

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 4, 2026**

Special meeting of the Board of School Directors called to order by President Zombor at 5:35 p.m.

Present — Directors Fons, Herndon, O'Halloran, Reza (5:40 p.m.), Siemsen, Vannoy, and President Zombor — 7.

Absent and Excused— Directors Ferguson and Jackson – 2.

The Board Clerk read the following call of the meeting:

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

5:30 p.m., Thursday, June 4, 2026
MPS Administration Building
5225 W. Vliet Street – Room 155

Items of Business

1. Action on a Request to Retire to Closed Session to Consider Employment Matters that Require a Closed Session

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

3. Action on a Request to Retire to Closed Session to Consider Performance Evaluations of the Superintendent of Schools, the Board Clerk/Chief Officer, Office of Board Governance and the Chief Accountability and Efficiency Officer

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

On Item 1, pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider employment, promotion, compensation, or performance evaluation data of employees over which the Board has jurisdiction; pursuant to Wisconsin Statute 19.85(1)(f), to consider financial, medical, social or personal histories or disciplinary data of specific employees, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to; and pursuant to Wisconsin Statute 19.85(1)(g), to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved relative to these employment matters.

On Item 2, pursuant to Wisconsin Statute 19.85(1)(g), as previously described.

On Item 3, pursuant to Wisconsin Statute 19.85(1)(c), as previously described.

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

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

(Item 1) Action on a Request to Retire to Closed Session to Consider Employment Matters that Require a Closed Session

Background

Pursuant to Wisconsin Statute 19.85(1)(c)(f)(g), the Board may retire to closed session to consider employment, promotion, compensation, or performance evaluation data of employees over which the Board has jurisdiction and to consider financial, medical, social or personal histories or disciplinary data of specific employees, preliminary consideration of specific personnel problems or the investigation of charges against specific persons which, if discussed in public, would be likely to have a substantial adverse

effect upon the reputation of any person referred to. The Board may also confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved relative to these employment matters.

* * * * *

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

Background

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

* * * * *

(Item 3) Action on a Request to Retire to Closed Session to Consider Performance Evaluations of the Superintendent of Schools, the Board Clerk/Chief Officer, Office of Board Governance and the Chief Accountability and Efficiency Officer

Background

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Superintendent, the Board Clerk/Chief Officer, Office of Board Governance and the Chief Accountability and Efficiency Officer.

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

Ayes— Directors Fons, Herndon, O'Halloran, Reza (5:40 p.m.), Siemsen, Vannoy, and President Zombor — 7.
Noes – None – 0.

The Board retired to closed session at 5:37 p.m. Director Fons left the closed session at 7:25 p.m.

The Board adjourned from the closed session at 8:47 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JUNE 18 , 2026

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

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

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

- Alice Baxter Staples, a retired paraprofessional from Madison Academic Campus
- Marva Green, a retired paraprofessional from Kluge School
- June Litowski, a retired teacher from Lincoln Avenue School
- Joanne Rugar, a retired teacher from Rufus King High School

* * * * *

APPROVAL OF MINUTES

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

* * * * *

REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

Wrapping Up the 2026–27 School Year!

- 90 schools visited this school year for a total of 127 visits (LCs 1-8)
- 100 visits to the 135 schools since becoming superintendent
- Looking forward to visiting the remaining 35 schools next school year!

Congratulations to the Class of 2026!

2026 graduates are off to:

- Attend 123 colleges and universities
- 31 Historically Black Colleges and Universities
- 32 institutions in Wisconsin

- 56 national and 4 international universities
- Embark on careers that serve others
- United States Air Force
- Army
- Army National Guard
- Marines
- Milwaukee Police and Fire Departments
- City Year Service
- Begin working in areas that support our society
- CDL Truck Driving
- Steam fitting
- Clair Global
- MAAPET Program
- We Energies

Congratulations to Graduates

26 High Schools
 45 Valedictorians
 25 Salutatorians

School Events

Spring Musical | Disney's The Lion King

May 21, 2026 | Richard Kluge Elementary School of the Arts

Students from every grade level performed in the Spring Musical, Disney's "The Lion King". They showcased their talents for classmates, families, community members, and special guests.

MPS STEAM Fair

May 21, 2026 | Harold S. Vincent School of Agricultural Science

Students showed off their creative designs and innovative ideas in STEAM.

Adaptive Bike Day

May 29, 2026 | Lakeshore State Park

MPS hosted its High School Adaptive Bike Day at Lakeshore State Park. Students explored the trails using MPS' adaptive bike fleet.

Spring Student Leadership Summit

May 29, 2026 | UW-Milwaukee

Student Growth Committees from across the District gathered at UWM for the spring Leadership Summit. Students gave presentations, feedback and recommendations to each other and district leadership.

VIP Literacy Breakfast

May 29, 2026 | Brown Street Academy

Brown Street Academy students invited their own VIPs to a special Friday breakfast. Families had a healthy meal, learned about our new Literacy projects, received a book about gardening and potted flowers to take home.

Bilingual Enrollment Fair

May 30, 2026 | H.W. Longfellow School

Our first ever Bilingual Enrollment Fair was hosted by Longfellow this spring. 14 other schools met with families, talked to potential students and helped with enrollment.

Seal of Biliteracy

May 30, 2026 | Golda Meir School

Milwaukee Public Schools honored 169 seniors at the annual Language Festival for earning the Seal of Biliteracy and demonstrating proficiency in multiple languages.

Black Excellence Conference

June 2, 2026 | UW-Milwaukee

The Ronald Reagan High School Black Student Union hosted this year's Black Excellence Conference at UWM's Lubar Hall. The conference provided a space for conversation, uplift, and education for student leaders

Donuts with Dads

June 4, 2026 | Dr. Benjamin Carson Academy of Science

A sweet tradition continued this year as students enjoyed donuts and a special morning together with their dads.

Paint the Pavement

June 4, 2026 | Holt Playfield

MPS students created beautiful artwork that was transformed into vibrant street art through the Milwaukee Department of Public Works' Paint the Pavement initiative.

Electric Buses

June 8, 2026 | WI Central

MPS received several electric buses through an EPA grant. The move will save the district money and improve air quality for students and neighborhoods.

Mural Reveal

June 9, 2026 | Alexander Hamilton High School

Students spent the school year creating a mural that celebrates the diversity of Milwaukee's South Side while serving as an educational tool about watersheds and environmental stewardship. At this event, they showcased their work and shared the inspiration behind the project.

Safe Summer Sites

June 16, 2026 | James Madison Academic Campus

On June 16th, MPS and other Milwaukee leaders came together to announce Safe Summer Sites, a coordinated effort that will provide safe, structured spaces for youth ages 12 to 20 throughout the summer. The initiative comes because of the Youth Summit, where MPS students told us what they need: safe spaces, support, and connection.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

* * * * *

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

(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Recommendation

That the Board retire to closed session.

Item deferred to the end of the meeting.

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Consider Performance Evaluations of the Superintendent of Schools, the Board Clerk/Chief Officer, Office of Board Governance and the Chief Accountability and Efficiency Officer

Background

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Superintendent, the Board Clerk/Chief Officer, Office of Board Governance and the Chief Accountability and Efficiency Officer.

Strategic Plan Compatibility Statement

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

Recommendation

That the Board consider this item in closed session.

Item deferred to the end of the meeting.

* * * * *

(Item 3) Monthly Report, with Possible Action, from the Board Clerk/Chief Officer, Office of Board Governance

Community Engagement Circle

Our June community engagement circle was held virtually on June 2, 2026. Participants were invited to engage in a discussion of creating shared definitions around some of the terms that are frequently used by community stakeholders, within the District, and in the Board's deliberations.

On July 7, 2026, at 5:30 p.m., we will hold our next community engagement circle in-person in room 103 of the MPS Administration Building. The conversation will focus on the mission, vision, and strategic plan.

Google Transition

The Office of Board Governance is excited to join the rest of the district in migrating to the Google suite. We have been attending professional development sessions and tailoring our workflows to better align to Google platforms. We're looking forward to the consistency this will bring for staff and students.

Policy Review Work

In June, we completed our administrative reviews of all Board Rules, Board Governance Policies and Administrative Policies. The final review of the "new" policy manual is expected to take place at a Strategic Planning and Budget Meeting, with final approval at the Regular Meeting of the Board on July 28, 2026. We expect to launch the new policies shortly thereafter.

Board Member Engagements and Activities

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

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

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.

Strategic Plan Compatibility Statement

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

* * * * *

(Item 4) 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(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

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

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.

* * * * *

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 attached report includes activities from late May through early June.

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

Accountability and Efficiency Services

Between May 16, 2026, and June 6, 2026, Accountability and Efficiency Services completed one request for an Impartial Hearing Officer and completed its review and report on the FY27 Superintendent's Proposed Budget. Accountability and Efficiency Services also provided input into the NEOLA policy work.

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.

CCS is slated to sponsor up to 100 internships for MPS high school students this summer. These internships will span multiple career industry sectors and provide students with valuable hands-on learning experiences. As we continue the onboarding process, we will provide the Board with regular updates. At this time, the following internships have been confirmed:

- Environmental Interns
- Building Helper Internships
- Hydroponics/STEM
- MPSSSC Café Assistant
- SSNC Student Ambassadors
- Technology Interns
- Urban Agriculture

Additionally, CCS is partnering with three members of the City of Milwaukee Common Council to create internship opportunities for MPS high school students. More details will be shared as we continue to develop this exciting opportunity for our youth.

As we move forward, CCS remains focused on strengthening compliance, advancing equity-centered practices, and delivering impactful student engagement opportunities aligned with Administrative Policies 3.09, 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 school audit
- Issued one partnership school audit
- Completed one investigation report
- Completed one external audit report review for a multi-campus non-instrumentality charter school operator
- Issued one instrumentality charter school performance and compliance audit
- Issued one non-instrumentality charter school performance and compliance audit
- Issued two instrumentality charter school financial compliance audits

Presented Audit #2026-020 Milwaukee Public Schools Fleet Services Review Audit to the
Committee on Finance and Operations

- Drafted the proposed FY27 Annual Plan of Audits for Board approval
- 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

* * * * *

**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 Siemsen moved to accept the reports of the Independent Hearing Officers of:

May 29, 2026, @ 9:00 a.m., 11:00 a.m.

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

June 9, 2026, @ 9:00 a.m.

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

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items from the Report of the Committee on Finance and Operations:

Item Three, Action on Monthly Finance Matters: Authorization to Make Purchases; 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 and Waiver of Administrative Policy 3.05 and

Item Four Action on the Award of Professional Services Contracts

Both items were set aside as they were forwarded to the Board without recommendation.

Item Three of the Report of the Committee on Strategic Planning and Budget, Work Session on Policy Review for June 2026, was set aside as a procedural matter.

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

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

COMMITTEE ON FINANCE AND OPERATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

	Name	Position	Salary	Date
	NEW HIRES			
2	DeKyla Bell	Building Service Helper I	\$18.41/hr	05/11/2026
2	Amber Champion	Building Service Helper I	\$19.63/hr	05/04/2026
2	Tytrianna Cooper	Building Service Helper I	\$18.41/hr	05/18/2026
2	Lucy Fowler	Building Service Helper I	\$18.41/hr	05/04/2026
2	Shekena Goff	Building Service Helper I	\$18.41/hr	05/04/2026
4	Selena Guerrero	Building Service Helper I	\$18.41/hr	05/18/2026
6	Laura Johnson	Building Service Helper I	\$18.41/hr	05/11/2026
2	Kendrick Varnado	Building Service Helper I	\$18.41/hr	05/11/2026
2	Sanda Wright	Building Service Helper I	\$18.41/hr	05/04/2026
2	Destiny Ali	\$22,755.00	05/26/2026	
2	Latrice Gray	\$22,755.00	04/06/2026	
4	Guillermo Alvarado	Painter	\$42.44/hr	04/06/2026
5	Naomi Berlin	Paraprofessional	\$22,873.70	05/20/2026
5	Jodie Kaebisch	School Kitchen Manager Trainee	\$19.39/hr	05/04/2026
	PROMOTION			
2	Reginald Albritton	Building Service Helper II	\$55,069.83	05/25/2026
2	Rachel Story	Building Service Helper II	\$43,126.40	05/25/2026
2	Marquala Blackmore	Boiler Attendant Trainee	\$44,970.56	05/11/2026
2	Michelle Carr	Boiler Attendant Trainee	\$56,158.05	05/11/2026
2	Latammara Collins	Boiler Attendant Trainee	\$46,369.30	05/11/2026
2	Joshua Germany	Boiler Attendant Trainee	\$44,970.56	05/11/2026
2	Jordan Weathersby	Boiler Attendant Trainee	\$49,165.56	05/11/2026
2	Bianca Boyd	Boiler Attendant	\$52,579.99	05/11/2026
2	Marquis Butler	Boiler Attendant	\$52,579.99	05/11/2026
2	Cora Childs	Boiler Attendant	\$64,849.87	05/11/2026
2	Fabian Lenard	Boiler Attendant	\$59,396.72	05/11/2026
2	Shywan Mathis	Boiler Attendant	\$59,396.72	05/11/2026
2	Latasha Mayes	Boiler Attendant	\$56,669.54	05/11/2026
2	Demetrous Elam	School Engineer II	\$68,137.02	05/11/2026
	REHIRES			
2	Shacques Williams	Building Service Helper I	\$20.25/hr	05/11/2026
2	Romell Jackson	School Engineer I	\$60,237.91	05/11/2026

Certificated Appointments

No certificated appointments were presented this month.

Leaves of Absence

	Present Assignment	Effective From
Illness Leave April 2026		
Robert Cunningham	Lincoln Center of the Arts	April 24, 2026
Hayley Dillow	Roosevelt Middle School	April 27, 2026
Illness Leave May 2026		
Vanja Suvajac	Hamilton	May 4, 2026
Teresa Reilly	Cooper School	May 12, 2026
Terri Scott	OUT OF ASSIGNMENT	May 11, 2026
Asima Wise	MHSA	May 21, 2026
Anabelle Fritz	Hamilton	May 26, 2026
Personal Leave May 2026		
Natalie Abel	Longfellow	May 15, 2026

Certificated Resignations and Classified Retirements**Certificated Resignations**

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.2	5	Erica Block	Teacher	Lincoln MS	05/08/2026
Retire	12.5	2	Kay Bragg	Teacher	Carson Acad	05/12/2026
Retire	20.8	5	Margaret Fischer	Mentor Tchr	Central Svcs	05/05/2026
			Tyler			
Personal	0.3	2	Byrell Lampkins	Teacher	Franklin	05/12/2026
Personal	0.3	4	Edgar Mendieta	Teacher	Mitchell	05/13/2026
Personal	1.8	5	Liam Phillips	Teacher	Central Svcs	05/15/2026
Other	5.8	5	Katharine	Nurse	Central Svcs	05/14/2026
Work			Sanfelippo			

Classified Resignations

Personal	1.9	5	Anita Alfaro	Coord II	Central Svcs	05/22/2026
Retire	24.6	2	Sharon Barnes	BSH I	Franklin	05/22/2026
Personal	15.5	2	Koa Branch	BAT North	05/05/2026	
				Division		
Other	2.2	2	Makayla Butler	Para	French Imm	05/08/2026
Work						
Other	1.6	2	Moesha Carter	Safety Asst	School	05/14/2026
Work					Safety	
Personal	2.9	2	Robrialys Cepeda	Para	Allen Field	05/23/2026
			Lacen			
Personal	3.8	5	Monica Daletski	Psych Asst	Central Svcs	06/05/2026
Personal	0.6	2	Kiarra Dixon	CHA	Engelburg	06/05/2026
Personal	7.5	2	Jasmine Durrah	Para	Goodrich	05/27/2026
Other	2.3	4	Jose Gonzalez	Secretary I	Forest Home	05/22/2026
Work			Nunez			
Retire	31.0	5	Daniel Kenney	Safety Asst	School	05/29/2026
					Safety	
Personal	1.8	2	Jomarra Lowe	FSA	South	05/09/2026
					Division	
Personal	5.2	4	Yamilex Luciano	Secretary I	Allen Field	05/19/2026
Other	0.8	4	Megan Puebla	Para	Meir	05/17/2026
Work						
Personal	2.6	2	Anika Quinn	Safety Asst	School	05/16/2026
					Safety	

Personal	3.4	4	Yaritza Soler	Para	Lincoln Ave	04/06/2026
Personal	1.4	2	Davionna Walker	Safety Asst	School	05/09/2026
					Safety	
Personal	3.7	2	Angela Williams	CHA	Hamilton	04/20/2026
Personal	3.9	4	Daniel Yasaitis	FSA	Fernwood	05/11/2026

Other District – 0 (Classified 0 Certificated 0)

Other Work – 5 (Classified 4 Certificated 1)

Personal – 17 (Classified 13 Certificated 4)

Retirement – 4 (Classified 2 Certificated 2)

Monthly Personnel Report

The Affirmative Action report for May 2026 is attached to the minutes of your Committee's meeting. This is an informational report and no action is required.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

Having been set aside for separate consideration, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board

* * * * *

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

Recommended Appointments

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

(5)(nr)	Joseph Viste	Principal I, Project Stay (SMHS) Office of the Chief of Schools	\$135,000 Sch 03, Range 14A
(2)(r)	Christine Lemon	Principal I, Alliance High School (SMHS) Office of the Chief of Schools	\$135,000 Sch 03, Range 14A
(2)(r)	Syvell Hall	Principal I, Groppi High School Office of the Chief of Schools	\$135,000 Sch 03, Range 14A
(2)(r)	Gail Gray	Principal I, Martin Luther King Jr, K-8 Office of the Chief of Schools	\$130,000 Sch 03, Range 13A
(2)(nr)	Bryan Murphy	Principal I, Transition (SMHS) Office of the Chief of Schools	\$125,000 Sch 03, Range 14A
(5)(r)	Joshua Boehm	System Administrator	\$85,000

		Office of the Chief of Operations	Sch 03, Range 06A
(5)(nr)	Zachery Hamilton	System Administrator Office of the Chief of Operations	\$83,000 Sch 03, Range 06A
(5)(nr)	Martin Bathke	Associate II, Recreation Supervisor (Youth Sports) Office of the Chief of Operations	\$73,000 Sch 03, Range 04A

Reclassification

The Superintendent recommends that the following individuals be appointed to the job title reclassification only as indicated, to be effective upon approval by the Board.

