Vasana Her	65.00	Testing Snacks
Lloyd Barbee Montessori	Lisa & Anthony Procaccio	45.00	Testing Snacks
Lloyd Barbee Montessori	Talisha Douglass	45.00	Testing Snacks and Hygiene Closet
Lloyd Barbee Montessori	Talisha Douglass	75.00	Testing Snacks and Hygiene Closet
Lloyd Barbee Montessori	Lolita Williams	12.00	Testing Snacks
Lloyd Barbee Montessori	Talisha Douglass	40.00	Hygiene Closet
Lloyd Barbee Montessori	Jessica Avery	18.99	Testing Snacks
Lloyd Barbee Montessori	Jessica Avery	65.00	Hygiene Closet
Lloyd Barbee Montessori	Beatrice Willis	135.00	Testing Snacks
Lloyd Barbee Montessori	Talisha Douglass	50.00	Hygiene Closet
MacDowell Montessori	DonorsChoose	141.63	We Need Books
MacDowell Montessori	DonorsChoose	160.83	Picture Books
Manitoba School	DonorsChoose	216.31	Holiday Joy for Pre-K Stars
Marshall High School	DonorsChoose	9.49	Classroom Essentials
Marshall High School	DonorsChoose	157.86	Life Skills, STEM
Ninety-Fifth Street School	DonorsChoose	151.62	Students Need Books at Home
Ninety-Fifth Street School	DonorsChoose	159.63	Students Need Books
Ninety-Fifth Street School	DonorsChoose	162.56	Fill the Shelf with Books
Ninety-Fifth Street School	DonorsChoose	166.54	Snacks for 4th Graders
Ninety-Fifth Street School	DonorsChoose	170.29	A Story for Every Child
Ninety-Fifth Street School	DonorsChoose	197.62	Snacks and Pencils
Ninety-Fifth Street School	DonorsChoose	204.72	For the Love of Words
Ninety-Fifth Street School	DonorsChoose	220.44	Classroom Library Refresh
Ninety-Fifth Street School	DonorsChoose	588.63	Little Readers Project
Obama School of Career and Technical Education	Kerry Holeman	32.00	Donuts for T6 Back to School Event Donut Fundraiser
Obama School of Career and Technical Education	DonorsChoose	928.36	Life Skills, Literacy & Language
Office of Family, Community, and Partnership- Strategic Partnerships and Customer Service	St. Vincent de Paul - Plymouth	500.00	Scarves, Hats for Mitten Tree Drive
Pulaski High School	DonorsChoose	246.15	Health Sports & Wellness, Students with Disabilities

Roosevelt Middle School	DonorsChoose	501.28	Health Sports & Wellness, Warmth Care &Hunger
Trowbridge School	DonorsChoose	132.46	Literacy & Language, STEM
Trowbridge School	DonorsChoose	213.99	Literacy & Language, STEM
Trowbridge School	DonorsChoose	423.56	Life Skills, Literacy & Language
Trowbridge School	DonorsChoose	2,583.87	Literacy & Language, STEM
Trowbridge School	DonorsChoose	3,446.23	A Laptop for a Teacher!
Victory School	DonorsChoose	10.65	Classroom Essentials
Victory School	DonorsChoose	530.52	Music & The Arts, Racial Justice &Representation
Vincent High School	DonorsChoose	396.94	STEM
Walt Whitman School	DonorsChoose	178.17	Social Studies
William Cullen Bryant School	DonorsChoose	861.31	Super Snacks
Total Non-Monetary Donations		30,421.71	
Total Value of Donations		44,210.79	
* Donations from MPS Alumni		1,500.00	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures as indicated in the background of this item and the attachments.

Committee's Recommendation

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

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

* * * * *

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

Background

Recommended for the Board's approval at this meeting are the following exception-to-bid contracts:

Exception Authorization to Extend a Contract with Forward Scholars LLC for Tutoring Services

The Administration is requesting authorization to extend the contract with Forward Scholars LLC for tutoring services into no more than 9 MPS schools for the FY27 school year. Currently selected schools include Lloyd Barbee Montessori, Bryant Elementary, Forest Home Avenue, Greenfield, Maple Tree, Holmes, 95th Street, and Gilbert Stuart.

Forward scholars will provide one-on-one tutoring services to at least 20 students twice per week at each site. Assessment data will be shared with students, families, classroom teachers and school leadership. Support will align with district literacy initiatives. Site coordinators will participate in parent/teacher conferences as well as provide professional development to all tutors supporting schools.

The exception to bid has been approved on the basis of continuity, services must be provided by this contractor for continuity for MPS staff and students currently using ongoing programs. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The initial Term of the contract ran from September 2, 2025, through June 30, 2026. The first contract extension shall run from September 2, 2026, through June 30, 2027.

The total cost of the contract for the first extension will not exceed \$200,000.

