

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 2026**

Special meeting of the Board of School Directors called to order by President Zombor at 6:05 p.m.

Present — Directors Herndon, Jackson, Reza, Siemsen, and President Zombor — 5.
Absent and Excused— Directors Ferguson, Fons, O'Halloran, and Vannoy — 4.

The Board Clerk read the following call of the meeting:

June 25, 2026

SPECIAL MEETING OF THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS
5:30 P.M., THURSDAY, JUNE 25, 2026
Virtual

To the Members of the Board of School Directors:

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

This special meeting is noticed less than 24 hours in advance. The Board finds that 24-hour notice is impossible or impractical for good cause, in that: (1) the tentative agreement with the Milwaukee Teachers' Education Association (MTEA) was reached on June 25, 2026, and did not exist within the 24-hour notice window; (2) the District's central administrative offices are closed June 26 through July 4, 2026, making it impractical to convene a properly supported public meeting on an alternative date; and (3) the parties face a hard ratification deadline of June 30, 2026, after which the compensation of approximately 4,500 employees would be affected. In compliance with Wis. Stat. 19.84(3) this notice is being provided more than two hours before the meeting.

Items of Business

Consideration of, and Possible Action to Ratify, the Tentative Stipulated Collective Bargaining Agreement Between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (MTEA) Concerning Base Wages.

Executive Session

The Board may take action to retire to closed session to discuss the Item of Business, pursuant to Wisconsin Statute 19.85(1)(e), as the matter specified in this notice concerns competitive or bargaining matters that required a closed session. The Board may return to open session to take action on the matter; otherwise, the Board will adjourn from closed session.

Public Access and Public Hearing

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

There will be no in-person access to this meeting. The meeting may be accessed via YouTube. A link to access meetings via YouTube may be found on the Upcoming Meetings page of the MPS Website.

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

(Item 1) Consideration of, and Possible Action to Ratify, the Tentative Stipulated Collective Bargaining Agreement Between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (MTEA) Concerning Base Wages.

Background

The Board may take action to retire to closed session to discuss the Item of Business, pursuant to Wisconsin Statute 19.85(1)(e), as the matter specified in this notice concerns competitive or bargaining matters that required a closed session. The Board may return to open session to take action on the matter; otherwise, the Board will adjourn from closed session.

The June 2025, 2026 signed instruments for teachers, educational assistants, and accountants and bookkeepers were provided under separate cover.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Recommendation

That the Board determine how it wishes to proceed.

Director Zombor moved to adopt the three written instruments as presented and to authorize the Superintendent and Board President to execute the agreements on behalf of the teacher, educational assistant, and accountant/bookkeeper bargaining units.

The motion passed, the vote being as follows:

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

The Board adjourned at 6:11 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JULY 9, 2026

Special meeting of the Board of School Directors called to order by President Zombor at 9:36 a.m.

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

The Board Clerk read the following call of the meeting:

July 6, 2026

SPECIAL MEETING OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS 9:00 A.M., THURSDAY, JULY 9, 2026 Virtual Meeting

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place virtually for consideration of the following item of business:

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

EXECUTIVE SESSION NOTICE

The Board may retire to executive (closed) session pursuant to Wisconsin Statutes, Chapter 19.85(1)(g), for the purpose of conferring with legal counsel with respect to pending or probable litigation matters.

The Board may return to open session to take action on the matters discussed in closed session; otherwise, the Board will adjourn from closed session.

PUBLIC HEARING

As is customary, the Board will not accept public comments at this meeting.

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

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

Background

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

The Board may return to open session to vote on matters discussed in closed session; otherwise, the Board will adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Recommendation

That the Board retire to closed session.

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

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

The Board retired to closed session at 9:40 a.m.

The Board returned to open session whereupon Director O'Halloran moved to approve the retainer agreement with Motley Rice. The motion passed, the vote being as follows:

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

The Board adjourned at 9:51 a.m.

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

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 21, 2026**

Special meeting of the Board of School Directors called to order by Vice-President Ferguson at 3:33 p.m.

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

The Board Clerk read the following call of the meeting:

July 20, 2026

SPECIAL MEETING OF THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS
3:30 p.m., Tuesday, July 21, 2026
Virtual Meeting

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place virtually for consideration of the following item of business:

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

EXECUTIVE SESSION NOTICE

The Board may retire to executive (closed) session pursuant to Wisconsin Statutes, Chapter 19.85(1)(g), for the purpose of conferring with legal counsel with respect to pending or probable litigation matters.

The Board may return to open session to take action on the matters discussed in closed session; otherwise, the Board will adjourn from closed session.

PUBLIC HEARING

As is customary, the Board will not accept public comments at this meeting.

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

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

Background

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

The Board may return to open session to vote on matters discussed in closed session; otherwise, the Board will adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Recommendation

That the Board retire to closed session.

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

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, and Vannoy — 6.
Noes — None — 0.

The Board retired to closed session at 3:30 p.m. and adjourned from the closed session at 4:40 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JULY 28, 2026

Regular meeting of the Board of School Directors called to order by President Zombor at 6:02 p.m.

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

Absent and Excused— Director Jackson – 1.

AWARDS AND COMMENDATIONS

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

Jacquelyn Brimley, a retired Principal from Philipp School

Barbara Corbine, a retired Accounting Assistant from the Department of Finance

Barbara Prevort, a retired General Education Assistant from Hampton School

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APPROVAL OF MINUTES

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

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

Our Commitment to the Lincoln Avenue School Community

Keep students, families and staff at the center of every decision
Minimize disruption to students and families while maintaining a high-quality learning environment
Preserve the Lincoln Avenue community in one location for the upcoming school year
Communicate transparently

Lincoln Avenue School Relocates to Pulaski High School

Entire Lincoln Avenue community can be together in one school (top priority).

Pulaski is the closest to the Lincoln Avenue community (1.5 miles) and is easier for parents to get to quickly.

Lincoln Avenue students and spaces can be physically separate from the high school (entrances, classrooms, hallways and cafeteria).

Current Lincoln Avenue School bell schedule can (likely) remain the same.

Green spaces are available for younger students.