(2)(r)	Stephen Davis	Manager-Events & Multimedia Office of the Chief of Communications	\$99,724 Sch 03, Range 10A
--------	---------------	--	-------------------------------

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

(5)(r)	James Dunn	Title IX Investigator Office of the Superintendent 05/15/26 to 06/30/26	\$55.00
(5)(r)	Suzanne Engelbart	Data Management Supervisor II Office of the Chief of Human Resources 07/01/26 to 08/31/26	\$50.00
(5)(nr)	Jacqueline Meifert	Enrollment Specialist Office of the Chief of Schools 03/01/26 to 06/30/26	\$40.00
(2)(r)	William Molbeck	Interscholastic & Academics Special Projects Office of the Chief of Family, Community and Partnerships 05/04/26 to 06/30/26	\$40.00
(2)(r)	Renee Hover Hicks	Milwaukee Virtual Program Office of the Chief of Schools 03/06/26 to 07/01/26	\$40.00
(2)(nr)	Angelena Terry	Independent Hearing Officer Office of the Chief of Family, Community and Partnership 02/16/26 to 06/30/26	\$40.00
(2)(r)	Nebritt Herring	Milwaukee Virtual Program Office of the Chief of Schools 05/01/26 to 06/15/26	\$40.00
(5)(r)	Stephen Sanders	Evening CS Board Metting Support Office of the Chief of Operations 04/01/26 to 06/30/26	\$36.00
(7)(r)	Richard Faraj	Refugee Student Service Provider Office of the Chief of Academics 02/28/26 to 08/28/26	\$35.00
(5)(r)	Karen Romantini	Refugee Student Service Provider Office of the Chief of Academics 02/08/26 to 08/28/26	\$35.00
(5)(r)	Marta Ewig	PLC Student Support Tutor Office of the Chief of Schools 04/01/26 to 06/30/26	\$35.00
(5)(nr)	Jeffery Burgher	PLC Student Support Tutor	\$30.00

		Office of the Chief of Schools 04/01/26 to 06/30/26	
(2)(nr)	Anita Higgins	PLC Student Support Tutor	\$30.00
		Office of the Chief of Schools 04/01/26 to 06/30/26	
(5)(r)	Dawn Butler	School Kitchen Manager	\$26.00
		Office of the Chief of Finance 08/24/26 to 02/24/27	
(5)(r)	Jessica Pierson	Theater Director	\$25.00
		Office of the Chief of Schools 04/13/26 to 06/12/26	
(2)(r)	Lavenia Shorter	Scanning Monitor	\$23.50
		Office of the Chief of Schools 08/26/26 to 02/26/27	
(3)(nr)	Lin An	Lifeguard for High School Swimming Courses	\$18.50
		Office of the Chief of Schools 04/13/26 to 06/30/26	

Codes

R Resident
 Nr Non-resident
 Native American
 African American
 Asian/Pacific Islander
 Hispanic
 White
 Other
 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Implementation and Assessment Plan

N/A

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; 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 and Waiver of Administrative Policy 3.05

Purchases

Cooperative Authorization to Issue a Purchase Order to Playaway Products LLC for Wonderbooks

The Administration is requesting authorization to purchase Wonderbooks from Playaway Products LLC for use in school libraries. These books with built-in audio features provide students with engaging, accessible reading experiences that support independent reading.

This purchase 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. Printed materials are earmarked materials that support the school library media program.

The purchase aligns with the District's commitment to promoting literacy, increasing equitable access to high-quality reading materials, and fostering a love of reading among all students.

The purchase is supported under The Interlocal Purchasing System (TIPS) Cooperative Agreement #230904 and will not exceed \$76,878.94.

TIPS Authorization to Issue a Purchase Order to Panorama Education, Inc. for Panorama #240403 Pathways Student Progress Platform and Professional Development Services

The Administration is requesting authorization to issue a purchase order to Panorama Education, Inc. for the Panorama Pathways Student Progress Platform and related professional development services. Panorama Pathways is a leading on-time graduation and student pathway tracking solution that ensures students are prepared for college, career, and life. The platform helps prevent students from falling through the cracks by addressing errors in transcripts, schedules, and other data. By automating student tracking, Panorama Pathways serves as a digital safety net, providing the District with a reliable, always-active solution to identify and resolve issues that could impact a student's path to on-time graduation.

The purchase will also include professional development services consisting of one virtual consultative planning session with a professional learning manager/director, along with access to core teaching and learning offerings, consultations, and executive briefings.

The purchase will be made through The Interlocal Purchasing System (TIPS) 240403.

The subscription will run for a 12-month term from July 1, 2026 to June 30, 2027, and the total cost shall not exceed \$74,864.55.

Budget Code: ACD-0-0-AAC-EO-ESUP\$74,864.55

Cooperative Authorization to Purchase from Various Vendors for Enterprise Licensing and Maintenance Fees

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2026-2027 funds. These purchases may be annual, quarterly or monthly payments, but will be made via purchase orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District's functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The chart below summarizes budget codes; requisitioning department; vendor and application or product; and cost.

The total cost of purchases will not exceed \$9,483,246.16.

2026-2027 License Account Enterprise Systems			
BUDGET CODE	DEPARTMENT	VENDOR/PRODUCT	FEE
STF-0-0-TLN-DW-ETRS	Human Resources	Peoplesoft/Oracle OCI	\$1,232,343.10
STF-0-0-TLN-DW-ETRS	Human Resources		\$435,543.00
TSV-0-0-TLN-ETRS	Human Resources	Frontline (ASEOP)	\$91,961.07
		Frontline (EE)	
TSV-0-0-TLN-ETRS	Human Resources		\$138,256.44
		<i>Sub-Total</i>	<i>\$1,759,847.17</i>
SSV-0-0-TLN-DW-ETRS	Student Services	Infinite Campus	\$739,459.96
SSV-0-0-TLN-DW-ETRS	Student Services	Guardian (Title IX and HR)	\$20,377.50
		<i>Sub-Total</i>	<i>\$759,837.46</i>
ADT-0-0-TLN-DW-ETRS	Board Governance	Intercom Network	\$5,700.00
ADT-0-0-TLN-DW-ETRS	Board Governance	Veritone	\$2,795.00
		<i>Sub-Total</i>	<i>\$8,495.00</i>
SSU-0-0-TLN-DW-ETRS	Specialized Services	FileMaker (inc. Rec)	\$8,100.00
		100	
SSU-0-0-TLN-DW-ETRS	Specialized Services	MJ Care	\$110,904.00
		<i>Sub-Total</i>	<i>\$119,004.00</i>
BLD-0-0-TLN-DW-ETRS	Facilities & Maintenance	AssetWorks	\$261,086.96
BLD-0-0-TLN-DW-ETRS	Facilities & Maintenance	Honeywell ProWatch	\$25,505.28
		<i>Sub-Total</i>	<i>\$286,592.24</i>
SYS-0-0-TLN-DW-ETRS	Research, Assessment and Data	Data Warehouse (PowerSchool)	\$118,548.41
FSC-0-0-TLN-DW-ETRS	Finance	Business Plus(IFAS)	\$367,675.84
FSC-0-0-TLN-DW-ETRS	Finance	Bonfire	\$27,000.00
FSC-0-0-TLN-DW-ETRS	Finance	CGCS ActPoint KPI	\$7,800.00
INJ-0-0-DIJ-DW-ECTS	Finance	Exigis	\$54,278.40
FSC-0-0-TLN-DW-ETRS	Finance	DocuSign	\$57,000.00
		<i>Sub-Total</i>	<i>\$513,754.24</i>
CDV-0-0-TLN-DW-ETRS	College and Career Readiness	Parchment	\$63,445.16
SPT-0-0-TLN-DW-ETRS	Strategy and Enterprise Initiatives	Smartsheet	\$55,700.00
FSV-0-0-TLN-DW-ETRS	Nutrition Services	Horizon	\$249,190.00
ADT-0-0-TLN-DW-ETRS	Accountability and Efficiency	B2Gnow	\$29,400.82
DPT-0-0-TLN-DW-ETRS	Business Services	Transact	\$261,017.00
		Communications	
DBS-0-0-TLN-DW-ETRS	Business Services	Bus Conduct	\$5,000.00
		<i>Sub-Total</i>	<i>\$266,017.00</i>
000-0-0-CMP-RC-ETRS	Recreation	Cayen Afterschool 21	\$63,271.87
CPA-0-0-RCC-RC-ETRS	Recreation	Rectrac/Vermont Systems	\$43,989.33
CPA-0-0-RCC-RC-ETRS	Recreation	Timeclock Plus	\$66,616.00
OSD-0-0-TLN-DW-ETRS	Recreation	rSchool (Arbiter)	\$35,131.00
CPA-0-0-RCC-RC-ETRS	Recreation	PowerDMS	\$9,945.52
CSV-0-0-ART-RC-ETRS	Recreation	Survey Monkey-Arts/Humanities	\$8,927.01
		<i>Sub-Total</i>	<i>\$227,880.73</i>

INF-0-0-TLN-DW-ETRS	Communications	WP Engine	\$27,180.00
SSV-0-0-TLN-DW-ETRS	Communications	ParentSquare	\$241,200.00
		<i>Sub-Total</i>	<i>\$268,380.00</i>
SDV-0-0-TLN-DW-ETRS	Organizational Development	Infor LMS	\$90,392.00
TSV-0-0-TLN-DW-ETRS	Technology	ADAudit Plus	\$31,865.00
TSV-0-0-TLN-DW-ETRS	Technology	Airtame Digital	\$10,463.20
		Signage	
TSV-0-0-TLN-DW-ETRS	Technology	Adobe Creative Cloud	\$15,000.00
TSV-0-0-TLN-DW-ETRS	Technology	Amplified IT (Lil SIS)	\$6,750.00
TSV-0-0-TLN-DW-ETRS	Technology	Amplified IT (Premium Support)	\$60,000.00
TSV-0-0-TLN-DW-ETRS	Technology	ARIN	\$150.00
TSV-0-0-TLN-DW-ETRS	Technology	Articulate 360	\$8,745.00
TSV-0-0-TLN-DW-ETRS	Technology	Backupify	\$192,523.50
TSV-0-0-TLN-DW-ETRS	Technology	Cloudcard (Staff IDs)	\$41,750.00
TSV-0-0-TLN-DW-ETRS	Technology	Cloudfare	\$41,750.00
TSV-0-0-TLN-DW-ETRS	Technology	CouchDrop SFTP	\$4,050.00
TSV-0-0-TLN-DW-ETRS	Technology	Dell Vxrail	\$38,591.04
		Maintenance	
TSV-0-0-TLN-DW-ETRS	Technology	ESRI (GIS)	\$10,000.00
TSV-0-0-TLN-DW-ETRS	Technology	Freshworks	\$165,000.00
TSV-0-0-TLN-DW-ETRS	Technology	Google Gemini	\$3,420.00
TSV-0-0-TLN-DW-ETRS	Technology	Gopher	\$4,320.00
TSV-0-0-TLN-DW-ETRS	Technology	GoGuardian	\$339,463.00
TSV-0-0-TLN-DW-ETRS	Technology	Google	\$339,300.00
		Classroom/Meet	
TSV-0-0-TLN-DW-ETRS	Technology	Gynzy	\$23,809.50
TSV-0-0-TLN-DW-ETRS	Technology	HP	\$12,019.80
		Enterprise(Microfocus)	
TSV-0-0-TLN-DW-ETRS	Technology	InfoSec IQ	\$32,896.00
TSV-0-0-TLN-DW-ETRS	Technology	Kemp	\$5,513.00
TSV-0-0-TLN-DW-ETRS	Technology	Lansweeper	\$110,390.00
TSV-0-0-TLN-DW-ETRS	Technology	Microsoft	\$674,716.56
		Campus/Server	
PIN-0-0-TLN-DW-ETRS	Technology	Mitel Software	\$233,589.35
		Assurance	
TSV-0-0-TLN-DW-ETRS	Technology	Nessus Vulnerability	\$6,145.98
		Assessment Scanner	
TSV-0-0-TLN-DW-ETRS	Technology	Paessler PRTG	\$23,950.00
TSV-0-0-TLN-DW-ETRS	Technology	Palo Alto	\$300,446.80
TSV-0-0-TLN-DW-ETRS	Technology	ParentSquare	\$253,050.00
TSV-0-0-TLN-DW-ETRS	Technology	Pathlock	\$30,795.45
TSV-0-0-TLN-DW-ETRS	Technology	Patch MY PC	\$54,300.00
TSV-0-0-TLN-DW-ETRS	Technology	Qualstar	\$14,035.00
		(Backupworks.com)	
TSV-0-0-TLN-DW-ETRS	Technology	Rapid Identity	\$292,700.00
TSV-0-0-TLN-DW-ETRS	Technology	Rise Vision Digital	\$36,720.00
		Signage	
TSV-0-0-TLN-DW-ETRS	Technology	Raptor VMS	\$1,700.00
TSV-0-0-TLN-DW-ETRS	Technology	Rubrik	\$76,824.00
TSV-0-0-TLN-DW-ETRS	Technology	Screencastify	\$6,600.00
TSV-0-0-TLN-DW-ETRS	Technology	Service Express	\$71,332.08
TSV-0-0-TLN-DW-ETRS	Technology	Seesaw	\$214,225.00
TSV-0-0-TLN-DW-ETRS	Technology	SmartNet (CISCO)	\$251,000.00

TSV-0-0-TLN-DW-ETRS	Technology	Sentinel One	\$479,368.00
TSV-0-0-TLN-DW-ETRS	Technology	Titan SFTP Server	\$1,250.00
TSV-0-0-TLN-DW-ETRS	Technology	Vertiv (UPS)	\$10,360.00
TSV-0-0-TLN-DW-ETRS	Technology	VMware	\$195,000.00
TSV-0-0-TLN-DW-ETRS	Technology	WeVideo	\$17,939.31
TSV-0-0-TLN-DW-ETRS	Technology	Zoom Meetings	\$47,173.56
<i>Sub-Total</i>			<i>\$4,666,761.93</i>
<i>GRAND TOTAL</i>			<i>\$9,483,246.16</i>

Monthly Financial Reports

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

Acceptance of Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Academy Of Accelerated Learning	AAL Community PTA	400.00	MMABSE Dinner
Allen-Field School	Mass Mutual Ascend Life Insurance Co	1,264.00	Principal's Discretion
Audubon Technology and Communication Middle School	Milwaukee Bucks, LLC	1,000.00	Bucks Educator of the Game
Bay View Montessori School	James Hall	25.00	Bay View Montessori School's Athletics
Bethune Academy	Box Tops for Education	490.20	General School Supplies
Browning School	Sue Matzek	170.00	General School Supplies
Browning School	First Stage	627.24	Reimbursement for Contract
Clement Avenue School	Box Tops for Education	5.30	General School Supplies
Craig Montessori School	Box Tops For Education	7.60	General School Supplies
Craig Montessori School	Milwaukee Bucks, LLC	1,000.00	Bucks Teacher of the Month
Doerfler School	Dairy Farmers of Wisconsin	250.00	Adopt a Cow Field Trip
Greenfield School	Dr Jennifer Hernandez	355.01	Lunch for Principals Meeting
Honey Creek Elementary School	Bank Of America Charitable	1,000.00	Green School Yard
James Fenimore Cooper School	Box Tops for Education	17.90	General School Supplies
Lloyd Barbee Montessori	Double Good	2,120.00	8th Grade Completion Trip
MacDowell Montessori	Ana Rose Rodriguez	140.00	Theater Club for a Pizza Party
MacDowell Montessori	Brewers Community Foundation	1,000.00	Grand Slam Teacher of the Month
Maryland Avenue Montessori School	NFPA Education and Technology Foundation	350.00	NFPA Fluid Power