Budget Code: DTI-0-S-KO7-LS-ECTS\$200,000.00

Exception Authorization to Extend a Contract with Wisconsin Montessori Association Inc for Montessori Consulting and Technical Assistance Services

The Administration is requesting authorization to extend a contract with Wisconsin Montessori Association Inc to provide consulting, coaching and technical assistance for six Milwaukee Public Montessori Schools. The Wisconsin Montessori Association organization supports teachers, parents and Montessori schools in Wisconsin by advocating and informing stakeholders through professional development, schoolwide support services, conferences, and parent education.

The six schools are: Barbee Montessori; Craig Montessori; Fernwood Montessori; MacDowell Montessori; Maryland Ave. Montessori; and Riley Dual Language Montessori.

The trained Montessori coaches from the Wisconsin Montessori Association will provide Montessori schools with a review of the essential Montessori Public Policy Essential Elements. As such, the coaches will observe within classrooms and provide coaching on environment set up, lesson planning, teaming with paraprofessionals, and record keeping. Wisconsin Montessori Association will be used to deliver services to primary, elementary, and secondary Montessori staff for the 2026-27 school year. Contractor will offer services at least two days per week for up to three to four hours based on a schedule arranged and managed by each individual school site.

The exception to bid has been approved on the basis of one-of-a-kind, the Montessori services are unique to this vendor. (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The original contract ran from September 1, 2025, through June 1, 2026. The term of the first extension (Term 2) shall run from August 1, 2026, through June 1, 2027.

Total compensation in Term 2 shall not exceed \$63,000. Funding for the Montessori program comes from the school allocation for school-based staff and district board funds for the recruitment, certification programs, consulting/coaching as per the Milwaukee Public Schools Montessori Strategic Plan FY20-FY27.

Budget Code: SPC-0-0-MSI-NC-ECTS (Curriculum and Instruction Contracted Services)\$63,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:
Total Exception-to-Bid Contracts Requested
Fund 10 = Not to Exceed \$263,000.00

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Recommended for the Board's approval at this meeting are the following professional services contracts:

Cooperative Authorization to Enter into a Contract with Gartner Inc for Enterprise Resource Planning (ERP) Assessment

The Administration is requesting authorization to enter into a contract with Gartner Inc for an Enterprise Resource Planning assessment to modernize its enterprise resource planning (ERP) environment supporting Human Resources, Finance, Payroll, Procurement, and related operational functions. The District currently operates legacy systems that require significant manual processes and limit operational efficiency and reporting capabilities.

The proposed engagement with Gartner, Inc. will provide an independent assessment of the District's current ERP landscape and develop a strategic roadmap for modernization. Services include:

Strategic context and stakeholder assessment

ERP capability and gap analysis

Evaluation of modernization options and target-state recommendations

Development of a future ERP roadmap and implementation strategy

The engagement is anticipated to be completed over approximately 10 weeks and will result in actionable recommendations to guide future ERP procurement and implementation decisions.

This contract is made under the State of Wisconsin Contract #505ENT-O26-NASPOITRSRC-02.

The contract with Gartner Inc will have a term of June 1, 2026 through September 30, 2026, and the total cost will not exceed \$200,000.

Budget Code:

OGA-0-S-GG6-TC-ECTS (Technology-Contracted Services)\$ 200,000.00

RFP 1104 Authorization to Extend Contract with Milliman Inc for Actuarial Services

The actuarial consulting service provides various reporting throughout the fiscal year on the self-funded group plans, creditable coverage and minimum value testing, annual premium rates, trend rates, benefit expenditure forecasts and analysis of Federal Retiree Drug Subsidy and Medicare Part D Prescription Drug benefit. These services are necessary to ensure MPS short and long-term budget forecasts are accurately funded to maintain employee and retiree benefits.

Contractor was chosen pursuant to RFP 1104, which closed on February 17, 2023. The Initial Term of the contract shall run from July 1, 2023, through June 30, 2026. The contract shall now be extended for the first contract extension from July 1, 2026, through June 30, 2027, with one remaining extension available if applicable.

The total cost of the contract for the first extension will not exceed \$90,000.00

Budget Code:

OBA-0-0-EM-BDW-ECTS (Human Resources – Contracted Services)\$90,000.00

RFP 1153 Authorization to Enter into Contracts with Community-Based Organizations for 21st Century Community Learning Centers and Safe Place Programs

The Administration is requesting authorization to enter into contracts with five community-based organizations to deliver comprehensive summer learning programs at thirty-eight (38) 21st Century

Community Learning Centers (CLCs) and Safe Place sites. These vendors will provide academic support and recreational enrichment opportunities for youth across the City of Milwaukee.

Milwaukee Recreation Summer Programs provide youth with academic support, engaging recreation and enrichment activities, and access to nutritious meals throughout the summer months. During summer, 2025, more than 4,200 students participated in these programs. Depending on program hours, sites will offer a combination of breakfast, lunch, and dinner to ensure participants are well-supported each day.

Upon Board approval, the Administration may enter into contracts with 5 community-based organizations to provide 21st Century Community Learning Center and Safe Place programs at thirty-eight (38) 21st Century Community Learning Centers (CLCs) and Safe Place locations. Implementation of programs is contingent upon State of Wisconsin Legislative orders, community need, community-based partner capacity, and building modification projects.