Summer Academy - July 6–31, 2026

Each summer, Milwaukee Public Schools runs Summer Academy, which offers safe, free programming for City of Milwaukee residents who are currently in K5 through 12th grade.

We are in the final week of Summer Academy courses. Our students have been working hard and having fun!

Juneteenth Flag Raising

June 17, 2026 | Wisconsin State Capitol

Rufus King High School's King's Chord met with Governor Tony Evers and performed at the flag-raising ceremony at the Wisconsin State Capitol.

Senior Send-Off

June 26, 2026 | Wick Playfield

We celebrated our 2026 seniors this year at the annual Senior Send-Off. The event was full of fun, friendship, dancing, food and great prizes.

Camp Rise Career Fair Day

July 22, 2026 | North Division High School

Camp RISE is a summer program that empowers students ages 10-13 to contribute to a better society in partnership with the City of Milwaukee. This year, students heard from community engineers, nurses, firefighters, photographers and others who pursued their dream careers.

GE Community Service Day

July 23, 2026 | Academia De Lenguaje Y Bellas Artes

For 30 years, GE has been hosting a Summer Service Day for MPS. This year, volunteers visited ALBA to help get ready for the first day of school.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

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

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

Background

July has been a month of learning and change for the Office of Board Governance. As part of the district migration from Microsoft to Google, we migrated our folders, tasks, communications and more to the Google platform. We also had to dive into some training with our Neola partners, as they introduced a new policy platform, and we spent the summer testing JustFOIA - our new platform for requests and communications. While there was much to learn and much to do, we are excited about the possibilities all these new ways of working present for the district and the people we serve.

JustFOIA Rollout

This month, the Office of Board Governance began the official training and rollout of the JustFOIA platform. Over the past month, we have hosted 45 individual training sessions for district administrators, and we have hosted internal professional learning sessions for the Office of Board Governance Team.

Internally, we are entering new requests into the system and processing them through the tools available to us.

We have also begun to share external communications about this change, so that our public will be ready to join us in this change.

Beginning on August 6, 2026, the Office of Board Governance will go live to the public with the JustFOIA platform. The JustFOIA platform will enable users to communicate:

- Records Requests

- Constituent Concerns and Information Requests

- Public Comments to the Board

We hope this new tool will make the process easier for our constituents and more efficient for our internal users. Here are a few things to note as we prepare for this transition:

- Users will be encouraged to enter requests and comments using forms on the JustFOIA platform.

- If requests come to our office via email, we will add the request into the JustFOIA form and process it through the new system. Users who set up a profile in JustFOIA will be able to track open requests through a personal portal.

- We are looking forward to rolling out this new tool. The forms on the page will not be live until August 6, 2026, but the page can be bookmarked now.

We are so appreciative for the collaboration and support of our Board members, all of our administrative partners, and our constituents as we transition to this new system. We are confident that JustFOIA will be user-friendly and we look forward to hearing from our users about their experience.

If you observe any issues as we roll this out, please reach out to us.

Neola Training on New Policy Platform

In July, our Neola partners launched their own policy platform. Our team was trained on the behind the scenes features of this new policy platform. The timing of this transition is perfect, as we are on track to complete our final policy review work this month. Our newly revised policies will be made accessible to the public and staff on Neola's new platform, which features a crisp, streamlined look and easy-to-use search feature. We are excited about the transition and look forward to introducing the Board and community to this tool. We anticipate the new platform to be added to the MPS website mid-August.

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 August 4, 2026, at 5:30 p.m., we will hold our next community engagement circle in-person in room 103 of the MPS Administration Building. We will follow up on our conversation about shared definitions and then the conversation will move to a focus on the district's mission, vision, and strategic plan.

If individuals have suggestions for future circle topics, they can be shared using a survey link.

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 July:

- Juneteenth

- Graduation ceremonies

- Lincoln Avenue Community meeting

- Fondy Farmer's Market

- Beyond the Boardroom

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

Strategic Plan Compatibility Statement

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

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

Background

The attached analysis from the Wisconsin Association of School Business Officials (WASBO) details the elements at play in the "Wisconsin PTA" school funding lawsuit. Up to date information about the status of the lawsuit can also be found at fundwipublicschools.org

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.

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

Background

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

The Board may return to open session to vote on matters discussed in closed session; otherwise, the Board will adjourn from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Item deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

Accountability and Efficiency Services

Between June 6, 2026, and June 30, 2026, Accountability and Efficiency Services completed one request for an Impartial Hearing Officer and provided support for annual building inventory reporting to the state. Accountability and Efficiency Services also provided input into the NEOLA policy work.

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

Contract Compliance Services (CCS)

CCS is excited to continue supporting and sponsoring onboarding and recruitment efforts for summer internships, with a continued focus on expanding meaningful career exploration opportunities for MPS high school students.

A total of 21 students were onboarded into summer internship opportunities across the following careers industries:

Three student ambassadors for BID 32 – The North Avenue / Fond du Lac Marketplace Business Improvement District

Three building helper interns at Reagan High School

Thirteen student ambassadors for Lead2Change

Two Milwaukee Public Schools Specialized Services Center (MPSSSC) Café interns

As we move forward, CCS remains committed to strengthening contract compliance, advancing equity-centered practices, and expanding impactful student engagement opportunities in alignment with Administrative Policies 3.09 (HUB Program), 3.10 (COIN Program), and 3.13 (Student Engagement Program).

Audit Services

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

Updates in the Audit Services area for the current reporting period include:

Issued one partnership school management letter

Issued two partnership school audits

Issued two instrumentality charter school financial compliance audits

Received Board approval for the FY27 Annual Plan of Audits

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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REPORTS OF THE STANDING COMMITTEES

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Report of the Committee's Activities for July 2026

Background

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review.

In February 2024, the plan was presented, including the possibility of working with an outside partner to perform the review. In October 2024, the Board contracted with NEOLA, with the work of the partnership to begin in December 2024.

Criteria for policy review include, but are not limited to:

- alignment to current federal, state, and local laws;
- adherence to the Wisconsin Department of Public Instruction's administrative rules or to the requirements of state administrative offices or other oversight agencies;
- alignment to best practices within the corresponding subject matter areas;
- alignment to other district rules, policies, and procedures and to district guidelines/handbooks;
- the extent to which the policies, rules, and procedures meet the current needs or mission/focus of the District;

- national, state and local trend data on necessity and implementation.