Location	Donor	Amount	Gift or Purpose
Meir School	GE Healthcare	2,500.00	Robotics
Meir School	Wisconsin FIRST Robotics	3,000.00	First Robotics
Meir School	Wisconsin FIRST Robotics	3,500.00	First Robotics
Morgandale School	Box Tops For Education	28.70	General School Supplies
Morgandale School	Labor Community At Work Inc	200.00	For Teacher Appreciation Week
North Division High School	Cinderella Project MKE	600.00	High School Prom for 40 Seniors
Obama School of Career and Technical Education	Box Tops For Education	13.30	General School Supplies
Obama School of Career and Technical Education	Cinderella Project MKE	800.00	Prom
Obama School of Career and Technical Education	Milwaukee Bucks, LLC	1,000.00	Bucks Teacher of the Month
Office of Family, Community, and Partnership - Milwaukee Recreation	USA Today Co.	400.00	T-shirts for Participants
Parkside School	Milwaukee Bucks, LLC	1,000.00	Bucks Teacher of the Month
Pulaski High School	Cinderella Project MKE	600.00	Prom
Riley School	Children's Health Alliance of Wisconsin	325.00	Love My Air Wisconsin Program
Ronald Reagan High School	Secure Futures	1,000.00	BSU Conference
Story School	American Online Giving Foundation	646.12	General School Supplies
Thoreau School	Dairy Farmers of Wisconsin	500.00	Adopt a Cow Field Trip
Victory School	Dairy Farmers of Wisconsin	250.00	Adopt a Cow Field Trip
Zablocki School	Box Tops for Education	5.50	General School Supplies
<i>Total Monetary Donations</i>		26,590.87	
Non-Monetary Donations			
Benjamin Franklin School	Friends of Wehr Nature Center	250.00	Bus to the Discovery World
Bethune Academy	DonorsChoose	25.59	Classroom Essentials
Browning School	DoubleGood	710.00	Bags of Popcorn
Browning School	Zoological Society of Milwaukee	375.00	Bus to the Zoo
Cass Street School	DonorsChoose	21.64	Classroom Essentials
Cass Street School	DonorsChoose	59.79	Classroom Essentials
Cass Street School	DonorsChoose	942.48	Health Sports & Wellness, Music & The Arts
Clara Barton School	Zoological Society of Milwaukee	375.00	Bus to Havenwoods State Forest
Fifty-Third Street School	DonorsChoose	303.45	Harvesting Seeds of Success
Forest Home Avenue School	DonorsChoose	475.15	Literacy & Language
Fratney Street School	DonorsChoose	581.05	Life Skills, STEM

Location	Donor	Amount	Gift or Purpose
French Immersion School	Janice Mandeville	7,420.00	French Books and LEGO Sets
Gaenslen School	DonorsChoose	252.83	Literacy & Language, Students with Disabilities
Goodrich School	DonorsChoose	138.98	Health Sports & Wellness, Life Skills
Goodrich School	DonorsChoose	147.06	Health Sports & Wellness, Life Skills
Goodrich School	DonorsChoose	207.93	Super STEM Bins!
Goodrich School	DonorsChoose	337.74	End of Year Supplies
Goodrich School	DonorsChoose	352.70	STEM, Students with Disabilities
Grant School	DonorsChoose	717.74	Life Skills, STEM
Hayes Bilingual School	DonorsChoose	180.78	STEM Classroom Supplies
Hayes Bilingual School	DonorsChoose	427.68	Music & The Arts
Hayes Bilingual School	DonorsChoose	614.08	Building Strong Readers
Hayes Bilingual School	DonorsChoose	628.49	STEM
Keefe Avenue School	DonorsChoose	93.29	Classroom Essentials
King High School	DonorsChoose	1,534.03	Resources of IB Literature
Kluge School	DonorsChoose	9.49	Classroom Essentials
Kluge School	DonorsChoose	425.64	Outdoor Play
Lloyd Barbee Montessori	Books Are Fun	2,150.88	Books
Lloyd Barbee Montessori	Kendra Spain	75.00	Snacks
Lloyd Barbee Montessori	Racheal Dixon	100.00	Snacks
Lloyd Barbee Montessori	Jessica Avery	65.00	Snacks
Lloyd Barbee Montessori	Lynwood Perry	45.00	Teacher Appreciation
Lloyd Barbee Montessori	Ian Rogers	175.00	Teacher Appreciation
Maryland Avenue Montessori School	Anonymous	283.60	Gift Card
Milwaukee High School of the Arts	DonorsChoose	474.39	Health Sports & Wellness
Mitchell School	DonorsChoose	365.23	Literacy & Language, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	150.66	We Love Books
Ninety-Fifth Street School	DonorsChoose	155.37	Let's Read!
Ninety-Fifth Street School	DonorsChoose	232.98	Music & The Arts, STEM
Ninety-Fifth Street School	DonorsChoose	240.94	Building Voices Brick by Brick
Office of Academics - Specialized Services	* Vladimir Bjelic	1,950.00	39 Switch Adapted Toys
Pulaski High School	DonorsChoose	13.58	Classroom Essentials
Ralph Metcalfe School	DonorsChoose	305.70	Warmth Care & Hunger
Riverside High School	DonorsChoose	411.78	Hip-Hop Art and Headphones
Trowbridge School	DonorsChoose	407.98	Inspiring 2nd Grade Readers
Vieau School	DonorsChoose	871.15	Creating a Calming Corner
Wisconsin Conservatory	True Square	1,800.00	Toys, Bookbags, and Health & Beauty items
Wisconsin Conservatory	St. Vincent de Paul of Ozaukee County	300.00	Outerwear Accessories
Total Non-Monetary Donations		28,181.85	
Total Value of Donations		54,772.72	

Location	Donor	Amount	Gift or Purpose
* Donations from MPS Alumni		1,950.00	

Request to Waive Administrative Policy 3.05

For Fiscal Year end 2026, the administration is proposing waiving Administrative Policy 3.05 section 1 and section 4. Since the District realized a deficit in fiscal year 2025 and is planning on remediation activities and ensuring proper controls into the next year, the administration is proposing eliminating any carry forward of surpluses or deficits into the next year (2026-2027). Section 4c (3.05) for school surpluses states that 1% of revised final budget for schools can be carried over. If every traditional school had a surplus this would amount to an estimated \$497,000 of carryover.

Attached to the minutes of your Committee's meeting is a list of schools that had deficits in the prior year at the end of the 2024-25 school year that came forward on October 21, 2025. All these schools and current school deficits would not be carried over as well. Any partner school that has contract language that stipulates such funds be carried over would be excluded from this requirement.

Simultaneously as we prepare and plan for 2026-27, we are developing policies that address encumbrances and carry forwards from rolling over to the next fiscal year. These policies are actively being developed and will be coming to you soon. This new policy will be in effect for all offices as well as schools. In order to sustain fiscal controls and improve the District's position, this is being considered as a permanent policy going forward.

Board approval is requested to waive Administrative Policy 3.05 to eliminate all carryovers for surpluses and deficits for schools and offices from fiscal year end June 30, 2026 to July 1, 2026 (fiscal year 2027).

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.

Total Purchases Requested:

Fund 10 = Not to Exceed \$9,634,989.65

Committee's Recommendation

Having been set aside for separate consideration, your Committee recommends that the Board

- (1) authorize the purchases
- (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board
- (3) direct the Administration to continue reporting on Revenues and Expenditures through the October cycle

Your Committee made no recommendation on the request to authorize a waiver of Administrative Policy 3.05 to eliminate the carryover of surpluses and deficits.

Director Zombor moved to

- (1) authorize the purchases
- (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board
- (3) direct the Administration to continue reporting on Revenues and Expenditures through the October cycle
- (4) Waive Administrative Policy 3.05 (4)(a) and (4)(c) for Fiscal Year 2026 and authorize the Administration to:

- a. Hold schools harmless for deficits in their FY26 ending balance;
- b. Eliminate the carryforward of any school or office surpluses in their FY26 ending balances, respectively;
- c. Pay obligations incurred in FY26 that were neither received in FY26 nor carried forward with Board approval, from FY27 budget allocations.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

* * * * *

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

Background

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

Playworks Education Energized for recess support services and professional development, \$600,000.00. The funds for this item are budgeted in FY27, Fund 10.

Wisconsin Conservatory of Music for music instructional services, \$1,000,000.00. The funds for this item are budgeted in FY27, Fund 10.

Kids from Wisconsin Ltd for music instructional services, \$300,000.00. The funds for this item are budgeted in FY27, Fund 10.

Tbey for music instructional services, \$150,000.00. The funds for this item are budgeted in FY27, Fund 10.

The New State Inc for music instructional services, \$75,000.00. The funds for this item are budgeted in FY27, Fund 10.

Sysco Eastern Wisconsin, LLC for prime vendor/distributor for food and supplies, \$33,000,000.00. The funds for this item are budgeted in FY27, Fund 10.

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

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 \$35,125,000.00

Fund Categories:

- Fund 10 - General Fund
- Fund 27 - Special Education Fund
- Fund 38 - Non-Referendum Debt Service Fund
- Fund 46 - Long Term Capital Improvement Trust Fund
- Fund 50 - Food Service (Nutrition) Fund
- Fund 80 - Community Service Fund

Implementation and Assessment Plan

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

Committee's Recommendation

Having been set aside for separate consideration your Committee is forwarding this item without recommendation.

Director Reza moved to authorize the professional services contracts as set forth in the attachments. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

* * * * *

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

Background

The Administration recommends that the Board approve the following exception-to-bid contracts:

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

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

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09 (7)(e)(1)(b)(iv)) as this vendor has successfully provided similar services to the district. In addition, the vendor has a cooperative agreement through The Interlocal Purchasing System (TIPS) #250601 which also covers these services.

The original contract term ran from November 3, 2025 through June 30, 2026. This contract extension will run from July 1, 2026 through August 31, 2026.

The total cost of the contract extension will not exceed \$140,000.

Budget Code: OGA-0-S-GG6-AZ-ECTS.....\$140,000.00

Exception Authorization to Enter into a Contract with CMSTEP LLC for Montessori Secondary Teacher Credentialing Services

The Administration is requesting authorization to enter into a contract with CMSTEP LLC for Montessori Secondary Teacher Credentialing Services. Vendor will be used to deliver American Montessori Society Secondary teacher credentialing for up to 5 MPS employees in a blended 18-month diploma course to be held at Craig Montessori School.

Milwaukee Public Schools (MPS) is home to the largest network of public Montessori programs in the United States. At the same time, there is a nationwide shortage of Montessori-trained teachers within public education. Sponsoring current and committed MPS educators in obtaining Montessori credentials helps develop a workforce that reflects the diversity of our student population, supports culturally responsive classroom practices, and strengthens long-term investment in Milwaukee communities.

The District's Montessori Strategic Plan, developed to protect, enhance, and expand public Montessori education within MPS, identifies the need to establish local access to Montessori teacher credentialing in Milwaukee. As part of this plan, MPS sought to partner with an established Montessori credentialing organization and recruit qualified instructional leadership to deliver training locally.

Continuing the partnership with CMSTEP supports the implementation of the strategic plan by increasing access to Montessori credentialing opportunities for MPS educators and helping address the ongoing shortage of qualified Montessori teachers across the district.

The exception to bid has been granted on the basis of one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)). : There are no available competitive alternative contractors that can provide this service.

The contract will run from July 1, 2026 through December 31, 2028. The total cost of the contract will not exceed \$52,875.

Budget Code: SPC-0-0-MSI-NC-EUWT (Montessori Strategic Plan, Tuition Specialty) \$52,875.00

Exception Authorization to Enter into a Contract with Lingua Pros, LLC for Translation and Interpretation Services

The Administration is requesting authorization to enter into a contract with Lingua Pros, LLC to provide translation and interpretation services to schools and departments across the District.

Milwaukee Public Schools is a multilingual district with a critical need to ensure families receive information in languages they understand.

Lingua Pros has partnered with MPS for more than 15 years and has developed strong familiarity with District systems, terminology, and service expectations, resulting in reliable, high-quality support.

Due to the recent vacancy of the position overseeing translation and interpretation services, along with additional staffing reductions, the District has limited capacity to immediately onboard and manage new vendors without risking service disruption to its stakeholders. Continuing with Lingua Pros as a vendor option ensures continuity, maintains service levels, and avoids delays associated with transitioning to new providers.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are continuing translation and interpretation services provided to the district's students and families. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 1, 2026, through June 30, 2027, and will not exceed \$375,000.00.

Budget Code:

OGA-0-0-SS-FIC-ECTS \$303,750.00

OSE-0-I-IF-6DW-ECTS \$71,250.00

Exception Authorization to Enter into a Contract with Marquette University for Therapeutic Services

The Administration is requesting authorization to continue its contract with Marquette University for therapeutic services. This contractor will be used to deliver therapeutic services for behaviorally challenged students at the MPS Success Center.

Contractor shall serve students who exhibit chronic behaviors that have caused the student to experience limited success with response to interventions and have been disruptive to their educational process in a traditional school setting. Through structures provided in this program, it is expected students will acquire the necessary skills to enable them to be successful in a traditional school setting. Services are developed and provided in a center-based, daily therapeutic and educational environment at the MPS Success Center for students in grades K4 through 12 whose behaviors are impacting academics. The anticipated length for full-time services provided for each student shall be a minimum of 9 weeks. Contractor will work with MPS to develop each individual student's daily schedules based on therapeutic needs.

Continuum of services shall be provided by the Contractor to students upon return to previous (or subsequent) school of record. Such services shall include, but not be limited to, family therapy, collaboration with other community organization services being provided to the student, and on-going follow-up with the student as needed as determined by student's support plan.

The MPS Success Center shall be located at an MPS site. The MPS Success Center will serve students who are at risk of, or who have been given, out-of-school suspensions. The MPS Success Center will provide a continuation of education services during a students' period of reassignment in the least restrictive environment and to foster appropriate school related behaviors, which in turn, will assist the student in positive reintegration to a traditional school setting. The vendor will engage the student and their family in therapeutic services for the duration of their reassignment at an alternative education placement.

In the last year, 190 students were served. It's anticipated this number will increase.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are continuing therapeutic services provided to the district's students and families with this vendor. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from August 1, 2026 through July 31, 2029 and will not exceed \$3,900,000. Contract will be encumbered annually on or near the anniversary date in roughly equal thirds with a Year 1 encumbrance of \$1,300,000.

Budget Code: ALP-0-0-MHS-QS-ECTS (Office of Innovation– Contract Services)\$3,900,000.00

Exception Authorization to Enter into a Contract with Milwaukee Center for Independence for Summer Meal Services

The Administration requests authorization to enter into a contract with Milwaukee Center for Independence (MCFI) to provide dinner and snack meal services for Milwaukee Recreation summer programs operating at designated locations throughout the City of Milwaukee.

Milwaukee Recreation, in collaboration with community partners, will operate more than seventy (70) summer program locations that provide youth with academic support, enrichment activities, and nutritious meals. Approximately 5,000 students are anticipated to benefit from this partnership.

MCFI will provide breakfast and lunch services at no cost to Milwaukee Recreation and will prepare, package, and deliver dinner and snack meals to designated program locations. MCFI will be responsible for menu development, food sourcing, meal preparation, packaging, and meal delivery throughout the summer program period.

An exception to the competitive procurement process has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)) as these services represent a continuation of services that have been successfully provided over the past several years.

The Administration recommends a contract term of June 22, 2026, through August 14, 2026. Total compensation shall not exceed \$150,000.00. This item authorizes expenditures for dinner and snack meal services at designated Milwaukee Recreation sites. Final contract expenditures will be based on actual participation and meal service utilization.

Budget Code: 000-0-0-SFC-RC-ECTS (Wisconsin Shares)\$150,000.00

Exception Authorization to Enter into a Contract with Public Consulting Group LLC for Medicaid Reimbursement and Claiming Services

The Administration is requesting authorization to enter into a contract with Public Consulting Group LLC (PCG) for Medicaid Reimbursement and Claiming Services. PCG will be used to deliver service documentation and claiming services as it relates to Medicaid reimbursement through use of their EasyTrac software. PCG will provide access and usage of EasyTrac, Data Management, Training, Claims Management, and Project Management for Medicaid reimbursement optimization and reporting.

Key opportunities for the District include improved audit support and claiming ratios, accelerating Medicaid reimbursement claiming cash flow from overall annual claim, expanded claiming into previously unclaimed areas (e.g. SPED transportation), and the opportunity to explore other federal reimbursement areas PCG successfully claims for our peer districts.

The Exception to Bid has been granted on the basis of delivery date. This vendor is able to begin on July 1, 2026. Prior to any contract extension, either a cooperative purchasing agreement or a request for proposal (RFP) process will be initiated.

PCG is used by the State of Wisconsin for Medicaid reimbursement. In addition, several Council of Great City Schools, including Detroit, Minneapolis, St. Paul, and Boston, use PCG for Medicaid reimbursement. PCG has a proven record regarding:

Improved audit support and claiming ratios (larger the direct billing percent to total claim activity reduces CMS audit risk).

Since 1992, PCG has helped education clients recover more than \$11 billion in federal Medicaid funds for school health services across the U.S.

Annually more than \$700 million in claims are processed over 2,700 schools districts across the country.

Expanded claiming into previously unclaimed areas (e.g. SPED transportation +1 M potential).

Explore other federal reimbursement areas PCG successfully claims for our peer districts.

The contract will run from July 1, 2026 through June 30, 2028, and will not exceed \$685,000.00. The first year of the contract will include a \$45,000 implementation fee in addition to the annual fee of \$320,000.

The total cost of the contract over the term will not exceed \$685,000.00.

Budget Code: TSV-0-0-PSU-FN-ECTS (Finance)..... \$685,000.00

Exception Authorization to Enter into a Contract with Qualtrics, LLC for Provision of Survey Software and Associated Dashboards

The Administration is requesting authorization to enter into a contract with Qualtrics, LLC to continue to provide technical support and maintenance as well as administration of the district's survey software and associated dashboards. This includes 175K interactions, dashboards, automated directory import, automated actions, expert content and pre-configured questions and reporting, as well as 'always on feedback'.

Qualtrics, LLC was originally chosen via Quick Quote to provide survey software for the Division of Research and Evaluation, which has expanded to now include all district staff under the current contract.

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

This contract will run from July 1, 2026, through June 30, 2027, and will not exceed \$215,250.00

Budget Code:

SYS-0-0-AMT-RH-ECTS (Instructional Resources – Software).....\$215,250.00

Exception Authorization to Issue Purchase Orders to the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postal Service (USPS) for meter postage throughout the 2026-27 fiscal year.

USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2026 through June 30, 2029 and the total cost of goods purchased from USPS will not exceed \$663,000 or \$221,000 annually.

Budget Code: MAL-0-0-MAL-MM-EPST (Mailroom - Postage) \$663,000.00

Exception Authorization to Issue Purchase Orders to the US Postmaster Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster for meter postage throughout the 2026-27 fiscal year.

US Postmaster meter postage is used to fund MPS's permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2026 through June 30, 2029 and the total cost of goods purchased from the US Postmaster will not exceed \$1,200,000 or \$400,000 annually.

Budget Code: MAL-0-0-MAL-MM-EPST (Mailroom - Postage)\$1,200,000.00

Exception 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
Kids Discover LLC	Lexile Reading Read-aloud & Transitions	July 1, 2026 – June 30, 2027	K-8	\$102,486.00
PBC Guru LLC	Book Break	July 1, 2026 – June 30, 2027	K-12	\$77,204.00
The Juice LLC	Digital Literacy	July 1, 2026 – June 30, 2027	9-12	\$85,500.00

The exceptions to bid were approved on the basis of one-of-a-kind: the goods have no competitive product alternatives (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The subscription renewals will be paid for with Common School Funds and textbook funds, and the total cost of subscription services will not exceed \$265,190.

Budget Code: SLB-0-S-CSF-DW-ESWR (School Library – Textbooks and Software).....\$265,190.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:

Exception-to-Bid Contracts:

Total Exception-to-Bid Contracts Requested

Fund 10 - Not to Exceed \$7,496,315.00

Fund 80 - Not to Exceed \$ 150,000.00

Fund Categories:

- Fund 10 - General Fund
- Fund 27 - Special Education Fund
- Fund 38 - Non-Referendum Debt Service Fund
- Fund 46 - Long Term Capital Improvement Trust Fund
- Fund 50 - Food Service (Nutrition) Fund
- Fund 80 - Community Service Fund

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 6) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts Recommendation and Report of Job Order Contracting Contracts

Professional Services Contract

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

RFP #26-015 Boiler Tube Repair and Replacement Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Boiler Tube Repair and Replacement Services at Various MPS Sites.

Selected Firm: Becker Boiler Co. Inc.

Requested Expenditure Authority: \$1,000,000.00 Contract Period: June 19, 2026 – June 18, 2029

Budget Code: Various

RFP #26-017 Utility Data Management

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Utility Data Management for the Department of Facilities and Maintenance.

Selected Firm: Conservice ESG

Requested Expenditure Authority: \$223,977.00 Contract Period: June 19, 2026 – June 18, 2029

Budget Code: BLD 00 UTL DW ESUP

Report of Job Order Contracting Contracts

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

Butters-Fetting Co., Inc.	Boiler Replacement	Delaware Service Center	\$314,670.74
Robe, Inc.	Refinish Gym Floor	Pulaski High School	\$48,191.85
Robe, Inc.	Replace Bleachers	MacDowell	\$172,593.70

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 = \$1,223,977.00

Job Order Contracts:

Total Job Order Contracting Contracts = \$535,456.29

Implementation and Assessment Plan

Upon the Board's approval, the attached professional services contracts and report of job order contracting contracts will be executed.

Committee's Recommendation

By consensus, your Committee recommends that the Board approve the attached professional services contracts and report of job order contracting contracts.

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

* * * * *

(Item 7) Report on Transportation Analysis and Possible Action on Administrative Recommendations for Transportation

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

Background

The Administration contracted with 4MATIV to conduct a review of Pupil Transportation focused on identifying operational efficiencies and opportunities for improvement. Through data analysis and system modeling, 4MATIV developed a range of potential strategies to reduce costs and enhance service delivery, including adjustments to school bell times, increased bus utilization, consideration of parent payment options, and expanded use of public transit.

Building on this analysis, the Administration evaluated these strategies in the context of local conditions, historical practices, and equity considerations, ensuring alignment with Administrative Policy 4.04. Recommendations were further modeled to assess feasibility and effectiveness.

Recommendations for FY27 include:

Align Walk-to-Stop practice with Board Policy

Adjust 3rd tier Bell Schedules

Adjust Transportation Procedures

Recommendations for FY28 include:

Expand use of Milwaukee County Transit System

Adjust Bell Schedules

Following Board approval of the Administration's proposed recommendations, the Administration will begin implementation of FY27 recommendations. Planning, including engagement with community stakeholders, final recommendations, including detailed implementation components, will be presented in January 2027.

MPS Service Issues

Problem Statement

Buses are arriving late to schools at the 9:10am – 4:10pm school day. On-Time Performance (OTP) at 4:00-4:15pm averages 68-70%. These late buses significantly weigh down overall PM OTP, to a district-wide average of 83-85%

Analysis

MPS operates a three-tier bus schedule: (7:15am, 8:00am, 9:05am) and (2:00-2:15pm, 3:25pm, 4:00-4:15pm). While the schedule allows for 50 minutes between the 3:25pm and the 4:15pm tiers, there are many schools who dismiss at 4:00-4:05pm allowing only 35 minutes between tiers. There are 139 routes that dismiss at the 4:00-4:05pm time. These are schools have chronically late buses. Nine (9) schools would move from 9:15am - 4:00pm to 9:30am – 4:15pm; and eighteen (18) schools would move from 9:10am – 4:10pm to 9:15am – 4:15pm.

Service Impact

Projected OTP 95+%. Note: Aligning bell times, that will be addressed later, is not feasible without making this change, as it would result in more late buses at the Tier 3.

Problem Statement

Customer service operations are decentralized, with responses provided by DOT, schools and 17 vendors. This creates inequity, confusion, delays issue resolution, and places the transportation management burden on school staff.

Analysis

Currently, school office staff are responsible for entering transportation requests and communication with vendors. MPS needs to establish a unified, centrally operated customer service center. An additional 6 FTEs would be required to enable proactive monitoring, response standards, trend analysis, & consistent communication. Limited Term Employees (LTE) could be used August-September.

Service Impact

Improve customer service to schools, parents and students.

Fiscal Impact

An additional \$80,000 in LTE FY27 costs and \$540,000 in wage and benefits in FY28 costs.

Improve Bus Utilization –

Walk to Stop Policy

Elementary & Middle School: Currently, stops are generated based on Kindergarten student residences. In addition, “no-cross” streets (major arterials) are incorporated in stop generation. Typical K-5 student walks 0.07–0.10 miles.

High School: Typical 9-12 student walks 0.1- 0.2 miles. “No cross” streets do not apply.

Apply Current Walk-To Stop Policy**Service Impact**

Although changing the current walk-to-stop practice may result in significant parent concerns, it is anticipated that the actual average walk-to-stop distance for elementary and middle school students would be less than the current Board policy of 0.25 mile. Consolidating bus stop would also improve on-time performance.

Fiscal Impact

\$2 million. Utilizing the current Board Policy maximum walk-to-stop of 0.25 mile and maintaining the “no-cross street” practice could result in the elimination of 35 am/pm trips at elementary and middle schools (20 tier 1 and 15 tier 3). Utilizing maximum walk-to-stop distance of 0.5 mile at high schools could result in the elimination of 45 tier 2 trips.

Adjust Transportation Procedures

High-Cost Service

Currently, 2.5% of riders (1,044 riders) account for 15% of the transportation budget or \$11.8 million. Students are primarily SPED and homeless students.

- 406 buses/vans with < 4 riders
- 137 yellow bus
- 269 vans

Adjusted Procedures

- Expand bus arrival/departure window from 10 minutes to 20 minutes for high-cost service. (20 minutes before bell in am, 20 minutes after bell in pm.)
- Combine schools on buses/vans for high-cost service
Examples: • Fernwood-Trowbridge
- Engleburg-Emerson

- South HS – Bradley Tech
 - Hamilton HS –Audubon HS
- 41 bus/van trips eliminated

Service Impact

Schools may need to provide supervision for 1-3 students outside of the school day.

Fiscal Impact

\$1.2 million

Operational Investments

Enhanced Data Quality

- Improve GPS capture rates. Reconfigure geo-fencing and bus identification protocols for vehicle substitution.
- Explore rider-tracking applications to verify actual vs. planned ridership and improve reimbursement claims for high-cost SPED service.
- Enhance GPS Dashboard and RealTime Reporting to include school level access and ‘by route’ and ‘by tier reporting’.

Customer Service

- Establish an “opt-out” practice for registering students on “Where’s the Bus” platform.
- 3rd tier bell-time changes improves OTP.

Vendor Performance

- Deploy performance dashboards for continuous improvement on KPIs.
- Revise and incorporate Contractor Performance Metrics into 2026-27 Bid Specifications and Operating Procedures

Review District Transportation Policies and Practices

- Examine district eligibility policies.
- Examine SPED assignments and transportation requirements.
- Examine student assignment policies and practices.
- Examine district-wide bell schedules.
- Examine operational practices to improve efficiencies and customer service.
- Solicit extensive community outreach and input into the process.
- Align transportation Key Performance Indicators (KPI) and operational strategies with the district’s Strategic Plan.

Long-Range Facilities Master Plan

- Incorporate student assignment and transportation policies in the Long-Range Facilities Master Plan (LRFMP). Consider transportation recommendations from the LRFMP subcommittees

Expand Use of Milwaukee County Transit System (MCTS)

Most urban school districts utilize public bus/transit services to transport high school students to and from school. Public transportation provides a lower-cost alternative to yellow buses and provide greater flexibility for students to attend extra-curricular and after-school programs, as well as work opportunities.

The proposed criteria for using MCTS service is as follows:

- Max 1 mile walking, inclusive of combined distance home-to-stop and stop-to-school
- Max 70 minutes inclusive of time walking, waiting, traveling, and transferring
- May arrive at school 10-20 minutes before AM bell
- No transfers

Currently, about 1,500 students use MCTS. MCTS is undergoing a full-range review of their operations. This proposal would increase the number of students by 800 to 2,300 students. This aligns with 4MATIV Model B analysis of public transit use.

Many high school students have difficulty returning to their school when they move. This proposal also provides a MCTS pass to students who are outside the “yellow bus” transportation region. 26% of transportation appeals are high school students who moved outside the transportation region for their school.

Service Impact

Expand opportunities for students to participate in afterschool activities. Provide MCTS bus pass for students who move outside their high school’s transportation region. Reduce the number of buses operating at the 8:00am – 3:25pm tier would improve OTP at tier 3.

Fiscal Impact

\$580,000 - Thirty (30) am/pm bus trips are eliminated. MPS is currently in discussions with MCTS to move 800 students to transit service.

Reimbursement Opportunities

- Maximize Medicaid reimbursement for students-with –disabilities by implementing RFID or other student counting mechanisms. This will increase service delivery counts required to confirm eligible billing days.
- Maximize State transportation aid by more accurate counting of actual ridership.

Enhanced Data Quality

- Explore rider-tracking applications to verify actual vs. planned ridership and improve reimbursement claims for high-cost SPED service.

Customer Service

- Establish a centralized Transportation Operations Center to enable proactive monitoring, response standards, trend analysis, and consistent communication.

System Performance

- Deploy performance dashboards for continuous improvement on KPIs.

Opportunity Analysis by 4MATIV

4MATIV partnered with MPS to identify transportation efficiency opportunities that could be implemented in FY27

✓ System Summary: Quantitatively summarize the current transportation operation in order to confirm complete data capture and establish a baseline for system efficiency.

✓ Opportunity Analysis: Analyze system configuration and recommend solutions for optimization, estimating the potential cost savings from promising interventions.

✓ Public Transit Feasibility Analysis: Simulate transit journeys for HS students to evaluate the potential efficiency benefit of expanding transit access. Offer recommendations for how MPS should integrate transit as a modal option.

✓ Inclusive Service Analysis: Analyze accommodations by school and disability to identify disparities. Outline differentiated supports to increase access to LRE and efficiency

MPS operates a highly complex transportation system

- Routes: MPS operates 818 outsourced vehicles across 17 vendors.
- Ride Duration: The typical trip is scheduled to run 47 minutes.
- Bell Times: There is a sizable trip imbalance across the three tiers of bus service, with excess trips in Tiers 1 and 2 and too few trips in Tier 3.
- Service Levels: Median home-to-stop distance is just 0.11 miles.
- Seat Utilization: The typical trip has only 51% of seats planned occupied.
- GPS Capture: 32% of trips lack on-time performance data due to missing GPS feeds or driver logins.

- On-Time Performance: Excluding data gaps, systemwide OTP is 73%, but drops to 49.5% when considering all trips. Performance degrades overtime and is lowest for Tier 3.

MPS stop policy sets comparatively short distance thresholds relative to many peer large districts

- 4MATIV found stop distance policies for 63 of the 200 largest U.S. school districts. The median home-to-stop distance cap is 1 mile for elementary and 1.5 miles for middle and high school.

- MPS currently caps stop distances at 0.25 miles for elementary and 0.5 miles for middle and high school, making MPS one of the most accommodating districts.

- This accommodating policy requires more stops per route, leading to longer trips, lower bus utilization, and a larger fleet. This policy prevents MPS from consolidating stops, optimizing routes, and lowering per-rider costs without sacrificing service quality.

- Sustained stop consolidation requires a supportive policy. Increasing the maximum home-to-stop distance gives MPS the flexibility to consolidate stops, improving seat utilization and cutting costs.

A modest policy adjustment of +0.25 mi. would bring MPS closer into alignment with other large districts and provide necessary latitude to the MPS team as it seeks to increase utilization.

87% of the districts surveyed have a longer home-to-stop distance cap for elementary students than MPS

Efficiency is constrained by trip imbalance by bell time tier

Tracked-trip OTP stable at 73% but 1/3 of trips lack data

- Overall on-time performance degrades by bell time tier—from 80% in Tier 1, to 77% in Tier 2, and 61% in Tier 3. Low afternoon OTP is driven by Tier 3; PM Tier 3 OTP drops to just 32% compared to 71% for Tier 1 and 81% for Tier 2.

- GPS data gaps remain across tiers and service shifts, with 24-41% of trips lacking GPS capture for school arrivals. GPS capture is worse in the afternoon.

Targeted improvements to Tier 3 afternoon routing and scheduling would have the greatest impact on district-wide performance.

Identified opportunities have the potential to yield substantial cost savings and operational efficiency

Direct Levers <i>Defined Cost Savings</i>	Enabling Levers <i>Indirect Savings</i>
Balance Bell Times	Improve Data Hygiene
Increase Seat Utilization	Centralize Communication
Offer Parent Payment	Enhance Tracking
Better Leverage Transit	Manage Vendor Performance
Strategically Automate	

Quantified cost savings opportunities

Opportunity	Operational Efficiency	Annual Savings*
Bell Time Balancing	● Move Tier 1 schools to Tier 2 or 3 ● Balance trip demands, improve vehicle utilization ● Balancing trips is synergistic with other solutions	\$4.2M
Seat Utilization	● Increase seat utilization from 51% to 60% ● Strategic stop & route consolidation	\$11.1M
Parent Payment	● Offer SWD parent reimbursement in lieu of service ● Consolidate expensive specialized service routes	\$2.4M
Public Transit	● Offer HS students a transit pass in lieu of service ● Negotiate a reduced fare with MCTS	\$2.7M
System Management		Indirect operational savings

- Improve GPS tracking, live service visibility and monitoring, automated billing verification
- Provide proactive customer service + communication

Enabling infrastructure to sustain and protect savings

Improve Data Hygiene

- Constrain text answers in IEP supplement, require Y/N radio boxes for accommodations, revise current keyword scraping from IEPs, implement stronger data governance for school bell times

Centralize Communications

- Move away from decentralized school-managed complaint response, which creates inequity, delays issue resolution, and places the transportation management burden on school staff
- Establish a centralized Transportation Operations Center to enable proactive monitoring, response standards, trend analysis, & consistent communication. The current decentralized model cannot sustainably support service quality at this scale.

Enhance Tracking

- Assess and improve GPS capture rates, ensuring route-level OTP and GPS tracking
- Ensure high-fidelity trip-vehicle tracking during live service; outline protocol for substitutions
- Encourage use of parent app once trip-vehicle associations are confirmed to be strong
- Explore schedule vs. actual tracking and text-based communication platforms

Manage Performance

- Implement AVL solution enabling MPS to view live and historical service across EVERY vendor
- Deploy performance dashboards for continuous improvement on KPIs
- Monitor live service timely vehicle substitution, and on-time yard departures
- Periodically audit actual ridership at the student level (3-4X); pair with opt-out campaign

Strategically Automate

- Automate billing verification to improve accuracy, efficiency, consistency, and transparency
- Ensure human-review of stop assignment to prevent efficiency erosion
- Automatic stop assignment should be designed to maximize efficiency, not convenience

Recommended Next Steps

	Immediately	For FY27
Bell Time	Identify modest efficiency opportunities	Implement targeted adjustments.
Balancing	and engage school communities.	
Seat Utilization	Test stop consolidation options.	Consolidate stops within safety standards.
Parent Payment	Finalize program design.	Launch pilot for eligible students.
Public Transit	Strengthen partnership terms.	Expand transit as an opt-in option.
Ridership Audits	Remove non-riders from routes.	Repeat student-level audits regularly.
System	Evaluate communication and tracking	Launch stronger operational tools.
Management	solutions.	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The Administration's proposed changes to pupil transportation are projected to reduce transportation cost at a rate of \$3.2 million in FY27 and \$8 million in FY28.