These community-based organizations were selected pursuant to RFP 1153: Before and After School Recreational Providers, which closed on May 13, 2025.

The Administration recommends contracts run from June 1, 2026, through August 31, 2026. Actual program locations, start and end dates may vary. The total amount of the contracts will not exceed \$1,690,000.00, and will be distributed among the CLCs as follows:

Milwaukee Kickers Soccer Club, Inc.	\$ 135,000.00
Boys and Girls Clubs of Greater Milwaukee	\$1,150,000.00
Neu-Life Community Development Inc.	\$ 90,000.00
Silver Spring Neighborhood Center, Inc.	\$ 135,000.00
Stryv365	\$ 180,000.00

Budget Codes:

CSR-0-0-CNR-XX-ECTS Extension Fund - Contracted Services).....\$1,600,000.00

000-0-0-W2C-XX-ECTS (Wisconsin Shares)\$90,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Total Professional Services Contracts Requested
Fund 10 = Not to Exceed \$290,000.00
Fund 80 = Not to Exceed \$1,690,000.00

Implementation and Assessment Plan

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

Committee's Recommendation

Having set this item aside for consideration, your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

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

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Construction, Professional Services Contracts, Exception to Bid, Change Order, Material Purchase, and Report of Job Order Contracting Contracts

Award of Contracts

Listed below are the contracts recommended for the Board's approval at this meeting:

Construction Contracts

PARKING LOT RENOVATION
Burnham Playfield

Prime Contractor Poblocki Paving

16363 West Ryerson Road New Berlin, WI 53151

Low Bidder, Base Bid \$752,587.00

Funds are available for the Parking Lot Renovation project from account code STS 00 RFI RC ECNC (Project No 6520). The project contract start date is scheduled for May 29,2026 and the completion date is August 15, 2026.

INVESTMENT SCHOOLS BID PACKAGE 1

Brown Street Academy Elementary / School Douglas Community Academy / North Division Multi-Plex

At its February 26,2026 meeting, the Milwaukee Board of School Directors approved \$18,600,000 to upgrade facilities at the following schools; Brown Street Academy, Douglas Academy, North Division HS, Gwen T. Jackson, River Trail and Starns DLC. Bids were solicited, and the Administration is recommending the following awards.

Investment Schools Package 1				
Category	Brown Street	Douglas Academy	North Division	Total
FY 27 Approved Budget	\$2,500,000.00	\$5,100,000.00	\$2,400,000.00	\$10,000,000.00
Construction Phase 1 (Summer 2026)	\$2,427,000.00	\$5,369,228.26	\$2,224,000.00	\$10,020,228.26
Architect of Record (AOR)	\$165,000.00	\$346,000.00	\$179,000.00	\$690,000.00
Project Totals	\$2,592,000.00	\$5,715,228.26	\$2,403,000.00	\$10,710,228.26

Prime Contractor Lopez and Son's, Inc. 4242 West 124th Place Alsip, IL 60803

Contract Award:\$10,020,228.26

Budget Code: MBM-0-A-RF-FM-ECNC

Investment Schools Package 2				
Category	River Trail	Starns Discovery Learning Center	Gwen T. Jackson	Totals
FY 27 Approved Budget	\$3,300,000.00	\$2,500,000.00	\$2,800,000.00	\$8,600,000.00
Construction IFB Bid	\$3,323,852.00	N/A	N/A	\$3,323,852.00
Construction JOC Bid	N/A	\$2,149,202.35	\$1,819,117.39	\$3,968,319.74
Architect of Record (AOR)	\$220,000.00	\$166,600.00	\$211,000.00	\$597,600.00
Project Totals	\$3,543,852.00	\$2,315,802.35	\$2,030,117.39	\$7,889,771.74

INVESTMENT SCHOOLS BID PACKAGE 2

River Trail Elementary School

Prime Contractor Nicholas & Associates 1585 Innovation Way Oconomowoc, WI

Contract Award:\$3,323,852.00

Budget Code:.....MBM-0-A-AL-RF-FM-ECNC

INVESTMENT SCHOOLS BID PACKAGE 2 - JOC

Starms Discovery Learning Center Gwen T. Jackson

Prime Contractor Robe Inc.

6150 North Northwest Highway Chicago, IL 60631

Contract Award:\$3,968,319.74

Budget Code:.....MBM-0-A-AL-RF-FM-ECNC

Investment Schools Overall Program			
Category	PACKAGE 1	PACKAGE 2	OVERALL
FY 27 Approved Budget	\$10,000,000.00	\$8,600,000.00	\$18,600,000.00
FY 27 Contracts	\$10,710,228.26	\$7,889,771.74	\$18,599,000.00
Program Totals	\$10,710,228.26	\$7,889,771.74	\$18,599,999.00

Total construction contract dollars awarded.....\$17,312,399.00

Professional Services Contract

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

RFP #26-016 2026 Job Order Contracting (JOC) – Re-Bid – Various Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain proposals from firms to provide Job Order Contracting Services in accordance with the terms and conditions of RFP #26-016, for the categories of General Construction, Mechanical, Electrical, Plumbing, Painting, Flooring, Landscaping, Fire/Life Safety, Fire Protection Sprinkler, Elevator, Masonry, Window/Glazing, Roofing, Carpentry, Concrete, and Cleaning Services. A Job Order Contract is an indefinite quantity construction contract pursuant to which the Contractor may perform an ongoing series of individual projects at different locations.