As a result of the review, the recommendation may be that the Board:

- adopt the recommended modifications to specific policies, rules, or procedures;
- modify and adopt the recommendations
- rescind specific policies, rules, or procedures (i.e., eliminate them from the policy manual); or
- reaffirm specific policies, rules, or procedures (i.e., officially considered them "reviewed," but make no changes).

In addition, the final policy manual will have a new numbering system.

As the review proceeds, proposed recommendations will be brought periodically to the Committee on Legislation, Rules and Policies, to be considered in a work session format. The proposed revisions will not become final until the entire review is complete. The policies and procedures, as published on the district's website, will remain in effect in the meantime.

Attached to this item are:

- draft policies for Section 3000 on personnel matters.
- Policy 4407, School Resource Officers (redlined)
- draft packet – policies not previously presented

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The Recommendations will advance to the Board. 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 reports having given the public hearing on Policy Drafts that were previously considered by the Committee and recommended for approval.

Your Committee further reports having conducted work sessions on policy review and makes the following recommendations:

1. With respect to Consideration of, and Possible Action on, po4407, School Resource Officer Program, your Committee recommends adoption of the redline version of the policy.
2. With respect to Consideration of Policy Drafts Not Previously Reviewed, your Committee recommends approval of all policies presented in the item.
3. With respect to Consideration of Section 3000 Personnel, your Committee recommends approval of the policies presented.

Director O'Halloran moved to approve the Committee's report. The motion passed, the vote being as follows:

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

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In accordance with Board Policy 0166, the Board will accept public comment on all items of Regular Business.

REGULAR ITEMS OF BUSINESS

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

Classified Personnel Transactions

	Name	Position	Date	Salary
NEW HIRES				
2	Tramia Windom	Building Service Helper I	06/01/2026	\$18.41/hr
4	April Rodriguez		06/02/2026	\$22,755.00
5	Ava Gabelbauer	Youth Apprentice	06/23/2026	\$15.00/hr
2	Keneddy Hamilton	Youth Apprentice	06/23/2026	\$15.00/hr
3	Day Moo	Youth Apprentice	06/23/2026	\$15.00/hr
5	Brandon Morrison	Youth Apprentice	06/23/2026	\$15.00/hr
2	Tia Obregon Wallace	Youth Apprentice	06/23/2026	\$15.00/hr
4	Penelope Rivera-Folts	Youth Apprentice	06/23/2026	\$15.00/hr
3	Moo Day Shee	Youth Apprentice	06/23/2026	\$15.00/hr
3	Paw Shee	Youth Apprentice	06/23/2026	\$15.00/hr
3	Siti Nur Shahirah Yassin	Youth Apprentice	06/23/2026	\$15.00/hr
PROMOTION				
5	Michael Brulz	Electrician Charginan	06/22/2026	\$54.68/hr
2	Michael Brulz	School Kitchen Manager I	06/22/2026	\$39,896.53
2	Demone Lee	School Kitchen Manager I	06/22/2026	\$29,997.74
2	Tonya Smith	School Kitchen Manager I	06/22/2026	\$39,896.53
REHIRES				
2	Franklin Martin	Building Service Helper I	06/01/2026	\$20.25/hr
2	Vincent Bevenue	Boiler Attendant Trainee	05/26/2026	\$44,970.56

Certificated Personnel Transactions**ACTION ON CERTIFICATED APPOINTMENTS-TEACHER**

5,r Epstein,Samantha Ann 01/MA \$92,289.49 7/7/2024

MATHEMATICS**ACTION ON CERTIFICATED APPOINTMENTS -EMP TR SPEC**

5,r Gleesing,Shawn D IC/MA \$ 112,295.49 7/1/2026

STW- C.D.- MILD/MODERATE

Leaves of Absence

	Present Assignment	Effective From
Illness Leave April 2026		
Ijeoma Odunna-Unanka	Clark Street School	June 2, 2026
Illness Leave April 2026		
Jessica Meyers	Out of Assignment	April 9, 2026

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Date
Other Dist	3.1	5	Brian Babbitts	Coord III	Central Svcs	07/01/2026
Retire	33.9	5	Rae Barwick	Teacher	Hampton	06/17/2026
Personal	13.9	4	Jody Bauer	Teacher	Vincent	06/18/2026
Retire	21.7	5	Georgianna Baughn	Teacher	German Imm	06/17/2026
Personal	3.3	2	Tiffany Bean	Teacher	53rd Street	06/17/2026
Personal	3.6	5	Zachary Beeksma	AP	Doerfler	07/01/2026
Other Dist	12.9	5	Allison Begel	Counselor	Central Svcs	06/17/2026
Other Dist	8.0	5	Terry Bellendorf	Teacher	MSOL	06/17/2026
Retire	33.8	5	Helen Benezis Tselent	Teacher	Vieau	06/18/2026
Retire	27.9	2	Mingyon Blackwell	AP	Bay View HS	07/01/2026
Retire	28.6	2	Pamela Bolden	AP	MSOL	07/02/2026
Retire	29.4	2	Damita Bordeaux Adzaka	AP	Riverside	06/19/2026
Retire	32.7	5	Leah Bradley	Teacher	Dr. King Elem	06/27/2026
Retire	29.9	5	Kim Bremer	Teacher	Hartford	06/17/2026
Retire	20.1	5	Marla Brickler	Teacher	Forest Home	06/17/2026
Personal	12.3	2	Brandi Byrd	Teacher	Engleburg	06/04/2026
Other	4.9	2	Leah Cashaw	Teacher	Thoreau	06/19/2026
Work						
Other Dist	23.9	5	Bradley Christensen	Principal	Forest Home	06/19/2026
Retire	29.5	5	Alan Claas	Teacher	Sherman	06/17/2026
Retire	39.9	2	Janet Colvin	Teacher	Central Svcs	07/02/2026
Retire	35.9	5	Margaret Curley	Teacher	Browning	06/17/2026
Retire	11.0	5	Sarah Czaplewski	Teacher	Siefert	07/01/2026
Retire	26.9	5	Joseph Danek	Teacher	Clement Ave	06/17/2026
Other	1.9	5	Alissa Davis	Nurse	Fratney	06/20/2026
Work						
Retire	31.8	5	Holly Davis	Teacher	Morgandale	07/01/2026
Retire	35.5	4	Raquel de la Cruz Gutierrez	Coord II	Central Svcs	07/18/2026
Retire	0.9	2	Sheila DeWalt	Teacher	Burbank	06/27/2026
Other	2.6	5	Zakary DeWindt	Teacher	Thoreau	06/18/2026
Work						
Personal	4.5	3	Sarah Dombrowsky	Teacher	Grant	06/17/2026
Other	4.8	5	Gabriel Eagon	Teacher	German Imm	06/18/2026
Work						
Personal	16.3	2	Tess Eauslin	Teacher	Vieau	07/01/2026
Personal	5.8	5	Aimee Elandt	Teacher	Congress	07/01/2026