Implementation and Assessment Plan

Upon Board approval of the Administration's transportation recommendations, the Administration will implement the FY27 recommendations and initiate planning and stakeholder engagement related to FY28 transportation services. Final detailed FY28 recommendations are anticipated to be presented to the Board for consideration and approval in January 2027.

* * * * *

(Item 8) Action on Approval of the 2026-2027 Salary Schedules

Background

On May 28, 2026, the Board approved phase one of salary increases across the board effective July 1, 2026. The salary schedules for 2026-2027 are attached. Authorized expenditures were previously approved in the FY27 budget.

New for 2027-28 Academic Year/After July 1, 2027

Requirements for Annual Increase and Step Movement

To receive the annual increase on the salary schedule, employees must meet all applicable requirements established by the Milwaukee Public Schools.

1. Performance Improvement Plan (PIP) Requirement: Employees who are placed on a Performance Improvement Plan during the applicable school year must have successfully completed and been released from the performance improvement plan no later than June 30 of that school year to be eligible for an annual cost-of-living increase and/or step movement.

2. Mandatory Training Requirement: Employees must complete all HR mandated training by December 1 of the academic year, or, for new staff, within 90 days of hire, in order to be eligible for an annual cost-of-living increase and/or step movement.

Hourly Rates

Child Care Worker\$18.68/hr
 General Education Assistant\$18.68/hr
 Psychometric Assistant\$39.95/hr
 School Nursing Assoc. (Part Time) \$24.36-31.47/hr depending on experience

Administrators and Supervisor Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated. Salaries range from 200 to 260 days as indicated by Grade:

A = 260; C & D = 200

Grade	Job Titles	Min	Mid	Max
00A	Assistant	\$45,526.68	\$51,176.37	\$56,826.98
01A	Assistant I	\$56,520.29	\$66,104.34	\$75,689.79
02A	Assistant II, Paralegal	\$58,640.05	\$69,990.74	\$81,340.53
02C	Assistant II	\$50,746.18	\$60,533.73	\$70,323.41
03A	Assistant III, Associate I, Technician I, Accountant I	\$60,919.62	\$74,183.46	\$87,448.36
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$65,506.95	\$79,793.45	\$94,079.07
05A	Associate III, Analyst I, Accountant III	\$70,366.89	\$85,805.73	\$101,245.60
05D	Associate III, Analyst I, Accountant III	\$57,803.43	\$74,797.36	\$91,792.18

06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$78,970.49	\$96,356.44	\$113,742.08
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$68,183.68	\$83,128.68	\$98,072.66
07A	Coordinator II, Analyst III	\$82,729.42	\$100,967.46	\$119,205.99
07C	Coordinator II, Analyst III	\$71,400.92	\$87,075.36	\$102,751.34
08A	Coordinator III, Specialist I	\$86,690.46	\$105,828.22	\$124,966.00
08C	Coordinator III, Specialist I	\$74,812.04	\$91,250.86	\$107,690.83
09A	Supervisor I, Specialist II	\$90,910.00	\$110,949.79	\$130,989.23
09C	Supervisor I, Specialist II	\$78,360.64	\$95,604.75	\$112,850.54
10A	Supervisor II, Specialist III	\$95,196.53	\$116,253.44	\$137,309.73
10C	Assistant Principal I - Elem, Supervisor II, Specialist III	\$82,086.68	\$100,171.48	\$118,256.31
11A	Manager I, Specialist IV	\$99,761.53	\$121,853.59	\$143,945.15
11C	Assistant Principal II - MS, Manager I, Specialist IV	\$85,998.36	\$104,970.73	\$123,941.34
12A	Manager II	\$104,562.72	\$127,739.15	\$150,917.80
12C	Manager II, Assistant Principal III - HS	\$90,072.21	\$109,969.27	\$129,867.50
13A	Manager III, Principal I - K-6, Principal I - K-8	\$109,595.39	\$133,915.06	\$158,234.73
14A	Director I, Principal I-9-12, Principal I-K-12, Principal I-6-8, Principal II-K-8	\$114,888.92	\$140,403.45	\$165,919.45
15A	Director II, Principal II - 9-12, Principal II - K-12	\$120,435.08	\$147,210.48	\$173,984.88
16A	Senior Director	\$126,267.94	\$154,361.98	\$182,454.98
17A	Academic Superintendent, Deputy Chief	\$152,244.41	\$175,043.27	\$197,841.84
18A	Chief	\$178,220.88	\$195,724.56	\$213,228.71
19A	Deputy Superintendent	\$204,954.01	\$225,083.25	\$245,213.02

Building Service Helper (BSH) 260 Days

	BSH I HOURLY	BSH I ANNUAL	BSH II HOURLY	BSH II ANNUAL
99	\$ 18.68	\$ 38,860.71	\$ 21.04	\$ 43,773.29
1	\$ 19.31	\$ 40,156.07	\$ 21.69	\$ 45,117.53
2	\$ 19.93	\$ 41,451.43	\$ 22.34	\$ 46,461.77
3	\$ 20.55	\$ 42,746.78	\$ 23.00	\$ 47,830.45
4	\$ 21.17	\$ 44,042.14	\$ 23.64	\$ 49,174.69
5	\$ 21.80	\$ 45,337.50	\$ 24.29	\$ 50,518.93
6	\$ 22.42	\$ 46,632.86	\$ 24.93	\$ 51,863.17
7	\$ 23.04	\$ 47,928.21	\$ 25.58	\$ 53,207.40
8	\$ 23.67	\$ 49,223.57	\$ 26.23	\$ 54,551.64
9	\$ 24.29	\$ 50,518.93	\$ 26.87	\$ 55,895.88
10	\$ 24.91	\$ 51,814.28	\$ 27.52	\$ 57,240.12
11	\$ 25.53	\$ 53,109.64	\$ 28.17	\$ 58,584.36

Children's Health Assistant 187 Days

STEPS	HOURLY	6 HOUR	6.5 HOUR	7 HOUR	8 HOUR
		ANNUAL	ANNUAL	ANNUAL	ANNUAL
99	\$20.37	\$ 23,096.74	\$ 25,020.73	\$ 26,945.98	\$ 30,795.23
1	\$21.02	\$ 23,840.36	\$ 25,826.74	\$ 27,813.11	\$ 31,787.14
2	\$21.68	\$ 24,583.98	\$ 26,632.75	\$ 28,681.52	\$ 32,779.06
3	\$22.34	\$ 25,328.87	\$ 27,438.76	\$ 29,549.92	\$ 33,770.98
4	\$22.99	\$ 26,072.49	\$ 28,244.77	\$ 30,418.33	\$ 34,762.89
5	\$23.65	\$ 26,816.11	\$ 29,050.78	\$ 31,286.73	\$ 35,756.08
6	\$24.30	\$ 27,561.00	\$ 29,858.07	\$ 32,153.86	\$ 36,748.00
7	\$24.96	\$ 28,304.62	\$ 30,664.08	\$ 33,022.26	\$ 37,739.91
8	\$25.62	\$ 29,049.51	\$ 31,470.09	\$ 33,890.67	\$ 38,731.83
9	\$26.27	\$ 29,793.13	\$ 32,276.10	\$ 34,759.07	\$ 39,723.74
10	\$26.93	\$ 30,536.74	\$ 33,082.11	\$ 35,626.20	\$ 40,715.66
11	\$ 27.58	\$ 31,281.15	\$ 33,887.92	\$ 36,494.68	\$ 41,708.21

Clerical Staff

STEPS	HOURLY	200 DAYS	220 DAYS 11 MONTH	HOURLY	260 DAYS	HOURLY	260 DAYS
99	\$ 19.34	\$ 30,937.35	\$ 34,031.46	\$ 18.68	\$ 38,856.54	\$ 20.71	\$ 43,067.72
1	\$ 20.07	\$ 32,114.71	\$ 35,325.69	\$ 19.42	\$ 40,400.48	\$ 21.55	\$ 44,815.92
2	\$ 20.81	\$ 33,290.84	\$ 36,619.93	\$ 20.16	\$ 41,940.24	\$ 22.39	\$ 46,564.12
3	\$ 21.54	\$ 34,466.97	\$ 37,914.16	\$ 20.90	\$ 43,480.01	\$ 23.23	\$ 48,312.32
4	\$ 22.28	\$ 35,644.33	\$ 39,208.39	\$ 21.64	\$ 45,019.77	\$ 24.07	\$ 50,061.75
5	\$ 23.01	\$ 36,820.46	\$ 40,502.63	\$ 22.38	\$ 46,559.53	\$ 24.91	\$ 51,809.95
6	\$ 23.75	\$ 37,997.82	\$ 41,796.86	\$ 23.12	\$ 48,099.30	\$ 25.75	\$ 53,558.15
7	\$ 24.48	\$ 39,173.95	\$ 43,091.10	\$ 23.86	\$ 49,639.06	\$ 26.59	\$ 55,306.35
8	\$ 25.22	\$ 40,351.31	\$ 44,385.33	\$ 24.61	\$ 51,178.83	\$ 27.43	\$ 57,055.78
9	\$ 25.95	\$ 41,527.43	\$ 45,679.56	\$ 25.35	\$ 52,718.59	\$ 28.27	\$ 58,803.98
10	\$ 26.69	\$ 42,703.56	\$ 46,975.03	\$ 26.09	\$ 54,258.35	\$ 29.11	\$ 60,552.18
11	\$ 27.43	\$ 43,888.45	\$ 48,277.30	\$ 26.83	\$ 55,798.12	\$ 29.96	\$ 62,312.20
POSITIONS INCLUDE	SCHOOL SECRETARY (HRLY) - 10 MONTH			DUPL EQUIP OPERATOR I		CONTRACTS CLERK	
	SCHOOL SECRETARY I - 10 MONTH			SCHOOL SECRETARY I - 12 MONTH		DUPL EQUIP OPERATOR II	
	SCHOOL SECRETARY I - 11 MONTH			TELEPHONE OPERATOR		SECRETARY II	
STEPS	HOURLY	260 DAYS	HOURLY	260 DAYS	HOURLY	260 DAYS	
99	\$ 19.98	\$ 41,564.34	\$ 23.09	\$ 48,025.67	\$ 27.93	\$ 58,100.27	
1	\$ 20.68	\$ 43,019.74	\$ 23.90	\$ 49,704.97	\$ 28.67	\$ 59,643.02	
2	\$ 21.38	\$ 44,475.14	\$ 24.70	\$ 51,385.51	\$ 29.42	\$ 61,185.76	
3	\$ 22.08	\$ 45,931.77	\$ 25.51	\$ 53,064.82	\$ 30.16	\$ 62,728.51	
4	\$ 22.78	\$ 47,387.16	\$ 26.32	\$ 54,745.35	\$ 30.90	\$ 64,271.26	

5	\$ 23.48	\$ 48,842.56	\$ 27.13	\$ 56,424.66	\$ 31.64	\$ 65,814.00
6	\$ 24.18	\$ 50,299.19	\$ 27.94	\$ 58,105.19	\$ 32.38	\$ 67,356.75
7	\$ 24.88	\$ 51,754.59	\$ 28.74	\$ 59,784.50	\$ 33.12	\$ 68,899.49
8	\$ 25.58	\$ 53,209.99	\$ 29.55	\$ 61,465.03	\$ 33.87	\$ 70,442.24
9	\$ 26.28	\$ 54,666.61	\$ 30.36	\$ 63,144.34	\$ 34.61	\$ 71,984.99
10	\$ 26.98	\$ 56,122.01	\$ 31.17	\$ 64,824.87	\$ 35.35	\$ 73,527.73
11	\$ 27.69	\$ 57,588.25	\$ 31.98	\$ 66,511.31	\$ 36.09	\$ 75,067.77
POSITIONS INCLUDE	ACCOUNTING ASST		ACCT CLERK II, ACCT ASST II		ACCOUNTING ASST III	
	HUMAN RESOURCES SERVICES ASST		DATA SUPPORT ASST			
	PAYROLL ASST		PAYROLL ASST II			

Engineer 260

STEPS	BOILER ATTENDANT TRAINEE	BOILER ATTENDANT	SCHOOL ENGINEER I	SCHOOL ENGINEER II	SCHOOL ENGINEER III	SCHOOL ENGINEER III+	SCHOOL ENGINEER IV
99	45,645.12	51,985.88	58,325.41	64,664.94	71,004.47	76,075.60	82,415.13
1	47,064.84	53,368.69	59,732.83	66,162.17	72,665.32	77,667.56	83,833.62
2	48,484.56	54,752.73	61,141.47	67,660.62	74,324.94	79,258.29	85,250.88
3	49,903.05	56,136.77	62,548.89	69,159.08	75,985.79	80,850.24	86,668.14
4	51,322.77	57,519.59	63,956.31	70,656.31	77,646.65	82,442.20	88,085.40
5	52,742.49	58,903.63	65,364.96	72,154.76	79,307.50	84,032.93	89,502.66
6	54,160.98	60,287.67	66,772.37	73,653.22	80,967.12	85,624.88	90,919.92
7	55,580.70	61,671.72	68,181.02	75,150.45	82,627.97	87,215.61	92,337.18
8	57,000.42	63,054.53	69,588.44	76,648.90	84,288.82	88,807.57	93,754.44
9	58,418.91	64,438.57	70,997.09	78,147.36	85,949.67	90,398.29	95,172.93
10	59,838.63	65,822.61	72,404.51	79,644.59	87,609.29	91,990.25	96,590.19
11	61,258.35	67,206.66	73,811.92	81,141.81	89,268.91	93,582.21	98,007.45

**Food Service Assistant (FSA), School
Kitchen Manager (SKM), Central
Kitchen Manager (CKM) 191 Days**

STEPS	FOOD SERVICE ASSISTANT	FOOD SERVICE ASSISTANT IN CHARGE	SCHOOL KITCHEN MANAGER TRAINEE	SCHOOL KITCHEN MANAGER I	SCHOOL KITCHEN MANAGER I
	HOURLY	HOURLY	HOURLY	HOURLY	ANNUAL
99	\$ 18.68	\$18.99	\$19.12	\$19.93	\$30,447.71
1	\$ 19.24	\$19.55	\$19.68	\$20.52	\$31,360.56
2	\$ 19.80	\$20.11	\$20.24	\$21.12	\$32,274.65
3	\$ 20.36	\$20.67	\$20.80	\$21.72	\$33,187.50
4	\$ 20.92	\$21.23	\$21.36	\$22.32	\$34,101.58
5	\$ 21.48	\$21.79	\$21.92	\$22.92	\$35,014.44
6	\$ 22.04	\$22.35	\$22.48	\$23.51	\$35,928.52

7	\$ 22.60	\$22.92	\$23.04	\$24.11	\$36,841.37
8	\$ 23.16	\$23.48	\$23.60	\$24.71	\$37,755.46
9	\$ 23.72	\$24.04	\$24.16	\$25.31	\$38,668.31
10	\$ 24.29	\$24.60	\$24.72	\$25.90	\$39,581.16
11	\$ 24.85	\$25.16	\$25.28	\$26.50	\$40,494.98

STEPS	SKM II	SKM II	SKM III	SKM III	CKM II	CKM II
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
99	\$ 21.17	\$32,350.92	\$22.42	\$34,252.91	\$24.29	\$37,107.11
1	\$ 21.81	\$33,320.37	\$23.10	\$35,299.86	\$25.00	\$38,195.89
2	\$ 22.44	\$34,291.04	\$23.79	\$36,346.81	\$25.71	\$39,284.67
3	\$ 23.08	\$35,261.72	\$24.47	\$37,393.76	\$26.42	\$40,373.45
4	\$ 23.71	\$36,232.39	\$25.16	\$38,439.48	\$27.13	\$41,462.23
5	\$ 24.35	\$37,203.07	\$25.84	\$39,486.43	\$27.85	\$42,549.78
6	\$ 24.98	\$38,173.75	\$26.53	\$40,533.38	\$28.56	\$43,638.56
7	\$ 25.62	\$39,144.42	\$27.21	\$41,579.11	\$29.27	\$44,727.34
8	\$ 26.25	\$40,113.87	\$27.90	\$42,626.06	\$29.98	\$45,816.12
9	\$ 26.89	\$41,084.54	\$28.58	\$43,673.01	\$30.70	\$46,903.67
10	\$ 27.52	\$42,055.22	\$29.27	\$44,719.96	\$31.41	\$47,992.45
11	\$ 28.16	\$43,025.92	\$29.95	\$45,766.18	\$32.12	\$49,081.14

Interpreter (INTERP) 187 Days

STEPS	HOURLY	7 HOUR INTERP	8 HOUR INTERP
		ANNUAL	ANNUAL
99	\$31.00	\$ 40,575.58	\$ 46,372.09
1	\$32.25	\$ 42,221.37	\$ 48,252.99
2	\$33.51	\$ 43,867.16	\$ 50,133.89
3	\$34.77	\$ 45,512.94	\$ 52,014.79
4	\$36.04	\$ 47,174.11	\$ 53,913.27
5	\$37.30	\$ 48,819.90	\$ 55,794.17
6	\$38.55	\$ 50,465.69	\$ 57,675.07
7	\$39.81	\$ 52,111.47	\$ 59,555.97
8	\$41.07	\$ 53,757.26	\$ 61,436.87
9	\$42.32	\$ 55,403.05	\$ 63,317.77
10	\$43.59	\$ 57,064.22	\$ 65,216.25
11	\$44.85	\$ 58,710.00	\$ 67,097.15
12	\$46.11	\$ 60,355.79	\$ 68,978.05
13	\$47.37	\$ 62,001.58	\$ 70,858.95

Paraprofessional (Para) 187 Days

	PARA	6 HOUR PARA	6.5 HOUR PARA	7 HOUR PARA	7.5 HOUR PARA	8 HOUR PARA
STEPS	HOURLY	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
99	\$ 20.69	\$ 23,216.81	\$ 25,151.54	\$ 27,086.28	\$ 29,021.01	\$ 30,955.74
1	\$ 21.20	\$ 23,783.72	\$ 25,765.69	\$ 27,747.67	\$ 29,729.64	\$ 31,711.62
2	\$ 21.96	\$ 24,640.67	\$ 26,694.06	\$ 28,747.45	\$ 30,800.83	\$ 32,854.22
3	\$ 22.73	\$ 25,497.62	\$ 27,622.42	\$ 29,747.22	\$ 31,872.02	\$ 33,996.83
4	\$ 23.48	\$ 26,341.39	\$ 28,536.50	\$ 30,731.62	\$ 32,926.73	\$ 35,121.85
5	\$ 24.24	\$ 27,198.34	\$ 29,464.87	\$ 31,731.40	\$ 33,997.92	\$ 36,264.45
6	\$ 25.00	\$ 28,055.29	\$ 30,393.23	\$ 32,731.17	\$ 35,069.11	\$ 37,407.06
7	\$ 25.77	\$ 28,912.24	\$ 31,321.60	\$ 33,730.95	\$ 36,140.30	\$ 38,549.66
8	\$ 26.52	\$ 29,756.01	\$ 32,235.68	\$ 34,715.35	\$ 37,195.01	\$ 39,674.68
9	\$ 27.28	\$ 30,612.96	\$ 33,164.04	\$ 35,715.12	\$ 38,266.20	\$ 40,817.29
10	\$ 28.05	\$ 31,469.92	\$ 34,092.41	\$ 36,714.90	\$ 39,337.40	\$ 41,959.89
11	\$ 28.81	\$ 32,326.87	\$ 35,020.77	\$ 37,714.68	\$ 40,408.59	\$ 43,102.49

Permit/Intern Teachers 191 Days

STEPS	ANNUAL	NOTES
98	\$54,220.75	NEW RESIDENT TEACHERS BEGIN AT STEP 98
99	\$55,201.91	NEW PERMIT/INTERN TEACHERS BEGIN AT STEP 99
1	\$57,230.01	Upon approved DPI licensure, those at step 99 with ONLY one full year of completed service will move to step 1.