An RFP was issued to reset pricing in line with industry standards. Proposals were received from 13 of the 16 categories, and were evaluated 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 to be applied to the Unit Prices as set forth in the Construction Task Catalog.

Funds to support the Job Order Contract Services are budgeted as part of individual projects or are funded by the individual school, department or program.

The Contractors recommended below have been reviewed and approved by Contract Compliance Services. Information relative to actual participation by the HUB firms will be included in the annual HUB report to the Board.

Requested Expenditure Authority for the Job Order Contracting program: Not to Exceed \$15,000,000 over the 3-year term:

Contract Period: May 29, 2026 – May 28, 2029

Budget Code: Various

Recommended Contractor Trade/Technical Area

Alfa Chicago Inc.

General Construction
Mechanical

ALLCON LLC	Plumbing Cleaning Services General Construction Electrical Carpentry
BEAR Construction Company	General Construction Mechanical Plumbing Painting Flooring Elevator Mechanical
Belonger Corporation	Electrical
Bortman & Sons Services dba Walkowiak Electric	Mechanical
Butters-Fetting Co., Inc.	General Construction
Eddy's Landscaping Services LLC	Landscaping Concrete
F.H. Paschen S.N. Nielsen & Associates LLC	General Construction
Hunter Cleaning Services LLC	Cleaning Services
JCP Construction, LLC	General Construction Window/Glazing Carpentry Concrete
KPH Construction Corp.	General Construction
Lopez and Son's, Inc.	General Construction
Milwaukee Plumbing & Piping	Plumbing
Nicholas & Associates, Inc.	General Construction
Pieper Electric, Inc.	Electrical
Taza Construction dba Tiles in Style, LLC	General Construction Mechanical Electrical Plumbing Painting Flooring Window/Glazing Roofing Carpentry
Vertex Electric LLC	Electrical
Wil-Surge Electric, Inc.	Electrical

Exception-to-Bid

Recommended for the Board's approval at this meeting is the following MPS Standard (exception-to-bid) purchase order for Instrument Lockers & Storage – Riverside High School.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order, for Wenger Corporation to provide and install Instrument Lockers and Storage at Riverside High School via the OMNIA Partners Cooperative Contract #R240120, in the amount of \$152,902.71.

Funds are available for the Instrument Lockers & Storage project account code via MBM 0A CCT FM ECNC.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the equipment and installation services under this purchase order must be provided by this contractor for continuity with an established MPS Standard (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Change Order

The Administration is reporting to the Board the following change orders in excess of \$50,000.00. Construction Manager At Risk Northside Community Center, Site #123 CG Schmidt

Total Amount of Change Order: \$58,518.45

This Change order includes materials for new posts and beams required to resolve structural conflicts and accommodate added structural supports and associated finish modifications.

Total Amount of Change Order: \$384,399.07

The change required installation of new structural footings, revisions to plumbing and mechanical systems. A Design Error and Omission is related to a revision of one-line electrical drawing required upsizing feeder and conduit sizes.

Total Amount of Change Order: \$260,919.85

Due to a Design Error & Omission Steel & Electrical/Remaining Revisions Design Clarification. The Design Error and Omission related to additional dedicated circuits required for the proposed hang dryers, omitted drain tile connections and the addition of structural steel and louver mullions.

Total Amount of Change Order: \$99,383.52

An owner request was made to change quad outlets and a Design Error and Omission. The owner requested change included updating all plumbing fixtures to hard-wire connections. The design error and omission is related to electrical requirements for 3 water heaters.

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

Material Purchase

FURNITURE - Obama SCTE

Prime Contractor Lakeshore Learning Materials 2695 East Dominguez Street Carsan, CA 90895

Authorization to approve the purchase of furniture for Obama SCTE due to water damage from the rain event on August 9, 2025. Purchase is made under the Lakeshore Omnia Contract B10001574 and shall be in accordance with the component pricing on the quote dated February 23, 2026.

Purchase Amount:\$104,449.13

Budget Code: BLD 00 FLD DW ECNC

FURNITURE - Lancaster School

Prime Contractor: Lakeshore Learning Materials 2695 East Dominguez Street Carsan, CA 90895

Authorization to approve the purchase of furniture for Lancaster School due to water damage from the rain event on August 9, 2025. Purchase is made under the Lakeshore Omnia Contract B10001574 and shall be in accordance with the component pricing on the quote dated April 7, 2026.