Reason	Yrs Svc	Eth Code	Name	Position	Location	Date
Retire	18.9	5	Daniel Eisenman	Teacher	Grant	06/17/2026
	29.8		Steven Emmling	AP	Burdick	06/20/2026
	32.8		Sarah Fadness	Teacher	MSOL	06/17/2026
Other Dist	10.0		Ashley Fahey	Teacher	Ronald Reagan	06/27/2026
Personal	4.9	5	Jeanne Farinelli	Teacher	Bay View Mont	06/17/2026
Retire	29.8	5	Jason Fellows	Teacher	Hamilton	06/17/2026
Retire	2.6	2	Nelson Foley	Teacher	Groppi	07/01/2026
Other Dist	7.3	5	Michelle Fons	Teacher	Parkside	06/17/2026
Personal	5.0	5	Tara Gibilian	Teacher	Meir	07/01/2026
Other Dist	2.9	5	Molly Glowacki	SLP	Central Svcs	06/17/2026
Personal	6.9	2	Kellesha Gray	Teacher	Bethune	06/17/2026
Personal	31.9	5	Mark Grzanna	Teacher	Greenfield	06/17/2026
Other Work	3.7	2	SaimaGuice	Counselor	Obama SCTE	06/18/2026
Retire	31.9	5	Rebecca Halsey Schmidt	SLP	Central Svcs	06/18/2026
Other Dist	0.3	5	Reyann Harris	Teacher	Central Svcs	07/01/2026
Retire	33.9	2	Diane Harris Kay	Teacher	Barton	06/18/2026
Personal	13.6	2	Aleta Heath	Teacher	Browning	06/20/2026
Personal	15.8	4	Bobbie Hernandez	Teacher	Fratney	07/01/2026
Retire	31.9	5	Dawn Herzog Kraus	SLP	Holmes	06/17/2026
Other Dist	5.3	5	Mireille Hess	AP	Carver Acad	07/01/2026
Retire	21.0	5	Crystal Hoecherl	Nurse	Central Svcs	06/19/2026
Retire	21.4	2	Sharon Holmes	Teacher	53rd Street	06/17/2026
Retire	35.9	5	Jill Huffer	SLP	Lowell	06/17/2026
Other Dist	24.0	2	Afrika Hughes	Mgr II	Special Svcs	07/18/2026
Personal	2.0	5	Michelle Ihlenfeld	Nurse	Central Svcs	06/20/2026
Personal	2.0	5	Mary Jaros	Teacher	Meir	07/01/2026
Retire	37.9	2	Kemberly Johnson	Teacher	Engleburg	06/17/2026
Retire	28.9	2	Roderick Johnson	Teacher	Cass	06/17/2026
Other Dist	5.9	5	Annie Kassens	Teacher	Lowell	07/01/2026
Retire	31.1	2	Frances Kimbrough	Teacher	Thoreau	06/16/2026
Other Work	11.9	2	LakeshaKing	Teacher	Bryant	06/19/2026
Other Work	5.0	5	LouisKlemm	Teacher	Washington HS	06/27/2026
Personal	25.0	2	Daryl Knox	Teacher	Central Svcs	06/30/2026
Other Dist	11.0	5	Joseph Koester	Teacher	Ronald Reagan	06/17/2026
Personal	8.9	5	Anne Kraemer	Teacher	MHSA	06/17/2026
Retire	26.9	5	Jennifer Kuehnau	Spec Ed Sup	Central Svcs	06/19/2026
Retire	31.6	5	Malgorzata Kutynia	Teacher	Fernwood	06/17/2026
Other Dist	7.0	5	Jessica LaBelle	Teacher	South Acc Acad	06/17/2026
Other Work	0.9	5	ErinLee	SLP	Humboldt Park	06/19/2026
Other Work	2.7	4	AlexanderLekhtman	Teacher	Longfellow	06/27/2026
Other Dist	11.4	5	Elise Lewein	Teacher	Hawley	06/17/2026
Retire	36.9	2	Kimberly Loper	Teacher	Central Svcs	06/17/2026
Retire	18.9	5	Linda Lustig	Teacher	Central Svcs	06/27/2026
Personal	5.9	5	Haley Lyons	Teacher	MSOL	06/17/2026
Other Dist	0.3		Stephanie Madaus	Teacher	Spanish Imm	06/16/2026
Personal	31.5		Timothy Madler	Teacher	Curtin	06/30/2026
Personal	28.4		Douglas Maierhafer	LMS	ALBA	07/01/2026