Psychologist 200 Days

STEPS	ANNUAL
99	\$ 71,163.56
1	\$ 74,122.30
2	\$ 77,081.03
3	\$ 80,038.59
4	\$ 82,998.50
5	\$ 85,956.06
6	\$ 88,913.62
7	\$ 91,873.53
8	\$ 94,831.09
9	\$ 97,789.83
10	\$ 100,748.56
11	\$ 103,707.30
12	\$ 106,664.86
13	\$ 109,624.77
14	\$ 112,582.33

15	\$ 115,539.88
----	---------------

Safety Assistant 187 Days

STEPS	HOURLY	ANNUAL
99	\$20.02	\$ 29,946.91
1	\$20.52	\$ 30,692.86
2	\$21.27	\$ 31,820.87
3	\$22.04	\$ 32,967.08
4	\$22.79	\$ 34,095.09
5	\$23.56	\$ 35,241.30
6	\$24.32	\$ 36,387.50
7	\$25.08	\$ 37,515.51
8	\$25.84	\$ 38,661.72
9	\$26.60	\$ 39,789.73
10	\$27.36	\$ 40,935.94
11	\$28.13	\$ 42,082.15

SAFETY ASST II	
\$ 37,527.04	\$ 48,786.25

School Bookkeeper

		10 MONTH 200 DAYS	12 MONTH 260 DAYS	12 MONTH 260 DAYS
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL
99	\$24.89	\$39,819.54	\$22.97	\$47,781.57
1	\$25.69	\$41,097.98	\$23.71	\$49,321.33
2	\$26.47	\$42,357.61	\$24.43	\$50,812.22
3	\$27.27	\$43,636.05	\$25.17	\$52,351.98
4	\$28.06	\$44,895.69	\$25.91	\$53,891.74
5	\$28.86	\$46,174.12	\$26.63	\$55,382.63
6	\$29.65	\$47,433.76	\$27.37	\$56,922.39
7	\$30.45	\$48,712.20	\$28.10	\$58,437.71
8	\$31.23	\$49,971.83	\$28.84	\$59,977.48
9	\$32.03	\$51,250.27	\$29.55	\$61,468.36
10	\$32.82	\$52,509.90	\$30.29	\$63,008.13
11	\$33.61	\$53,769.54	\$31.03	\$64,547.89

School Nursing Associate 189 Days

STEPS	HOURLY	7.5 HOURS
99	\$29.18	\$ 41,357.10
1	\$30.13	\$ 42,706.25

2	\$31.08	\$ 44,055.39
3	\$32.03	\$ 45,404.53
4	\$32.98	\$ 46,753.68
5	\$33.93	\$ 48,102.82
6	\$34.87	\$ 49,435.31
7	\$35.83	\$ 50,784.46
8	\$36.78	\$ 52,133.60
9	\$37.73	\$ 53,482.74
10	\$38.68	\$ 54,831.89
11	\$39.63	\$ 56,181.03

Support Staff 1616

STEPS	IT TECHNICIAN I	IT TECHNICIAN II	SOCIAL WORK AIDE II 10 MONTH	INVENTORY SUPPLY CLERK TRUCK DRIVER	GROUNDS KEEPER	INSTRUMENT SPEC SMALL ENGINE MECHANIC
	260 DAYS	260 DAYS	187 DAYS	260 DAYS	260 DAYS	260 DAYS
99	\$ 63,127.11	\$ 64,704.31	\$ 23,216.81	\$ 58,882.72	\$ 56,920.45	\$ 51,445.79
1	\$ 64,378.29	\$ 65,987.47	\$ 23,783.72	\$ 60,051.46	\$ 58,051.06	\$ 52,475.52
2	\$ 65,629.46	\$ 67,270.63	\$ 24,640.67	\$ 61,220.21	\$ 59,180.44	\$ 53,504.02
3	\$ 66,881.87	\$ 68,552.56	\$ 25,497.62	\$ 62,387.73	\$ 60,311.05	\$ 54,533.75
4	\$ 68,133.04	\$ 69,835.72	\$ 26,341.39	\$ 63,556.47	\$ 61,441.66	\$ 55,562.24
5	\$ 69,384.22	\$ 71,117.65	\$ 27,198.34	\$ 64,725.22	\$ 62,571.04	\$ 56,590.74
6	\$ 70,635.39	\$ 72,400.82	\$ 28,055.29	\$ 65,893.97	\$ 63,701.65	\$ 57,620.47
7	\$ 71,886.57	\$ 73,682.75	\$ 28,912.24	\$ 67,062.72	\$ 64,832.25	\$ 58,648.97
8	\$ 73,137.74	\$ 74,965.91	\$ 29,756.01	\$ 68,230.23	\$ 65,961.63	\$ 59,677.46
9	\$ 74,388.92	\$ 76,247.84	\$ 30,612.96	\$ 69,398.98	\$ 67,092.24	\$ 60,707.19
10	\$ 75,641.32	\$ 77,531.00	\$ 31,469.92	\$ 70,567.73	\$ 68,222.85	\$ 61,735.69
11	\$ 76,893.73	\$ 78,814.16	\$ 32,326.87	\$ 71,736.47	\$ 69,353.46	\$ 62,764.19
STEPS	INSTRUMENT SPEC 10 MONTH		INFORMATION SPECIALIST	KITCHEN DRIVER		
	187 DAYS		260 DAYS	260 DAYS		
99	\$ 39,309.58		\$ 47,192.78	\$ 28.99		
1	\$ 40,095.67		\$ 48,750.29	\$ 29.53		
2	\$ 40,881.77		\$ 50,307.80	\$ 30.06		
3	\$ 41,669.04		\$ 51,865.31	\$ 30.59		
4	\$ 42,453.97		\$ 53,422.82	\$ 31.13		
5	\$ 43,240.06		\$ 54,980.33	\$ 31.66		
6	\$ 44,027.34		\$ 56,537.84	\$ 32.20		
7	\$ 44,813.43		\$ 58,095.35	\$ 32.72		
8	\$ 45,598.36		\$ 59,652.86	\$ 33.27		

9	\$ 46,385.63	\$ 61,209.14	\$ 33.79			
10	\$ 47,171.73	\$ 62,766.65	\$ 34.32			
11	\$ 47,957.82	\$ 64,324.16	\$ 34.86			
	NUTRITION TECH	NUTRITION TECH 10 MONTH	LAB	ENGINE MECHANIC	AUTO MECHANIC	AUTO MECHANIC FOREMAN
STEPS	260 DAYS	187 DAYS	260 DAYS	260 DAYS	260 DAYS	260 DAYS
99	\$ 37,883.09	\$ 30,076.16	\$ 20.84	\$ 53,459.73	\$ 60,430.38	\$ 66,473.42
1	\$ 38,860.71	\$ 30,901.04	\$ 21.26	\$ 55,054.15	\$ 62,230.25	\$ 68,452.91
2	\$ 39,838.34	\$ 31,724.73	\$ 21.68	\$ 56,649.79	\$ 64,031.35	\$ 70,434.86
3	\$ 40,815.97	\$ 32,549.61	\$ 22.10	\$ 58,244.21	\$ 65,832.46	\$ 72,414.35
4	\$ 41,793.60	\$ 33,373.31	\$ 22.51	\$ 59,839.86	\$ 67,632.33	\$ 74,395.07
5	\$ 42,771.23	\$ 34,198.18	\$ 22.93	\$ 61,435.51	\$ 69,433.43	\$ 76,375.79
6	\$ 43,748.85	\$ 35,021.88	\$ 23.35	\$ 63,029.92	\$ 71,233.30	\$ 78,356.51
7	\$ 44,726.48	\$ 35,846.75	\$ 23.76	\$ 64,625.57	\$ 73,034.40	\$ 80,337.22
8	\$ 45,704.11	\$ 36,670.45	\$ 24.18	\$ 66,219.99	\$ 74,834.27	\$ 82,317.94
9	\$ 46,681.74	\$ 37,495.32	\$ 24.60	\$ 67,815.64	\$ 76,635.37	\$ 84,298.66
10	\$ 47,659.37	\$ 38,319.02	\$ 25.02	\$ 69,410.05	\$ 78,436.47	\$ 86,279.38
11	\$ 48,636.99	\$ 39,142.72	\$ 25.43	\$ 71,004.47	\$ 80,237.57	\$ 88,260.10

Teacher Unit

STEPS	TEACHER BACHELOR'S 191 DAYS	TEACHER MASTER'S 191 DAYS	PHYSICAL THERAPIST 191 DAYS	OCCUPATIONAL THERAPIST 191 DAYS	SPEECH LANGUAGE PATHOLOGIST 191 DAYS	NURSE 200 DAYS
99	\$55,201.91	\$59,005.49	\$63,525.84	\$59,177.05	\$62,129.90	\$63,396.59
1	\$57,230.01	\$61,225.13	\$65,745.48	\$61,394.33	\$64,347.19	\$65,616.23
2	\$59,259.30	\$63,443.59	\$67,963.95	\$63,613.97	\$66,566.83	\$67,833.52
3	\$61,287.41	\$65,663.23	\$70,182.41	\$65,833.61	\$68,785.30	\$70,053.16
4	\$63,316.69	\$67,880.52	\$72,402.05	\$68,052.07	\$71,004.93	\$72,271.62
5	\$65,344.80	\$70,100.16	\$74,620.51	\$70,271.71	\$73,222.22	\$74,491.26
6	\$67,374.08	\$72,319.80	\$76,840.15	\$72,489.00	\$75,441.86	\$76,710.90
7	\$69,402.19	\$74,538.26	\$79,058.61	\$74,708.64	\$77,661.50	\$78,928.19
8	\$71,431.47	\$76,756.72	\$81,277.08	\$76,928.28	\$79,879.96	\$81,147.82
9	\$73,459.58	\$78,975.19	\$83,496.72	\$79,146.74	\$82,098.43	\$83,366.29
10	\$75,488.86	\$81,194.83	\$85,715.18	\$81,365.21	\$84,316.89	\$85,585.93
11	\$77,516.97	\$83,414.46	\$87,933.64	\$83,583.67	\$86,536.53	\$87,804.39
12	\$79,546.25	\$85,631.75	\$90,153.28	\$85,803.31	\$88,756.17	\$90,022.85
13	\$81,574.36	\$87,851.39	\$92,371.75	\$88,022.95	\$90,974.63	\$92,242.49
14	\$83,603.65	\$90,069.86	\$94,591.38	\$90,240.24	\$93,193.09	\$94,460.96
15	\$85,631.75	\$92,289.49	\$96,808.67	\$92,459.87	\$95,411.56	\$96,679.42
16	\$87,660.96	\$94,509.13	\$99,028.31	\$94,678.34	\$97,631.20	\$98,899.06

17	\$89,689.08	\$96,726.42	\$101,246.78	\$96,897.98	\$99,850.84	\$101,117.52
18	\$ -	\$98,946.06	\$103,466.41	\$99,116.44	\$102,068.12	\$103,337.16
19	\$ -	\$101,164.52	\$105,686.05	\$101,334.90	\$104,287.76	\$105,555.62
20	\$ -	\$103,384.16	\$107,903.34	\$103,554.54	\$106,506.23	\$107,774.09
STEPS	SCHOOL SOCIAL WORKER	SCHOOL COUNSELOR	TRAVELING MUSIC TEACHER	EMPLOYMENT TRAINING SPECIALIST	EMPLOYMENT TRAINING SPECIALIST	
		MASTER'S		BACHELOR'S	MASTER'S	
	200 DAYS	200 DAYS	191 DAYS	191 DAYS 1C	191 DAYS 1C	
99	\$69,292.91	\$61,785.62	\$27.72	\$60,859.74	\$65,053.70	
1	\$71,511.37	\$64,109.84	\$28.88	\$63,096.36	\$67,500.69	
2	\$73,731.01	\$66,432.88	\$30.03	\$65,332.97	\$69,946.45	
3	\$75,948.30	\$68,757.09	\$31.18	\$67,569.58	\$72,393.43	
4	\$78,167.94	\$71,078.96	\$32.34	\$69,806.20	\$74,839.19	
5	\$80,386.40	\$73,403.18	\$33.49	\$72,044.04	\$77,284.95	
6	\$82,606.04	\$75,727.39	\$34.64	\$74,280.65	\$79,731.94	
7	\$84,825.68	\$78,050.44	\$35.80	\$76,517.27	\$82,177.69	
8	\$87,042.97	\$80,374.65	\$36.95	\$78,753.88	\$84,624.68	
9	\$89,262.61	\$82,696.52	\$38.11	\$80,990.49	\$87,070.44	
10	\$91,481.07	\$85,020.74	\$39.26	\$83,227.11	\$89,517.43	
11	\$93,700.71	\$87,343.78	\$40.41	\$85,463.72	\$91,963.18	
12	\$95,919.17	\$89,667.99	\$41.57	\$87,700.33	\$94,410.17	
13	\$98,137.64	\$91,991.04	\$42.72	\$89,936.94	\$96,855.93	
14	\$100,357.27	\$94,314.08	\$43.88	\$92,173.56	\$99,302.92	
15	\$102,575.74	\$96,638.29	\$45.03	\$94,410.17	\$101,748.67	
16	\$104,795.38	\$98,961.33	\$46.18	\$96,646.78	\$104,195.66	
17	\$107,013.84	\$101,284.38	\$47.32	\$98,883.40	\$106,641.42	
18	\$109,232.30	\$103,607.42	\$-	\$-	\$109,087.18	
19	\$111,451.94	\$105,931.63	\$-	\$-	\$111,534.16	
20	\$113,670.41	\$108,255.85	\$-	\$-	\$113,979.92	
STEPS	12 MONTH TEACHER	12 MONTH TEACHER	LIBRARY MEDIA SPECIALIST; TEACHER TRAUMA SPECIALIST	LIBRARY MEDIA SPECIALIST; TEACHER TRAUMA SPECIALIST		ORIENTATION AND MOBILITY TEACHER
	BACHELOR'S	MASTER'S	BACHELOR'S	MASTER'S	BACHELOR'S	MASTER'S
	260 DAYS 1E	260 DAYS 1E	200 DAYS 2F	200 DAYS 2F	191 DAYS 1G	191 DAYS 1G
99	\$67,895.80	\$72,574.78	\$57,803.43	\$61,785.62	\$57,962.06	\$61,956.00
1	\$70,390.39	\$75,303.21	\$59,926.72	\$64,109.84	\$60,092.40	\$64,286.09
2	\$72,884.99	\$78,031.64	\$62,052.35	\$66,432.88	\$62,222.73	\$66,616.18
3	\$75,380.76	\$80,761.24	\$64,176.81	\$68,757.09	\$64,351.89	\$68,945.10