Purchase Amount:\$271,335.29

Budget Code: BLD 00 FLD DW ECNC

Report of Job Order Contracting Contracts

The Administration is reporting to the Board the following contracts that were issued during the month of April, utilizing the Job Order Contracting program.

Robe, Inc.

Art Display Cabinets & Wall Panels Reagan High School\$155,642.25

BEAR Construction

Elevator Refresh Rogers Street Academy\$35,587.87

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:

Construction Contracts:

Total Construction Contracts Requested:

Fund 46 = \$18,599,999.00

- Brown Street = \$2,427,000.00

- Douglas Academy = \$5,369,228.26

- North Division = \$2,224,000.00

- River Trail = \$3,323,852.00

- Starms DLC = \$2,149,202.35

- Gwen T. Jackson = \$1,819,117.39

Professional Services Contracts:

Total Professional Services Contracts Requested:

Fund 110 = Not to Exceed \$15,000,000.00 over 3 years

- Various schools/department budgets

Exception to Bid Requested:

Total Exception to Bid, Fund 46 = \$152,902.71

- MBM 0A CCT FM ENNC

Change Orders Requested:

Total Change Orders, Fund 80 = \$803,220.89

- CSV 00 RFI RC ECNC

Material Purchases Requested:

Total Material Purchases = \$375,784.42

- BLD 00 FLD DW ECNC

Job Order Contracts Utilized:

Total Job Order Contracting Contracts = \$191,230.12

Implementation and Assessment Plan

Upon the Board's approval, the attached construction contracts, professional services contracts, exception to bid, change orders, material purchases, and report of job order contracting contracts will be executed.

Committee's Recommendation

By consensus, your Committee recommends that the Board approve the attached construction contracts, professional services contracts, exception to bid, change orders, material purchases, and report of job order contracting contracts.

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

* * * * *

(Item 7) Report with Possible Action on Audit #2026-020 Milwaukee Public Schools Fleet Services Review Audit

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

Background

The Milwaukee Board of School Directors approved the Fleet Services Review Audit as part of the FY25 Annual Plan of Audits. The report was issued December 2025.

Our review produced 16 findings with recommendations to address internal control weaknesses that, upon implementation, are intended to enhance the effectiveness and efficiency of fleet service management. The Administration has provided responses to each of these.

The full audit document is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

The audit identified actionable recommendations that can be made by the Administration to build upon and improve certain controls with respect to fleet service management in the District. These recommendations are noted in the audit report.

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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 Adopt Resolution 2627R-001, by Directors Siemsen and Vannoy on the Development of School Climate and Culture Measurement and Improvement Plan

Background

At the April 28, 2026 Annual Organizational meeting, Resolution 2627R-001 was introduced and referred to the Student Achievement committee.

The resolved portion of Resolution 2425R-010 reads:

RESOLVED, that the Milwaukee Board of School Directors directs the Superintendent to develop a comprehensive plan for measuring school climate and culture across the district, which shall include, at minimum:

- Identification of key indicators of school climate and culture, including but not limited to student belonging, safety, engagement, staff climate, and family engagement;
- A proposed set of data sources and tools, including surveys, discipline data, attendance, and qualitative feedback;
- Methods for disaggregating data to ensure visibility into the experiences of all student groups;
- A recommended cadence for data collection, reporting, and public transparency; and, be it

FURTHER RESOLVED, that the Superintendent shall develop a districtwide strategy for improving school climate and culture, which shall:

- Establish clear goals and measurable outcomes aligned to student success;
- Identify evidence-based practices and supports for schools;
- Define roles and responsibilities at the school and central office levels;
- Include professional development and capacity-building for staff;
- Incorporate opportunities for student, family, and community voice; and, be it

FURTHER RESOLVED, that the Superintendent shall present the proposed measurement and improvement plan to the Milwaukee Board of School Directors for review and consideration no later than the August 2026, and shall include recommended metrics for ongoing Board monitoring consistent with Board governance policies; and, be it

FURTHER RESOLVED that any fiscal impact associated with implementation will be identified and included as part of the proposed plan; and, be it

FURTHER RESOLVED, that the Superintendent shall provide progress updates to the Board through the appropriate committee; and, be it

FURTHER RESOLVED, that the Board will use the resulting data and plan to inform its monitoring of district performance and to ensure that school climate and culture improvements are advancing equitable student outcomes and opportunities.

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

There is no fiscal impact for this item.

Implementation and Assessment Plan

Upon approval of this item, the Administration will begin developing a School and Culture Measurement and Improvement Plan.

Committee's Recommendation

Your Committee recommends the Board adopt Resolution 2627R-001 as attached to this item.