Reason	Yrs Svc	Eth Code	Name	Position	Location	Date
Personal	1.5	6	Gary Malmon	Teacher	MACL	07/01/2026
Other Dist	28.3	2	Tracy Matthews	Teacher	Dr King Elem	06/27/2026
Personal	5.8	3	Van Mawi Tial	Teacher	South Division	06/17/2026
Personal	0.3	4	Edgar Mendieta	Teacher	Mitchell	05/14/2026
Personal	2.9	1	Alondra Mercado Garcia	Forest Home Teacher	06/17/2026	
Personal	2.9	5	Camden Moeller	Teacher	Jackson	06/17/2026
Personal	6.9	5	Casey Moore	Teacher	Forest Home	07/01/2026
Personal	5.9	5	Emily Moore	Teacher	German Imm	06/17/2026
Other Work	5.9	4	Eva Mora	Teacher	Spanish Imm	06/17/2026
Personal	0.9	5	Maggie Murphy	SLP	Spanish Imm	06/18/2026
Other Dist	9.9	2	LaKeshia Myers	Teacher	Rufus King MS	07/01/2026
Retire	12.8	4	Nery Neterval Quiel	Teacher	Lincoln Ave	06/17/2026
Personal	7.9	5	Julia Nezworski	SLP	Whitman	06/17/2026
Retire	30.3	2	Loretta Ocampo	Teacher	Story	07/01/2026
Personal	6.8	2	Ijeoma Odunna Unanka	Teacher	Clarke	06/16/2026
Personal	11.7	5	Bonnie Ohara	Teacher	Thurston Woods	06/17/2026
Personal	4.9	5	Bethany Olson	Teacher	Victory	06/19/2026
Retire	29.7	5	Dawn Olson	Teacher	Burbank	06/17/2026
Retire	18.9	2	Betty Palmer	Teacher	Parkview	06/17/2026
Other Work	1.9	4	IsabellaPanelli	Teacher	Curtain	06/17/2026
Retire	23.9	5	Chad Perkins	Teacher	Emerson	06/17/2026
Personal	12.9	5	Margaret Petershack	SSW	Transition HS	06/19/2026
Personal	2.9	5	Stephanie Pelo	Teacher	Parkside	06/20/2026
Other Dist	8.9	2	DeVon Pryor	Teacher	Riverside	06/25/2026
Retire	27.7	2	Terana Ray	Dean	Roosevelt	07/01/2026
Personal	6.5	5	Kathleen Reigle	Audiologist	Central Svcs	06/19/2026
Personal	9.6	4	Dimarie Reyes	Teacher	Spanish Imm	06/17/2026
Retire	33.4	5	Michelle Rigden	Teacher	Jackson	06/19/2026
Personal	11.9	2	Jacqueline Roberts	AP	Roosevelt	06/24/2026
Retire	25.4	2	Shelley Robinson	Teacher	Thoreau	06/27/2026
Retire	31.4	5	Andrew Rossa	Mgr III	Recreation	07/01/2026
Other Work	6.0	3	Tony Sayarath	Teacher	MHSA	06/17/2026
Other Dist	1.9	5	Sicilia Scardina	SSW	Central Svcs	06/19/2026
Other Work	13.9	5	Jodie Schauer	LMS	Hamilton HS	06/19/2026
Other Dist	8.0	5	Jason Schmieding	Teacher	Bay View HS	06/17/2026
Other Work	2.9	5	Melissa Scott	Teacher	Parkside	06/26/2026
Other Dist	11.3	2	Shakela Scott	Teacher	Sherman	06/18/2026
Retire	21.1	7	Terri Scott	Teacher	Pulaski	06/27/2026
Other Dist	21.4	5	Brooke Shapiro	Teacher	Cooper	06/17/2026
Personal	8.9	7	Elizabeth Sievert	SSW	Riverwest	06/19/2026
	9.0		Rober tSizemore	Teacher	Clement Ave	06/18/2026
	39.4		Julie Slightam	Teacher	German Imm	06/17/2026
Retire	34.9		Jennifer Smith	Principal	Central Svcs	07/01/2026
Other Dist	3.9	5	Madeline Smith	SLP	Kilbourn	07/01/2026
Retire	34.8	2	Karen Spann Turner	SSW	Keefe	07/12/2026
Retire	25.2	5	Elizabeth Stahle	Teacher	Grantosa	07/01/2026

Reason	Yrs Svc	Eth Code	Name	Position	Location	Date
Personal	4.4	5	Rebecca Stenwell	Teacher	River Trail	06/17/2026
Other	0.5	2	Tempestt Tarver	Teacher	MSL	06/20/2026
Work						
Retire	34.4	5	Doreen Timmerman	Teacher	Central Svcs	06/17/2026
Personal	9.5	5	Alyssa Towler	AP	Grantosa	07/01/2026
Retire	25.2	5	Beth Van Ess	SLP	Grant	06/17/2026
Retire	29.0	2	Adrian Wade	Teacher	Meir	06/26/2026
Retire	12.9	5	Susan Waldoch	Nurse	Central Svcs	06/19/2026
Personal	7.9	5	Brandie Waletzko	Teacher	Franklin	06/16/2026
Other Dist	12.0	5	David Walker	AP III	Ronald Reagan	07/01/2026
Retire	22.9	5	Dorothy Watters	Spec Ed Sup	Central Svcs	06/19/2026
Personal	11.3	5	Sarah Weintraub	Teacher	ALBA	06/18/2026
Personal	6.5	5	Brittani Weis	Teacher	Greenfield	06/17/2026
Personal	2.0	5	Alexander Wells	Teacher	MSOL	06/30/2026
Other Dist	7.0	5	Elissa Werve	Teacher	Bay View HS	06/21/2026
Retire	42.0	2	Chrystal White	Principal	Carson Acad	06/20/2026
Other	3.9	2	Toni Williams	Teacher	Spanish Im	06/27/2026
Work						
Personal	12.9	5	Michaeleen Wilmsen	Teacher	Maryland	06/17/2026
Other	2.4	4	Brendan Winkler	Teacher	Keefe	06/17/2026
Work						
Retire	25.9	5	Patricia Winter	Teacher	Kluge	06/19/2026
Personal	11.9	4	Christine Wojciechowski	Lincoln Ave	07/01/2026	
			AP			
Personal	8.3	5	Kailyn Wykhuis	SSW	Metcalfe	06/19/2026
Retire	28.9	3	Chueneng Yang	Teacher	Central Svcs	06/17/2026
Other Dist	4.9	3	Suab Nikki Yang Vang	Teacher	Riley	06/17/2026
Retire	36.9	5	Debra Zens	Teacher	Bruce	06/17/2026
Other	10.3	5	Pamela Zimmerman	Mgr I	Recreation	07/18/2026
Work						

Classified Resignations.