4	\$77,876.53	\$83,490.84	\$66,300.10	\$71,078.96	\$66,483.40	\$71,275.19
5	\$80,371.13	\$86,219.27	\$68,424.56	\$73,403.18	\$68,612.57	\$73,605.28
6	\$82,866.90	\$88,948.87	\$70,549.02	\$75,727.39	\$70,742.90	\$75,935.38
7	\$85,361.50	\$91,677.30	\$72,672.31	\$78,050.44	\$72,873.24	\$78,265.47
8	\$87,856.09	\$94,406.90	\$74,797.94	\$80,374.65	\$75,002.40	\$80,594.38
9	\$90,353.04	\$97,136.51	\$76,922.40	\$82,696.52	\$77,133.91	\$82,924.48
10	\$92,847.63	\$99,864.94	\$79,045.69	\$85,020.74	\$79,263.07	\$85,254.57
11	\$95,342.23	\$102,593.36	\$81,170.15	\$87,343.78	\$81,394.58	\$87,584.66
12	\$97,838.00	\$105,324.14	\$83,294.61	\$89,667.99	\$83,523.74	\$89,913.58
13	\$100,332.60	\$108,052.57	\$85,419.07	\$91,991.04	\$85,654.08	\$92,243.67
14	\$102,827.20	\$110,781.00	\$87,542.36	\$94,314.08	\$87,784.41	\$94,573.76
15	\$105,324.14	\$113,511.78	\$89,667.99	\$96,638.29	\$89,913.58	\$96,903.85
16	\$107,818.74	\$116,240.20	\$91,792.45	\$98,961.33	\$92,043.91	\$99,232.77
17	\$110,313.34	\$118,968.63	\$93,916.91	\$101,284.38	\$94,174.25	\$101,562.86
18	\$-	\$121,698.24	\$-	\$103,607.42	\$-	\$103,892.95
19	\$-	\$124,427.84	\$-	\$105,931.63	\$-	\$106,223.04
20	\$-	\$127,156.27	\$-	\$108,255.85	\$-	\$108,553.13
STEPS	CLIMATE JUSTICE COACH; DISTRICT MENTOR; INNOVATION COACH; INSTRUC. FACILITATOR; LITERACY LEADER; MATH/SCI SPECIALIST; PBIS COACH; TEACHER LEADER; TEACHER MENTOR					
	BACHELOR'S	MASTER'S				
	200 DAYS 1D	200 DAYS 1D				
99	\$63,727.95	\$68,119.05				
1	\$66,069.79	\$70,681.80				
2	\$68,411.63	\$73,242.20				
3	\$70,753.48	\$75,804.95				
4	\$73,095.32	\$78,365.34				
5	\$75,438.34	\$80,926.92				
6	\$77,781.35	\$83,488.49				
7	\$80,123.20	\$86,050.07				
8	\$82,465.04	\$88,612.81				
9	\$84,806.88	\$91,173.21				
10	\$87,148.72	\$93,735.96				
11	\$89,490.56	\$96,296.36				
12	\$91,832.41	\$98,859.11				
13	\$94,174.25	\$101,419.51				
14	\$96,517.26	\$103,982.25				
15	\$98,859.11	\$106,542.65				
16	\$ 101,200.95	\$109,105.40				
17	\$ 103,542.79	\$111,666.97				
18	\$ -	\$114,227.37				

19	\$ -	\$116,790.12
20	\$ -	\$119,350.52

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The salary schedules presented in the attachments have been budgeted for in the FY27 Superintendent's Proposed Budget

Implementation and Assessment Plan

The Administration will implement the salary schedules for FY27.

Committee's Recommendation

Your Committee recommends approval of the 2026-2027 Salary Schedules as presented in the attachment.

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

* * * * *

(Item 9) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue a Purchase Order to HMH Education Company

Background

RFP 1159 Authorization to Issue a Blanket Purchase Order to HMH Education Company, for English Textbooks and Supplemental Resources for Grades 9th through 12th

The Administration is requesting authorization to issue a blanket purchase order to HMH Education Company for English textbooks and supplemental resources to be used during the 2026-2034 school years.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, a textbooks/instructional materials evaluation committee was formed because of the full Board's Action on October 30, 2025, which opened the textbook study for English Language Arts (ELA) 9-12. The committee has completed the necessary studies with respect to English textbooks and supplemental resourced for grades 9th-12th.

Contractor was chosen pursuant to RFP 1159, which closed on January 30, 2026.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the purchase to match the Board Textbook Policy of eight years.

The total cost of the blanket purchase order will not exceed \$6,585,919.07 from July 1, 2026 through June 30, 2034. The funds for this item are budgeted in FY27, Fund 10.

Budget Code: 000-0-0-000-BL-ECTS (Textbooks) \$6,585,919.07

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment.

Total Purchase Order Requested

Fund 10 = \$6,585,919.07

Implementation and Assessment Plan

Upon approval by the Board, the purchase order will begin as indicated in the attachment.

Committee's Recommendation

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

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

* * * * *

(Item 10) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District**Background**

Milwaukee Recreation has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district's sustainability initiatives through partnership funding grants for green infrastructure projects at the following playfield sites:

- Modrzejewski Playfield – 1020 W. Cleveland Ave., Milwaukee, WI 53215
- Lincoln Playfield – 254 W. Lincoln Ave., Milwaukee, WI 53207

The funding agreements indicate that upon completion of these green infrastructure projects an 11-year limited term conservation easement be executed for each site in order to ensure the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of specific green infrastructure features configured for each site:

- At Modrzejewski Playfield: The installation of bioswales, permeable pavers, and underground clear stone storage located beneath a poured-in-place rubber surface, providing a total combined detention capacity of 86,168 gallons.

- At Lincoln Playfield: The installation of bioswales, permeable pavers, and a series of biofiltration basins, providing a total combined detention capacity of 131,970 gallons.

The proposed easement agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the limited term conservation easements will be executed between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

* * * * *

(Item 11) Action on a Request to Approve the Amended and Restated Use and Maintenance Agreement with the Milwaukee Boys & Girls Clubs of Greater Milwaukee, Inc.

Background

In April of 2004, Milwaukee Public Schools Board of School Directors approved the Commercial Offer to Purchase and the original Use and Maintenance Agreement which allowed the development of the Rogers Street Academy at the Don and Sallie Davis Boys & Girls Club of Greater Milwaukee, Inc. location. The original term of the Use and Maintenance Agreement ended on the Twentieth (20th) anniversary of the Commencement date. The proposed Amended and Restated Use and Maintenance Agreement has been updated to reflect the agreed upon cost sharing model for the capital maintenance on the existing Boys & Girls Club building; and a rate of reimbursement to BGC for building operating and ordinary maintenance expenses. All other aspects of the original Commercial Offer to Purchase agreement remain in effect.

The Administration is requesting approval of the proposed Amended and Restated Use and Maintenance Agreement with the Boys & Girls Club of Greater Milwaukee, Inc., which restates the Original Agreement in its entirety.

The proposed agreement is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The district has a potential obligation for future capital maintenance costs of \$500,000.00 per year and approximately \$150,000.00 per year for utilities and maintenance. The district has no obligation for capital maintenance costs in FY27. Utilities and maintenance costs are funded through district-wide budgets.

Implementation and Assessment Plan

Upon Board approval, the attached Amended and Restated Use and Maintenance Agreement with the Milwaukee Boys & Girls Club of Greater Milwaukee, Inc. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Amended and Restated Use and Maintenance Agreement with the Milwaukee Boys & Girls Club of Greater Milwaukee, Inc.

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

* * * * *

(Item 12) Tri-Annual Report, with Possible Action, on District Audits and Reviews

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

Background

This Tri-Annual Report on District Audits and Reviews provides a comprehensive overview of audit activities conducted across district operations, including finance, academics, human resources, transportation, and other functional areas as applicable. The purpose of this report is to ensure transparency, strengthen internal controls, and support continuous improvement across all systems.

Audits are conducted in alignment with established standards and are designed to assess compliance, evaluate operational effectiveness, identify risks, and highlight opportunities for increased efficiency and accountability. Each audit included in this report reflects a commitment to maintaining high standards of performance and stewardship of district resources.

As the district's needs evolve, audit areas may be added or removed to ensure a proactive, responsive, and focused approach to oversight. This report serves not only as a reflection of current conditions, but also as a tool to inform decision-making, guide corrective actions, and reinforce a culture of continuous improvement across the organization.

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

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) Action on Revisions to Administrative Policy 7.16: Alternative Education

Background

On April 23, 2026, the Board adopted Resolution 2526R-005 regarding Alternative Education, as amended and recommended by the Administration. The resolution directed the Administration to revise Administrative Policy 7.16 and present the proposed revisions to the Board for consideration.

In response to the Board's direction, the Administration collaborated with the Academic Superintendents, the Office of Academics, and the Office of Board Governance (OBG) to review and revise Administrative Policy 7.16. The proposed revisions have been developed to ensure compliance with Resolution 2526R-005 and to align the policy with the Board's intent and expectations regarding Alternative Education:

(1) GENERAL PRINCIPLES

(a) Milwaukee Public Schools students represent a wide range of cultural, ethnic, and social backgrounds, and their needs differ from school to school as well as within a single school.

(b) In response to these needs, the Board may periodically approve the establishment of an alternative school for high school students. a variety of alternatives to the regular school program. Such alternatives may include, but shall not necessarily be limited to, program improvements developed by the staffs of individual schools.

(c) All proposals for alternative schools and programs shall be presented by the superintendent to the Board for its consideration and action.

(d) The superintendent may approve alternative programs meeting the standards for alternative programs for high school students.

(2) DEFINITIONS

(a) State law defines students who are at risk of not graduating high school as pupils who are dropouts or who meet two or more of the following:

1. One or more years behind their age group in the number of high school credits attained.

2. Two or more years behind their age group in basic skill levels.

3. Habitual truants, as defined in §118.16 (1) (a).

4. Parents.

5. Adjudicated delinquents.

(b) State law defines a dropout as a student who:

1. has ceased to attend school, i.e., has been absent without acceptable excuse for 20 consecutive school days and has not formally withdrawn from school, and

2. does not attend a public or private, technical college, home-based private Educational Program on a full-time basis, and

3. has not graduated from high school

(3) STANDARDS FOR ALTERNATIVE PROGRAMS

(a) Alternative Programs in Milwaukee Public Schools authorized by the Superintendent must meet the following minimum standards:

1. Provides a chance for students to learn and assess learning.

2. Is operated to facilitate high school graduation as a proactive option to encourage continued enrollment, and graduation

3. Must have an approved calendar that meets a minimum of fifty percent of the traditional high school day, be agreed upon by the parent and student, and report the minutes of instruction to the Department of Public Instruction.

~~4. May only occur within the hours of a traditional school day.~~

5. ~~Provide~~ Proper accommodations and program support must be provided for English Learners, students with 504 plans, and students with disabilities that are enrolled in a program in accordance with state and federal requirements, up to and including an alternative bilingual program if needed to support the ongoing education needs of students enrolled in such programs.

6. If the program chooses to not use the district approved curriculum, the recommended curriculum and assessments must be submitted to the ~~Senior Director of Curriculum and Instruction~~ Office of Academics for review and approval at least 30 days before the program begins.

~~7. Enrollment of students must be no more than ten percent of the total school population.~~

8. Will be subject to specific district reporting requirements.

(b) Students interested in participating in an alternative program must adhere to the following:

1. Be assessed and reviewed by the ~~Office of Academics Department of College and Career Readiness~~ or appropriately trained and certified school-based personnel prior to enrollment.

2. Both the students and parents agree in writing prior to student enrollment.

3. Participate in a ~~face-to-face~~ meeting with a school designee and parent/student to review the program and expectations prior to enrollment.

4. Must successfully meet the district standards in the content areas and provide evidence of learning or a district approved assessment at the end of the course as evidence of learning.

5. Meet the alternative program graduation requirements identified in Administrative Procedure 7.37: Graduation Requirements.

(c) Students in traditional schools may not take courses through alternative programs for credit attainment.

(4) STANDARDS FOR ALTERNATIVE SCHOOLS

(a) Alternative Schools in Milwaukee Public Schools authorized by the Board of Directors must meet the following minimum standards:

1. Provide a chance for students who are at-risk to learn and assess learning.
2. Must offer course work outside of alternative programs for students at-risk who may not qualify for an alternative program.
3. May offer approved district alternative programs to students assessed and reviewed by the Department of College and Career Readiness Office of Academics or appropriately trained and certified school-based personnel prior to enrollment into the alternative program.
4. Must have an approved calendar that meets a minimum of fifty percent of the traditional high school day, be agreed upon by the parent and student, and report the minutes of instruction to the Department of Public Instruction.

~~5. May only occur within the hours of a traditional school day.~~

6. Will be subject to specific district reporting requirements.

(b) Students who meet the state definition of a student at-risk of not graduating high school may enroll in an alternative school.

(c) Students will meet the alternative school graduation requirements identified in Administrative Procedure 7.37: Graduation Requirements.

(5) ADMINISTRATION REPORTS ON ALTERNATIVE SCHOOLS AND PROGRAMS AND PARTNERSHIPS AND PUBLIC COMMUNICATION

(a) The Administration shall publish information and requirements for each alternative program in advance of the school year's opening day.

(b) The Administration shall maintain a schedule of testing opportunities for alternative programs and publish a list of testing opportunities by date, time, and location for the school year.

(c) The Administration shall maintain month-by-month enrollment records of alternative programs and partnership schools to be presented upon the Board's request and reported annually. Enrollment records will include:

1. the capacity and current enrollment of each of the Milwaukee Public Schools partnership schools;
2. the current enrollment of each of the Milwaukee Public Schools alternative programs as a percentage of the total school enrollment;
3. current vacancies for at-risk students in the alternative program or partnership school;
4. monthly attendance percentage for each program and the number of students graduating.

~~The Administration shall provide the Board with an routine monthly annual written report on prior year data alternative education enrollments, to include:~~

~~(a) the capacity and current enrollment of each of the Milwaukee Public Schools alternative schools, alternative programs, and partnership programs;~~

~~(b) current vacancies for at risk students in each program number of students known to be continuing;~~

~~(c) monthly attendance percentage for each program and the number of students graduating.~~

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

There is no fiscal impact for this item.

Implementation and Assessment Plan

Upon Board approval Administrative Policy 7.16 will be adopted and implemented. The policy review team will work with NEOLA partners to create a policy under the new system for approval in the July cycle.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 7.16: Alternative Schools and Programs, as reflected in the attached redlined version of the policy.

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

* * * * *

(Item 2) Action on Recommended FY27 Plan of Audits and Report on District Risk-assessment Plan

Background

1. In accordance with Board Governance Policy (BGP) 2.12 Board Audits: Annual Plan and Coordination, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Accountability and Efficiency (OAE) - Audit Services will conduct during the proximate fiscal year. Per policy, audits not ordered in the Audit Plan, but later determined to have major implications to the District, will require the Board's approval to amend the annual plan of audits. BGP 2.12 also provides for the OAE Chief to have the authority to approve critical and emergency audits during the year.

2. OAE-Audit Services conducted the annual district risk assessment to aid in the development of the annual audit plan. The risk assessment is an industry tool used by public, private and non-profit agencies to identify areas, programs or services which have a higher degree of tangible and intangible risk to the organization. Audit Services staff also reviewed Board proceedings, complaints received in accordance with Administrative Policy 6.38, media and other sources to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan. A written plan helps ensure resources are used effectively. OAE-Audit Services enters FY27 with five full-time employees: one Interim Chief Auditor, two Performance Auditors II and two Performance Auditors I.

3. Part of the Audit Advisory Committee's (AAC) responsibilities include reviewing and making recommendations on the Chief Auditor's Annual Plan of Audits prior to its submission to the Board of School Directors through the appropriate Committee. The attached documents have been shared with the AAC for feedback and will be discussed at the next scheduled AAC meeting, to be scheduled in July or August. Any recommendations of the AAC will be shared with the Board through the Committee on Strategic Planning and Budget.

4. The FY27 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board's review and approval. The submitted FY27 Annual Plan of Audits includes carryover items from FY26 which have not been completed or started in FY26 due to resource constraint and other factors. The plan includes continuing performance audits, proposed audits of i) standard MPS schools, ii) instrumentality charter schools, iii) partnership schools, proposed audit follow-ups to assess management responses to past audit recommendations and other OAE-Audit Services projects including the fraud hotline, lead monitoring, an OAE-Audit Services internal process review and external auditor report reviews. With each project is an estimate of the number of days needed for completion.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Report on FY27 District Risk Assessment

Board Governance Policy 2.12 Board Audits: Annual Plan and Coordination includes the following relevant charges:

“[T]he Board shall adopt an audit plan each year.”

(3)(b) “In carrying out audit duties and responsibilities, the Office of Accountability and Efficiency-Audit Services staff shall have continual unrestricted access to all functions, records, property, and personnel of the District in meeting its specific audit objectives. This includes full access to all systems that input, process, store and report any and all information of the operations of the District which are not limited or otherwise restricted by law or other Board established rule or procedure.”

Recently revised Board Rule 2.13 Committee on Finance and Operations – Powers and Duties includes the following:

(1)(d) “The Committee on Finance and Operations shall have oversight of all district audit activities. It shall review the reports of the Office of Accountability and Efficiency - Audit Services, (including reports issued by external auditors), as well as reports of the Office of Accountability and Efficiency and of the Administration to ensure that departments, divisions, and schools implement recommendations regarding internal control, compliance, economic sufficiency, and program effectiveness so that the Board can assure the public that all operations and programs funded with public resources are operating effectively, efficiently, and economically [emphasis added].”

To aid the Office of Accountability and Efficiency (OAE) – Audit Services, the Committee on Finance and Operations and the School Board of Directors fulfill these expectations, OAE-Audit Services performs an annual districtwide risk assessment. This district risk assessment tool has been used since FY16 and has been updated annually to continue to assist OAE-Audit Services in identifying risks and prioritizing audit resources to aid in responding to the risks.