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

* * * * *

(Item 2) Report with Possible Action Regarding Art Education

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

Background

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

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

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

Visual Art School Staffing

2025–26 • 155 art positions filled with arts educators • Art vacancies at 6 schools: Thurston Woods, Kilbourn, Hopkins-Lloyd, Sherman, Emerson, and Curtain 2.7 FTEs total combined Contracted services (Arts @ Large or o TBEY) filling 6 vacancies

Two visual art teacher leaders:

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

Visual Art Successes

- Expansion of visual art faculty and programs across the district
- Art educator vacancies at the lowest in over 10 years
- Development of a standards aligned curriculum
- Assignments and District Checkpoints created as the framework for tier 1 instruction in grades

K5-5th

- Continuation of arts integration across content areas

Visual Art Goals

Equity in Visual Art Instruction

- Establishes a consistent instructional framework across the entire district
- Ensures the quality of art education is maintained at a high standard for all students, regardless of their school or location
- Provides the necessary tools and support for ALL learners to meet grade-appropriate state standards using standardized district rubrics

Arts Integration in MPS

- Cultivating joy in classrooms
- Instructional strategies to support speaking and listening and language acquisition for tier 1 Instruction that are unbiased and naturally differentiated
- Increased engagement and critical thinking

Visual Art Student Opportunities

- City of Milwaukee Early Voting
- MLK Art Contest
- STEAM Fair button
- Museum of Wisconsin Art Teen Exhibition
- Cesar Chavez Art Contest
- State Fair Youth Art Awards
- International Folk Fair murals

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

The Board gave additional consideration to this item. No action was taken.

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(Item 3) Report with Possible Action Regarding Music Education

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

Background

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

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

Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

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

Music Staffing: 2025-26 School Year

Total of 127 music staff for 2025-26

- 99 classroom teachers serving 85 schools
- 24 traveling music teachers serving 52 schools
- 2 music instructional coaches supporting 23 teachers
- 1 instrument specialist serving all schools

District Music Events 2025-26

- 16 Drumlines performed.
- Reagan took home the trophy for the first time!
- Solo and Ensemble Festival
 - o more than 800 students
 - o 99 students went to State
 - o exemplary performer awards
- Biennial Festival was wonderful!
 - o 3000 student performers
 - o 100+ music teachers

Defined Tier 1 Music Instruction

25,000+ data points from Music Essential Standards Assignments and District Checkpoints show that we are on track for students to read music by third grade

Teacher and student feedback will lead to some modifications for English Learners and students with special needs that will help all students

State Music Standards will change in the 2027-28 school, so additional modifications will take place after this year

Strengthening the Culture of Music in MPS

- Performances that celebrate learning
 - o School music events
 - o District music events
 - o State music events
- Relevant and engaging professional development
- Robust support for teachers and students
 - o music instructional coaches
 - o instrument specialist

Looking forward to FY27

Numerous additional full-time music positions are available

Centralized budget for traveling music support will lead to greater equity and alignment

Coaches will support new teachers and teachers who request guidance on Essential Standards instruction

Continue to support collaborative opportunities based on feeder pattern study

Establish performance baseline and examine retention rates for music

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

The Board gave additional consideration to this item. No action was taken.

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(Item 4) Monthly Report with Possible Action on the MPS FY26 Academic/Literacy Plan

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

Background

On August 28, 2025, Administration presented the 2025-26 Academic Plan.

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

On October 16, 2025, the presentation outlined the district's assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. Administration addressed the purpose of assessments, testing times, and highlighted the key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support literacy across the district.

On November 13, 2025, Administration provided an update on the literacy plan and the recommendations from the MGT audit, which included feedback from stakeholders.

On December 18, 2025, Administration provided information from the November professional development and gave a status update on the literacy plan.

On January 15, 2026, Administration provided an update on the HMH V3 materials and HMH's onsite support as well as the collaborative work in the offices of Schools and Academics regarding literacy.

On February 12, 2026, Administration shared information regarding the January 26, 2026, professional development, the work of the Literacy Leadership Team, spotlight upcoming professional development and gave an HMH V3 material update.

On March 10, 2026, Administration shared key progress indicators, information on the HMH learning walks, scheduled coaching/modeling days and our collaboration with our partners.

Tonight, Administration will share updates on professional development and progress in our literacy implementation and coaching/modeling days in the schools with HMH.

MPS Early Release PD Feedback

Early Release PD days are opportunities for school leaders to facilitate school-based learning opportunities with their staff after students leave the building for Early Release days. Leaders can select PD topics according to the needs of their staff.

MPS Early Release PD - March 4 and April 15

- Early release feedback remains stable compared to similar previous Early Release PD days.
- 77% of teacher respondents agreed or strongly agreed that their building's April Early Release PD shared strategies connected to improving student learning.

MPS District-wide PD - April 30 & May 1, 2026

- Districtwide feedback remains stable compared to similar previous PD days. Satisfaction has grown considerably since November.
- 80% of teacher respondents agreed or strongly agreed that their PD session shared strategies connected to improving student learning.
 - K5-3rd grade teachers attended LETRS training, and 4th-5th grade teachers attended HMH training.

Main Takeaways and Next Steps

Teachers valued practical, immediately usable strategies. The strongest pattern was appreciation for strategies they could apply right away.