Personal	2.8	2	Ana Ayala	Para	Central Svcs	06/02/2026
Retire	34.0	5	Julie Bast	SNA	Central Svcs	06/17/2026
Other	11.5	5	Mark Bethel	Mgr III	Repair Div B	07/18/2026
Work						
Retire	28.4	2	Mary Boles	Para	Meir	06/17/2026
Personal	0.5	3	Somkhit Boonheuan	Asst II	Central Svcs	07/11/2026
Retire	27.6	5	Mary Bredeau	CHA	Pulaski	06/17/2026
	33.4	2	Geraldine Buie	SKM Train	Alliance	06/18/2026
Personal	2.7	2	Diamond Bullock	Para	Maple Tree	06/17/2026
Other	1.6	4	Oslard Correa Martinez	Para Maple TreeR	Ronald Reagan	06/20/2026
Work						
Retire	27.4	2	Sharon Daniels	Para	Cass	06/17/2026
Personal	0.9	2	Shemekwa Day	CHA	Washington	06/16/2026
Retire	20.7	2	Wanda Delarosa	SKM Train	06/17/2026	
				Clement Ave		
Retire	28.7	5	Sheryl Deleon	Para	Forest Home	06/17/2026
Retire	27.3	5	Holly Demos	FSA	Humboldt Park	06/17/2026
Other	3.0	5	Chase Dispennette	Safety Asst	School Safety	06/16/2026
Work						
Personal	1.6	4	Keishla Figueroa Torres	Para	Manitoba	06/17/2026
Personal	1.6	2	Daramika Flowers	Safety Asst	School Safety	05/28/2026
Retire	8.8	5	Jeanne Fonfara	SNA	Central Svcs	06/18/2026

Reason	Yrs Svc	Eth Code	Name	Position	Location	Date
Other Work	2.0	2	Victoria Freeman	BSH I	Central Svcs	06/16/2026
Retire	11.0	2	Sandra Griffin	Secretary I	Story	07/02/2026
Retire	26.9	4	Raymundo Guardiola	Asst III	Finance	07/11/2026
Personal	1.9	4	Ashley Gutierrez Vega	Para	Fratney	06/17/2026
Personal	11.0	2	Dolores Jackson	Secretary I	Franklin	06/18/2026
Personal	6.5	2	Laporchia Jackson	Secretary I	MACL	06/20/2026
Retire	24.3	2	Laura Jennings	CHA	Story	06/17/2026
Retire	35.6	5	Teresa Kennon	Secretary II Bay View HS	07/04/2026	
Other Dist	1.7	5	Mark Kirsch	Para	Riley	07/01/2026
Personal	0.9	5	Eliassah Larson	Para	Carver	06/17/2026
Retire	37.7	2	Darlene Lucas	Para	Thurston Woods	06/18/2026
Retire	22.6	5	Cheri Makurat	CHA	Bradley Tech	06/18/2026
Retire	21.5	4	Jorge Melendrez	Para	Hayes	06/19/2026
Retire	23.9	2	Maggie Mitchell	SNA	Central Svcs	06/17/2026
Other Work	4.6	2	Willmarie Pagan	Para	Vieau	06/16/2026
Retire	10.7	2	Willie Pitts	BSH I	Starms	06/25/2026
Other Work	9.9	2	JahiahPorter	Para	Bruce	06/17/2026
Retire	23.0	5	Monica Quirk	Coord II	Central Svcs	07/01/2026
Other Work	2.3	2	ChristopherRamos	FSM III	Lincoln MS	06/20/2026
Retire	30.8	4	Evelyn Reyes	Para	Morgandale	06/19/2026
Retire	6.9	2	Dawn Robertson	Para	Hopkins Lloyd	06/17/2026
Personal	10.0	4	Elizabeth Romero	Secretary I	South Division	07/01/2026
Retire	21.8	5	Colleen Rusch	Interpreter MSL	06/17/2026	
Retire	31.4	2	Timothy Rusch	CHA	Central Svcs	06/17/2026
Retire	3.6	4	Robert Santiago	BSH I	Clement	07/17/2026
Retire	11.0	5	John Sekeres	Laborer	Facilities & Maint	07/11/2026
Other Work	9.0	2	Stanley Shelton	Dean	Morse MS	06/19/2026
Retire	11.7	2	Sandra Sims	Para	Starms	06/18/2026
Personal	0.9	5	John Sliga	Para	Garland	06/17/2026
Retire	3.6	2	Avis Thomas	FSA	95th Street	06/17/2026
Other Work	9.0	2	Carmellett Westmoreland	SecretaryI	Maple Tree	06/19/2026
	30.3	5	Christine Wetzel	Para	MacDowell	06/17/2026
	39.3	5	Catherina Williams	Secretary I	Whittier	04/01/2026
Personal	1.6	2	Jacolby Woods	BSH I	Parkside	06/17/2026
Retire	18.3	6	Danica Zagorac	FSA	Parkside	06/17/2026

Other District – 27 (Classified 1 Certificated 26)

Other Work – 27 (Classified 9 Certificated 18)

Personal – 60 (Classified 13 Certificated 47)

Retirement – 89 (Classified 30 Certificated 59)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY27 budget

Implementation and Assessment Plan

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

Recommendation

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

Director Ferguson moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

Background

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

Recommended Administrative Appointments

(5)(nr)	Jennifer Buros	Deputy Chief of Finance Sign on bonus	Sch 03, Range 18A \$10,000
(2)(r)	Carletta Noland	Office of the Chief of Finance Sr. Director of Curriculum & Instruction	\$195,000 Sch 03, Range 16A
(2)(nr)	Darrell Strong	Office of the Chief of Academics Academic Superintendent	\$189,753 Sch 03, Range 17A
(2)(r)	Leden Wood	Office of the Chief of Schools Principal II 9-12, Vincent	\$180,000 Sch 03, Range 15A
		Office of the Chief of Schools Start date 07/20/2026	\$140,000
(5)(nr)	Jonathan Jagemann	Director of Equity Office of the Chief of Family and Community Partnership	Sch 03, Range 14A \$134,500
(5)(r)	Rebecca Mercedes	Principal II, Rogers Street K-8 Office of the Chief of Schools Start date 07/20/2026	Sch 03, Range 14A \$130,000
(5)(nr)	Alyssa Towler	Principal I, Carson Academy K-8 Office of the Chief of Schools Start date 07/20/2026	Sch 03, Range 13A \$130,000
(4)(r)	Sandra Ceballos	Title IX, Investigator Office of the Superintendent Start date 07/01/2026	Sch 03, Range 08A \$124,966
(4)(nr)	Oscar Silva	Principal I, K-6, Forest Home Office of the Chief of Schools Start date 07/20/2026	Sch 03, Range 13A \$125,000
(4)(r)	Francisco Sanchez	Manager I, Recreation Community Schools	Sch 03, Range 11A \$115,000