OAE-Audit Services has completed the FY27 risk assessment survey process to help identify, measure, and rank potential audit areas based on the level of risk to the District and as an influential tool in preparing the proposed FY27 Annual Audit Plan. New features for this year’s risk assessment process included the confidential assessment questionnaire was completed virtually in an Internet browser-based form and the School Board of Directors were included within the recipient sample selection group. The responses’ evaluation standards remain consistent with prior years.

OAE-Audit Services selected 89 individuals from across the district, including school board members, chiefs, directors, managers, supervisors or key personnel, representing 10 offices¹ and 34 departments, to complete the survey. OAE-Audit Services received responses from 64 of 89 individuals, a 72% return rate. This is down from a 100% return rate for FY26.

Notable results from the 64 responses included the following:

1 OAE-Audit Services used the 26-27 Proposed Budget – Office Budgets document to identify offices and departments.

- 91% of respondents were aware of MPS Fraud Reporting Tools.
- 29% reported challenges to achieving operational goals.
- 29% reported staff changes or vacancies caused a significant disruption.
- 28% reported department staff own an LLC or have outside employment.
- 18% reported management encourages staff to meet department goals, objectives, and/or performances through unethical behaviors or business practices.
- 18% reported work tasks are not clearly written, documented, and available or no standard operating procedures exist.
- 12% reported current practices or challenges which may increase department vulnerabilities to fraud, waste, or abuse.
- 0% reported information systems were breached which resulted in lost or stolen data.
- 0% reported known instances of password sharing or staff accessing information in excess of work needs.

OAE-Audit Services has reviewed the responses and performed an analysis of risk levels to six specific categories -- People, Fraud, Operations, Technology and Systems, Legal, and Financial- to arrive at an overall risk-and-audit priority.

The areas of elevated risk include the Office of the Superintendent, Office of Deputy Superintendent, Office of Finance, Office of Operations, the Office of Human Resources and the Office of Academics due to elevated risk levels in one or more of the six categories identified above.

A high-risk designation does not necessarily mean that an office is managed ineffectively or that it is not functioning properly. A high-risk designation indicates that due to a number of variables, including the services or functions provided to the District, budget, expenditures, personnel, public interest, mission-critical operations, or support for other critical internal operations, negative incidents would have a large or

oversized impact on District operations. The overall results identify the areas of activities with the highest risk factors, as described above, that may warrant or benefit from additional risk response and mitigation efforts.

OAE-Audit Services thanks all the respondents for their time, care and candor while completing the district risk assessment tool. Your confidential participation helped OAE-Audit Services to craft an audit plan that is focused on improvement, protecting limited resources and promoting best practices to serve our students, their families and the entire MPS community.

Committee's Recommendation

Your Committee recommends that the Board approve the FY27 Annual Plan of Audits and District Risk Assessment as attached.

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

* * * * *

(Item 3) Report on Work Session on Policy Review for June 2026

Background

Your Committee reports having held work sessions on policy review.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Implementation and Assessment Plan

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

Committee's Recommendation

Your Committee's recommendations are found in the 4th Attachment

Director Ferguson moved to hold this item to the call of the Chair. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

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

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

Report

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

- Indicator #1 Graduation Rates
- Indicator #2 Drop-Out Rates
- Indicator #3 Assessments
- Indicator #4 Suspension/Expulsion
- Indicator #5 Educational Placement Ages 6-21
- Indicator #6 Educational Placements Ages 3-5
- Indicator #7 Preschool Outcomes
- Indicator #8 Parent Involvement
- Indicator #9 Inappropriate Identification in Special Education
- Indicator #10 Inappropriate Identification in Specific Disabilities Categories
- Indicator #11 Timely Evaluation
- Indicator #12 Preschool Transition Part C, Part B
- Indicator #13 Transition Goals Ages 16 and over
- Indicator #14 Post School Outcomes
- Indicator #15 Resolution Sessions
- Indicator #16 Mediation
- Indicator #17 State Systemic Improvement Plan

LRE For Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports to the Administration bi-annually, students who are receiving special education services in the least restrictive environment. The Department of Specialized Service's plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provides each school district with the target in each of the following categories:

Indicator 5A Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day

Indicator 5B Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day

Indicator 5C Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services to the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEPs, including speech and language services. The attached reports include the district's information as well as each school's percentage.

State of Wisconsin Target	5A: 70.00%	5B: 7.90%	5C: 0.95%
MPS Dec 2025	87.47%	10.21%	0.17%
MPS Jan 2026	87.48%	10.25%	0.16%
MPS Mar 2026	87.85%	10.19%	0.16%
MPS Apr 2026	87.57%	9.97%	0.15%
MPS May 2026	87.65%	9.83%	0.17%

Additional information from the report may be found in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 2) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

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

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year with authorization from Wisconsin Statutes, Section 118.43. The program, which was administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by those schools that had begun the program in 1996.

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies when implementing this program: Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and Maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester.

Additional details may be found in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 3) Report with Possible Action on the MGT Partnership Update

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

Background

In 2025, an independent audit by MGT of America Consulting LLC identified areas for improvement in MPS' academic performance, including the need for a clearer vision, improved communication and collaboration, and better teacher training. MGT has partnered with district leaders and stakeholders to support implementation of key initiatives and priorities this school year.

This year, the district focused on systemic changes in curriculum and teacher training around the MPS Academic/Literacy Plan for literacy-biliteracy, aligned our Multi-level System of Support (MLSS) framework, which includes Positive Behavioral Interventions and Supports (PBIS), to improve literacy outcomes and increase reading proficiency.

The district has continued to implement the recommendations from the MGT audit, which include establishing a focused vision for teaching and learning, restructuring central office roles, and improving communication and collaboration; all which are vital for creating a supportive learning environment.

- MGT conducted operational and instructional audits at the end of SY24-26
- MGT has partnered with district leaders and stakeholders to support implementation of key initiatives and priorities this school year

2025-2026 Priority Areas

K5-5 Literacy Strategy

- Strategy development and execution
- Stakeholder engagement
- Literacy PD and walkthrough systems

Professional Development Support

- Communication and planning
- Stakeholder engagement
- Feedback synthesis and reporting

Academic Strategy Planning

- Academic Strategy for 2026-2027 school year
- Instructional minutes audit
- Multi-Tiered System of Support (MTSS) structure mapping

K5-5 Literacy

- Supported transition to HMH v3 in January 2025
- Launched Literacy Leader structure to align senior district leaders
- Developed a multi-year strategy, starting with a focus on Word Recognition/Word Study
- Implemented continuous improvement cycles with implementation data
- Coordinated collaborative walkthrough system
- Supported coordination with HMH

As of May 2026, 70% of K5-5 General Education teachers report they clearly understand how to implement the whole group Word Recognition/Word Study block.

Literacy Strategy - Walkthroughs

- Organized process for executing 667 K5-5 literacy walkthroughs (as of 5/19)
- Facilitated walkthrough calibration training among district leaders and principals.
- Solicited and integrated feedback from stakeholders.
- MGT coaches modeled 81 walkthrough protocols and supported calibration from February to

May.

Professional Development

- Supported MPS PD leaders to streamline planning and logistics
- Created communications trackers to support layered communication
- Partnered with HMH to facilitate literacy training with principals
- Supported with quality assurance and final checks for the MPS PD website
- Synthesized feedback into informative reports to promote continuous improvement cycles
- Coordinated cycles of engagement with MTEA

Teacher perceptions on PD have measurably improved from November to April/May. Nearly 80% of teachers reported April/May PD was well organized and clearly communicated, compared to 51% in November.

SY 26-27 Academic Strategy Planning

- Solicited input to develop a SY26-27 Academic Strategy
- Helped secure approval for the IFT position as a key lever in school improvement work
- Supported instructional minutes audit
- Coordinated analysis of MTSS strategies and programs across MPS to create a centralized

repository of tiered supports aligned to student needs and skill gaps.

Scope of Impact

K5-5 Literacy Strategy Professional Development

Support Academic Strategy Planning

schools

- Supported implementation of whole group word recognition/word study at 95 MPS K5-5

- Co-coordinated 190 onsite HMH modeling days
- Organized process for executing 667 literacy walkthroughs (as of 5/19)

Professional Development

- Facilitated learning at three PLI sessions for K5-5 principals
- Reported and integrated PD feedback for 1,800+ school-based roles
- Tailored communication shared for three Early Release PD days and four districtwide PD days
- Developed PD Playbook for future district wide professional development planning

Academic Strategy Planning

- Supported creation of MPS Academic Strategy, including coordinating stakeholder feedback
- Supported approval of 102 IFT positions to support the district wide academic strategy

Implementation Progress

As of May 2026, 70% of K5-5 General Education teachers report they clearly understand how to implement the whole group Word Recognition/Word Study block.

Nearly 80% of teachers reported April/May PD was well organized and clearly communicated, compared to 51% in November.

98% of principals reported that MGT's SOR session at 4/22 PLI felt meaningful and strategic. Additional information may be found in the attachments to your Committee's meeting.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

n/a

* * * * *

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

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

Background

On August 28, 2025, Administration presented the 2025-26 Academic Plan. On September 11, 2025, Administration responded to questions regarding the literacy portion of the 2025-26 Academic Plan and offered an opportunity to receive feedback on the information that was presented.

On October 16, 2025, the presentation outlined the district's assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. Administration addressed the purpose of assessments, testing times, and highlighted the key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support literacy across the district. On November 13, 2025, Administration provided an update on the literacy plan and the recommendations from the MGT audit, which included feedback from stakeholders. On December 18, 2025, Administration provided information from the November professional development and gave a status update on the literacy plan. 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. On May 14, 2026, Administration shared updates on professional development and our progress in literacy implementation and coaching/modeling days in the schools with HMH. Tonight, Administration will focused on key components of the K5-5 Literacy plan from this school year and set a strong foundation for next year.

A Strong Foundation Was Built in SY25-26

MPS focused on key components to improve K5-5 Literacy and set a strong foundation for future years.

- Monthly Literacy Leadership Team for senior leader alignment
- LETRS and science of reading PD for Principals
- HMH V3 print materials for grades K5-5 district-wide
- LETRS & HMH V3 PD Day sessions for K5-5 ELA teachers
- 5 Additional HMH Saturday Sessions Offered
- 190 HMH modeling days for 95 K5-5 schools and HMH coaching access
- Family Literacy Nights

Impact: Consistent Improvement in Professional Learning

Surveys of teacher perceptions of May PD sessions showed over 10% growth in favorability ratings across all questions compared to PD sessions in November.

District-wide literacy observations in May show growth in student engagement and alignment of tasks to curricular materials compared to observations in January and February.

As of May 2026, 70% of K5-5 General Education teachers report they clearly understand how to implement the whole group Word Recognition/Word Study block.

26-27 School Year & Beyond - Continuing the Work

Instructional Audit - SY25-26 Status

Visionary & Student-Centered Leadership

Objective 1: Create a focused vision for teaching and learning

Recommendations

Establish a focused vision for teaching and learning in MPS. *Underway*

Restructure central office roles to explicitly support the newly established vision and create robust structures for collaboration aligned to goals and action items. *Underway*

Objective 2: Position principals as instructional leaders

Recommendations

Set clear expectations for instructional leadership and hold principals accountable consistently across the district. *Underway*

Restructure the principal supervision system to ensure that support is focused on improving teaching and learning and cultivating an exceptional student experience. *Underway*

Re-envision professional development for principals to prioritize instructional leadership and align with the district's vision. *Completed*

Ambitious Instruction & Learning

Objective 2.1: Create regular, high-quality opportunities for PD & collaboration

Recommendations

Create a professional development plan that is clearly and narrowly focused on implementation of the district's vision and goals. *Underway*

Prioritize job-embedded support over district wide professional learning sessions where possible to allow for customization and ensure that professional development time is meaningful and directly applicable to teacher practice. *Underway*

Create and protect space in teachers' schedules for authentic, structured collaboration at least weekly and provide robust training and coaching on the PLC process. *Planned for future school year*

Objective 2.2: Create a plan to support implementation of instructional materials

Recommendations

Generate buy-in from teachers by emphasizing the rationale and research behind key district adopted materials. *Complete*

Create concrete guidance for how to implement district-adopted resources, including curriculum maps, pacing guides, and clarity on the appropriate use of supplemental programs. *Underway*

Create a realistic plan for implementation of new curricula, including all training and support, even if that means slowing down adoption and implementation processes. *Complete*

Implement a lesson internalization process embedded within PLCs. *Planned for future SY*

Objective 2.3: Guarantee access to effective reading instruction

Recommendation

Require all teachers, school leaders, and district leaders to complete comprehensive training in Structured Literacy. *Underway*

Create clear guidance for schools and teachers to implement Structured Literacy, including timing, pacing, use of resources, and guidance for tier I, tier II and tier III instruction. *Underway*

Align systems to support implementation of Structured Literacy, including modeling & coaching, walkthrough protocols, PLCs using aimsweb data, and intervention structures. *Underway*

K-12 Academic District-Wide Strategizing

What will it take to propel MPS into a new era of accelerated progress and the elimination of disparities in achievement and opportunity?

MPS leaders mobilized to construct a centralized academic strategy. This plan defines clear priorities and continues to address key audit components.

If we...

Prioritize student cognitive lift...

Develop principals as instructional leaders....

Cultivate strong learning environments...

Develop academic infrastructure....

Then...

Every school, classroom, and student will see continuous progress and improvement toward district goals.

SY26-27: Build Academic Infrastructure

An Academic Infrastructure will be designed and implemented to strengthen instructional leadership and classroom practices around high-leverage strategies known to positively impact student outcomes.

MPS leaders identified the following components to construct an Academic Infrastructure:

- A district-wide instructional framework
- Aligned professional development
- Strong monitoring systems
- Defined teaming structures
- Equitable and robust student services

How will MPS create systemic change?

- High-quality instructional materials implementation in literacy in SY 2025-26, and all core subject areas adopted by January 2027
- High-quality professional learning for principals, instructional facilitators, and teachers to develop school-based academic leadership.
- Daily access to high-leverage instructional practices in Tier 1 instruction for literacy, mathematics, and all core subjects, with an emphasis on promoting student thinking.
- Student access to Tier 2 and Tier 3 instructional opportunities, creating sound intervention systems at the school level.

Core Actions & Strategies: Instructional Facilitator Teachers

A key component of the MPS academic strategy is the deployment of Instructional Facilitator Teachers (IFTs) within identified schools.

IFTs will play a critical role in enabling schools to implement identified evidence-based strategies and ensure student groups identified in the school based improvement plan are making accelerated growth. The goal is to place Instructional Facilitator Teachers at schools identified as ATSI, CSI, and MRI.

Instructional Facilitators will...

- Strengthen and align the school's academic infrastructure to the district's broader academic strategy
- Support Tier 1 HQIM across multiple content areas with a particular focus on literacy.
- Center outcomes and opportunities to the specific needs of MPS students at each school, particularly SWDs and MLLs.

Core Actions & Strategies: Expanded PD Infrastructure

Heavy Investment in PD for Teachers & Instructional Leaders

Expanded Principal PD

- 5 Days of Principal PD in July, 2-Day Literacy Conference
- Monthly PD Days
- Consistent Learning Community Collaboration

Dedicated IFT PD

- 3 IFT PD days in July
- Monthly two-day IFT PD, differentiated for K5-5, 6-8, and 9-12

Comprehensive Teacher PD

- 2-Day Literacy Conference in August
- Summer and School Year Staff PD Days
- Specialized PD for EL, Bilingual, SPED, Immersion, Montessori, & IB

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

n/a

* * * * *

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

No reports were presented this month.

* * * * *

(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 June 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 alignment on Board initiatives and district goals.
- Continued collaboration with representatives from the Wisconsin Association of School Boards (WASB) 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.
- Met with the President of the Milwaukee Common Council to provide updates on the district's budget, discuss shared priorities affecting Milwaukee students and families, and explore opportunities for future collaboration between the City and Milwaukee Public Schools.
- Attended the Safe Summer Sites kickoff event with the county, city, and community partners at James Madison Academic Campus, highlighting the importance of providing students with access to safe, supportive, and enriching opportunities during the summer months.
- Responded to media inquiries regarding public school governance, accountability, and transparency, including discussion of the statutory responsibilities of school board members and differences in oversight requirements between public schools and voucher schools
- Participated in ongoing discussions regarding district governance, operational effectiveness, and organizational accountability as part of the Board's continued commitment to strengthening oversight practices, improving organizational performance, and supporting long-term fiscal sustainability.
- Visited the Success Center with Superintendent Cassellius to learn more about the Center's programs and services.
- Participated in the Milwaukee Public Library Innovation and Strategy Committee meeting, which included discussion of strategic planning updates, technology modernization efforts, and innovation initiatives to strengthen library services and advance organizational priorities.
- Continued engagement with district families, staff, and community stakeholders regarding current initiatives, policy matters, and strategic priorities affecting Milwaukee Public Schools.

* * * * *

COMMUNICATIONS AND PETITIONS

(Item 1) Referral of Communication from Milwaukee German Immersion School Foundation on a Request to Rename a Building

The Milwaukee German Immersion School Engagement Council considered a proposal by the German Immersion Foundation to name the building that house Milwaukee German Immersion School for the founders of the immersion program in Milwaukee, namely Frederic Kessler and Leon Todd. The SEC has voted unanimously to support the proposed name change.

Referred to the Administration.

* * * * *

ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following item/s of communication from the Board Clerk:

Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters; and

Action on a Request to Retire to Closed Session to Consider Performance Evaluations of the Superintendent of Schools, the Board Clerk/Chief Officer, Office of Board Governance and the Chief Accountability and Efficiency Officer

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

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

The Board retired to closed session at 6:07 p.m. and adjourned from the closed session at 8:05 p.m.

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