Foundational literacy and word study sessions gave teachers concrete instructional moves, yet it is crucial to continue to connect foundational literacy training to daily HMH curriculum implementation.

Similar to previous PD sessions, teachers name that they want more choice, collaboration opportunities, and planning time to apply the concepts and skills from PD.

MPS PLI Feedback

MPS leaders organize ongoing leadership development for principals via Principal Leadership Institute (PLI). This engagement is designed for principals to develop leadership skills and content knowledge.

- K5-5 principals attended sessions focused on Tier 1 foundational literacy instruction and HMH Curriculum implementation. Secondary principals attended sessions focused on literacy curriculum and strategies for upper grades.

- 98% of K5-5 principal respondents agreed or strongly agreed that their PLI session was relevant to their school, and shared meaningful and strategic information.

Teacher and Leader Perceptions of Literacy Implementation

MPS has invited feedback from teachers and principals to incorporate stakeholder voices on the literacy strategy throughout the semester.

- Principals shared feedback at their April 22nd PLI, and teachers shared feedback in an implementation survey. This information represents feedback collected from April 30th/May 1st.

- This feedback relates to the use of HMH curricular resources, implementation of focused whole group Word Recognition/Word Study, and the HMH coaching days.

- 70% of K5-5 General Education teachers report they clearly understand how to implement the whole group Word Recognition/Word Study block.

- Fewer Special Education and ESL teachers reported clear understanding, therefore more training will be helpful.

Teacher Perceptions on Literacy Strategy Implementation: Barriers

“There isn't enough time to complete all of the parts.”

“Not enough time to teach. I feel rushed to teach the lessons.”

“Need to know exactly how this LETRS training is used in my daily phonics lesson.”

“We need immersion specific training.”

“Managing the wide range of student reading levels and needs within one lesson.”

“Children knowing their sounds.”

“Students have difficulty sustaining their focus.”

Principal Perceptions on Literacy Strategy Implementation

61% of surveyed principals agreed or strongly agreed that they felt prepared in supporting teachers to implement the whole group Word Recognition/Word Study block.

35% of leaders felt neutral

Teacher Perceptions on HMH Coaching Days

68.7% of all K5-5 teachers (and 76.4% of K5-5 General Education teachers) reported that they have participated in an HMH Coaching day at their school.

74% of teachers agreed or strongly agreed that they could apply the coaching to their lessons.

Principal Perceptions on HMH Coaching Days

85% of leaders agreed or strongly agreed that they feel excitement about additional HMH Coaching Days.

Schedule Audit

What We Heard: Instructional minutes guidelines are not feasible, and teachers are unable to fit required content into the day

District Actions: Conducted a schedule audit across grade bands K3-8

- Pressure tested minute-by-minute schedules against MPS and DPI policy
- Identified where required minutes exceeded available instructional time
- Developed draft sample schedules using minimum and maximum instructional minute ranges

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

n/a

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director O'Halloran presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Report of the Activities of the Committee on Strategic Planning and Budget for May 2026

Your Committee reports the following information. This item requires no action.

Background

On May 7, 2026 your Committee received an Informational Overview on the 2026-27 Superintendent's Proposed Budget. Public hearing was given.

On May 12, 2026, in accordance with Wisconsin Statute 119.16(8), the Board gave the public hearing on the Proposed FY2026-27 budget.

On May 19, 2026 and May 26, 2026, your Committee gave additional consideration to the 2026-27 Superintendent's Proposed Budget. Public hearing was given at both meetings.

Board members proposed no amendments to the 2026-27 Superintendent's Proposed Budget.

Subsequent to the last SPB Committee meeting, the Superintendent has provided a summary of updates to the proposed budget.

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no delegate reports presented this month.

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

In support of the Milwaukee Public Schools Vision and Mission, and in collaboration with district leadership, staff, families, and community partners, the President's activities during May 2026 included the following:

- Participated in weekly planning and coordination meetings with the Administration, Office of Accountability and Efficiency, and Office of Board Governance to address emerging district issues, review operational and budget priorities, support long-term planning efforts, and ensure cross-departmental alignment on Board initiatives and district goals.
- Attended the Milwaukee Public Library Services and Programs Committee meeting and Full Board meeting as a Trustee. During the meeting, the Board of Trustees approved expanding Sunday library hours from three locations to five, beginning in July 2026, increasing access to literacy resources and community programming across the city. The Milwaukee Public Library's Summer Reading Program begins June 1, 2026, and encourages readers of all ages to engage read throughout the summer months by offering incentives, free books, and milestone-based rewards. Additional information is available through the Milwaukee Public Library Summer Reading Program
- Continued collaboration with Wisconsin Association of School Boards (WASB) representatives to develop the Board's superintendent goal-setting process and evaluation framework for the 2026–27 school year, with a focus on accountability, measurable outcomes, and alignment with district strategic priorities.
- Attended a community engagement meeting with Keefe Avenue School families regarding the proposed relocation of programming to Douglas. Discussions focused on family concerns and opportunities to strengthen communication and community involvement throughout the decision-making process.
- Attended a meeting with Immersion School families, staff, and stakeholders to discuss the future growth and sustainability of immersion programming, including grade configuration, language pathway continuity, and opportunities for program expansion. Conversations also focused on strengthening family engagement and ensuring long-term support for multilingual learning opportunities within the district. Planning is underway for the formation of a Language Immersion Task Force consisting of district leaders, educators, staff, and family representatives.
- Participated in discussions and planning efforts related to district governance, operational effectiveness, and organizational accountability as part of the Board's continued commitment to improving systems, strengthening oversight practices, and supporting long-term fiscal sustainability.