		Office of the Chief of Family and Community Partnership	
		Start date 07/01/2026	
(2)(nr)	Perry Perkins	Manager I, Recreation Coordinator II	Sch 03, Range 11A
		\$115,000	
		Office of the Chief of Family and Community Partnership	
(5)(nr)	Derek Donlevy	Manager I, Recreation Coordinator II	Sch 03, Range 11A
		\$115,000	
		Office of the Chief of Family and Community Partnership	
(2)(r)	Sika Banini	Supervisor I, High School Transformation	Sch 03, Range 09A
		Office of the Chief of Schools	\$115,000
		Start date 07/01/2026	
(5)(nr)	Kevin O'Connor	Manager, Media Relations	Sch 03, Range 10A
		Office of the Chief of Communications	\$102,000
(2)(r)	Morgan Coleman	Deputy Supervisor II, Title IX	Sch 03, Range 10A
		Office of the Superintendent	\$100,000
(5)(nr)	Kya Hulse	Audiologist, Special Services	Sch 03, Range 08C
		Office of the Chief of Academics	\$88,500
(2)(r)	Steve Wells	Associate II, Recreation Supervisor	Sch 03, Range 04A
		Office of the Chief of Family and Community Partnership	\$75,000
		Office of the Chief of Academics	\$75,000
		Start date 07/01/2026	
(7)(r)	Joan Guardiola	Planning Assistant II, Recreation (Finance)	Sch 03, Range 03A
		Office of the Chief of Family and Community Partnership	\$66,000
(5)(r)	Evan Close	Benefits Associate I	Sch 03, Range 03A
		Office of the Chief of Human Resources	\$65,000

Recommended Reclassifications

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

(4)(r)	Jennifer Hernandez	Academic Superintendent	Sch 03, Range 17A
		Office of the Chief of Schools	\$180,000
(2)(r)	Torrence Pierre	Senior Support Technician II	Sch 03, Range 04A
		Office of the Chief of Operations	\$90,946
(2)(r)	Olivia Averhart	Senior Support Technician II	Sch 03, Range 04A
		Office of the Chief of Operations	\$83,973
(5)(nr)	David Hetzer	Senior Support Technician II	Sch 03, Range 04A
		Office of the Chief of Operations	\$79,384
(6)(r)	Andrew Nieznanski	Senior Support Technician II	Sch 03, Range 04A
		Office of the Chief of Operations	\$73,572

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

(5)(r)	Michael Turza	Interim Chief Operating Officer	\$100.00
		Office of the Superintendent	
		07/01/26 to 12/31/26	
(5)(r)	James Dunn	Title IX Investigator	\$55.00
		Office of the Superintendent	
		07/01/26 to 01/01/27	
(2)(nr)	Debra Rash	Title IX Decision Maker	\$55.00
		Office of the Superintendent	

(2)(r)	Morgan Coleman	07/01/26 to 01/01/27 Title IX Investigator Office of the Superintendent	\$50.00
(5)(r)	Sandra Schroeder	07/01/26 to 07/31/26 Facilities Project Analyst Office of the Chief of Operations	\$50.00
(5)(nr)	Kimberly Talarico	07/01/26 to 12/31/26 Environmental Literacy and Sustainability Education Coordination Office of the Chief of Operations	\$45.27
(5)(nr)	Jay Navone	07/06/26 to 08/12/26 School Safety and Security Supervisor Office of the Chief of Schools	\$40.00
(5)(nr)	Danette Richardson	07/06/26 to 01/06/27 Title IX Investigator Intake Specialist/Secondary Investigator Office of the Superintendent	\$40.00
(2)(r)	Tameika Newsome	07/01/26 to 01/01/27 Title IX Investigator Intake Specialist/Secondary Investigator Office of the Superintendent	\$40.00
(5)(r)	William Molbeck	07/01/26 to 01/01/27 Interscholastic Athletics & Academic Special Projects Office of the Chief of Family, Community and Partnership	\$40.00
(2)(r)	Bridgett Todd	07/01/26 to 01/01/27 E-Rate Administrative Support and Processing Office of the Chief of Operations	\$38.13
(5)(r)	Stephen Sanders	07/01/26 to 12/31/26 Board Meeting IT Support 3-4 nights per month Office of the Chief of Operations	\$36.00
(2)(r)	Annette Fayne	07/01/26 to 12/31/26 Administrative Assistant Office of the Board of Governance	\$32.00
(2)(nr)	Natalie Gross	07/01/26 to 12/31/26 Planning Assistant Office of the Board of Governance	\$32.00
(5)(r)	Robert Howell	07/01/26 to 12/31/26 Engineer Trainee Office of the Chief of Operations	\$30.00
(5)(r)	Herman Wolf	07/01/26 to 12/30/26 Engineer Trainee Office of the Chief of Operations	\$30.00
(5)(r)	Erin Scheive	07/01/26 to 12/30/26 Reagan Musical Technical Director Office of the Chief of Academics	\$30.00
(5)(r)	Marshall Lee	11/01/26 to 12/21/26 Stage Crew Technician/Specialist Office of the Chief of Schools	\$30.00
(5)(r)	Clara Tracey	09/01/26 to 01/22/27 Arts Coordinator Office of the Chief of Schools	\$30.00
(2)(r)	Marie Carter	07/01/26 to 12/31/26 Project 384: Milwaukee Early Literacy League Mentor	\$30.00