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UNFINISHED BUSINESS

(Item 1) Action on the Adoption of the 2026-27 Superintendent's Proposed Budget

Background

The 2026–27 Proposed Budget Summary, originally presented to the Milwaukee Board of School Directors on May 7, 2026, was updated and republished on May 22, 2026, to reflect ongoing budget developments. Updates include the Milwaukee Recreation budget; an explanation of the mill rate; Office of Human Resources organizational changes; and the addition of an appendix containing Section 3 guidance for school leaders, the budget timeline, additional input related to the Proposed Budget, a link to the 2026–27 organizational chart, the District Standard of Care, and an expanded budget glossary.

The Milwaukee Extension Fund added a \$3 million levy to restore the community schools program. This amount was added to the total levy and reflected in the revenues section of the budget book. To align revenues and expenditures, \$3 million was also added to the Milwaukee Recreation budget.

In the Revenue section, language was added to describe the calculation of the mill rate. Additionally, the appendix was expanded to include more detail on commonly used budget and finance terms in order to enhance transparency. The appendix also includes the newly adopted standard of care utilized for this budget to further clarify the methodology used for school budgeting.

Within schools, 4 teachers and 2 paraprofessionals were added to the alternative education schools. Thus, in the schools sections there is a modification of total teachers and paraprofessionals. There

were also increases to the paraprofessional and CHA hours. The additional budget changes are also listed in the schools print out in this item.

A link to the organizational chart was added to provide greater clarity regarding the location of each department, office, and staff position within the organization. Organizational changes within the Office of Human Resources were also updated from the prior year to reflect the current departmental structure. Finally, the appendix includes guidance for school budgets related to their Section 3 allocations.

These revisions were incorporated as part of the ongoing budget development process. The additions were intended to provide greater clarity and transparency within the District's 2026–27 budget.

The District's financial planning and budget development is a year-round process guided by the Milwaukee Board of School Directors' goals, and the approved budget priorities.

The attached 2026-27 Proposed Budget reflects the collaborative efforts of schools, families, the district, community stakeholders, and the Milwaukee Board of School Directors. Meaningful discussions took place to determine where and how public dollars are spent, ensuring equitable resource allocation that prioritizes school funding.

The proposed budget reflects the commitment to providing all MPS children with the best possible learning experiences.

The following documents were presented to the Board for its consideration:

1. 2026-27 Revised Proposed Budget Summary
2. 2026-27 Revised Proposed Budget - Line Item Detail
3. 2026-27 School Budget Line Item Detail
4. 2026-27 School Snapshots
5. 2026-27 Revised Proposed Budget Supplement - School Budgets
6. 2026-27 Revised Proposed Budget Supplement - Office Budgets

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The revised proposed budget for July 1, 2026, through June 30, 2027, is balanced. A balanced budget is one in which funding authorized for each Fund matches the projected revenues.

The projected 2026–27 revenue is \$1.618 billion.

The total 2026-27 Proposed Budget, which includes operations, nutrition, extension, construction, and grant funding is \$1.6 billion.

Recommendation

The recommendation is that the Board

1. Waive Board Rule 1.08 to give immediate consideration to this item;
2. Determine how it wishes to proceed with respect to the proposed budget and budget resolutions.

Director O'Halloran moved to waive Board Rule 1.08 to give immediate consideration to the item. The motion passed, the vote being as follows:

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

Noes — None.

The Board Clerk read the following resolution:

With respect to the School Operations Fund, be it

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,494,206,262 will be required for the operation of the Milwaukee Public Schools for the repair and keeping in order of school buildings and equipment, and the

making of material improvements to school property during the 2027 Fiscal Year. The Board of School Directors is required to advise the Common Council that \$1,494,206,262 will be required for the operations of the Milwaukee Public Schools and that a total of \$[AMOUNT TO BE DETERMINED] thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2027, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

With respect to the Construction Fund, be it

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$1,994,600 will be required for the 2027 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$[AMOUNT TO BE DETERMINED] by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2027, said amount to be in addition to the money received from other miscellaneous sources.

With respect to the Extension Fund, be it

RESOLVED, That pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$39,566,422 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2027 Fiscal Year, and that \$[AMOUNT TO BE DETERMINED] thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2027, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director O'Halloran moved to adopt the FY27 Proposed Budget, inclusive of the foregoing resolution. The motion passed, the vote being as follows:

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

* * * * *

The Board adjourned at 6:54 p.m.

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