		Office of the Chief of Academics 07/01/26 to 12/31/26	
(5)(nr)	Julie Fraleigh	Piano Accompanist	\$30.00
		Office of the Chief of Schools 09/03/26 to 01/26/27	
(5)(r)	Sarah Dubey	School Counselor Student Support	\$30.00
		Office of the Chief of Schools 09/01/26 to 01/15/27	
(2)(r)	Markesha Hilliard	Records Associate	\$28.00
		Office of Board of Governance 07/13/26 to 12/31/26	
(5)(nr)	Angie Chojnacki	School Kitchen Manager Mentor	\$26.00
		Office of the Chief of Schools 08/24/26 to 02/24/27	
(5)(r)	Dawn Butler	School Kitchen Manager	\$26.00
		Office of the Chief of Finance 08/24/26 to 02/24/27	
(5)(r)	Nancy McGrew	Whittier Learning & Library Support	\$20.00
		Office of the Chief of Schools 07/01/26 to 12/31/26	
(5)(r)	Linnia Stoddard	Lifeguard for High School Swimming Courses	\$18.50
		Office of the Chief of Academics 07/01/26 to 12/31/26	

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY27 budget

Recommendation

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

Director Reza moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

Purchases

Cooperative Authorization to Issue a Purchase Order to Avela, Inc. for School Enrollment Software

The Administration is requesting authorization to purchase School Enrollment Software.

The 2025 MGT Operational Review identified the need for Milwaukee Public Schools to modernize technology systems, improve interoperability, and streamline operational processes to better serve students and families.

Following a comprehensive evaluation that included demonstrations from multiple vendors, Avela was selected for its seamless integration with Infinite Campus, Single Sign-On capability, real-time seat management, and overall value. Implementing Avela will provide families with a centralized, user-friendly enrollment experience while improving the District's ability to efficiently manage applications, school capacity, and student placement decisions.

The purchase is supported under The Interlocal Purchasing System (TIPS) Cooperative Agreement #230702 and will not exceed \$230,000.00. The subscription will run from August 1, 2026 through July 31, 2027.

Budget Code:

OGA-0-S-GG7-TC-ECTS (Governor's Budget)..... \$80,000.00

SSV-0-0-TLN-DW-ETRS (Student Services)..... \$150,000.00

RFB 5829 Authorization to Extend the Blanket Purchase Order with Prairie Farms Dairy, Inc as the Milk Supplier/Distributor for Milwaukee Public Schools

The Administration is requesting authorization to extend a blanket purchase order with Prairie Farms Dairy, Inc for the 2026-2027 school year with the option to extend for up to two additional one-year periods. This blanket purchase order will provide the distribution of specific milk products to be directly delivered to MPS schools which will allow flexibility of delivery services based on storage capacity at each school. Milk is a USDA-required food component that must be offered at Breakfast, Lunch and Dinner.

The vendor was chosen pursuant to RFB 5829 which closed on June 16, 2025. Prairie Farms Dairy, Inc was the only bidder for the award.

The initial blanket purchase order had a term of September 1, 2025, through August 31, 2026 with the option to extend for three additional one-year terms.

This extension will run from September 1, 2026, through August 31, 2027 (Year 2) with the option to extend for two additional one-year terms.

Criteria for Renewal	Maximum Points	Evaluation Points
Quality of Products	20	19
Effectiveness of Online Ordering System	20	19
Customer Service/ Responsiveness to Problem Solving	20	20
Efficiency and Accuracy of Deliveries	20	20
Invoicing and Billing Process Followed	20	20
Total:	100	98

The total cost for the blanket purchase order in Year 2 will not exceed \$4,000,00.00

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contracts) \$4,000,000.00

RFB 5830 Authorization to Extend the Blanket Purchase Order with Alpha Baking Company, Inc as the Fresh Bakery/Bread Supplier/Distributor for the Milwaukee Public Schools

The Administration is requesting authorization to extend a blanket purchase order with Alpha Baking Company, Inc for the 2026-2027 school year with the option to extend for up to two additional one-year periods. This blanket

purchase order will provide the distribution of specific bread products to be directly delivered to MPS schools with flexible delivery days based on the fresh bakery needs of the menu.

The vendor was chosen pursuant to RFB 5830 which closed on June 16, 2025. Alpha Baking Company Inc was the only bidder for the award.

The initial blanket purchase order had a term of September 1, 2025, through August 31, 2026 with the option to extend for three additional one-year terms. This extension will run from September 1, 2026, through August 1, 2027 (Year 2) with the option of two additional one-year terms.

The total cost for the blanket purchase order in Year 2 will not exceed \$800,000.00.

Budget Code: 000-0-0-000-BL-ECTS (Nutrition)..... \$800,000.00

RFB 5833 Authorization to Issue a Blanket Purchase Order to CDW Government LLC for Chrome Devices

The Administration is requesting authorization to enter into a blanket purchase order with CDW Government LLC for Chrome Devices. This vendor will be used to provide various Chrome devices running Google Chrome operating system (OS) and related configuration services, software, and accessories.

These Chromebooks, Chrome boxes, Chromebook service and Chrome operating system licenses will be used in schools to continue to refresh current inventories.

In MPS, Chromebooks are used from kindergarten through high school for students to demonstrate their learning through digital product creation and curation, receive interventions that supports our Ambitious Instruction: Accelerated Learning plan, as well as take district and state-wide assessments. These devices will be used by students to produce everything from digital documents, presentations, videos, and much more while accessing district-adopted curriculum and resources.

Contractor was chosen pursuant to RFB 5833, which closed on May 13, 2026. The contract will run from December 1, 2026 through November 30, 2029 and will not exceed \$22,500,000.

The contract will be encumbered annually, on or near the anniversary date. Total expenditures in Year 1 shall not exceed \$7,500,000.

Budget Code: 0-0-000-000-BL-ECTS (Various Departments) \$22,500,000.00

Authorization to Issue a Purchase Order to Renaissance Learning Inc for Math and Contract Social Studies Subscriptions to Nearpod Premium Plus Services

The Administration is requesting authorization to issue a purchase order to Renaissance Learning Inc for access to Nearpod premium services for grades PreK-12. MPS will receive premium plus access to Nearpod for 12 months, August 1, 2026, until July 31, 2027. This product will include premium features for all teachers and students grades PreK-12. It also includes district features like larger class sizes, unlimited storage, Co-teaching, LMS integration, custom professional development and training options, and a dedicated District Success Manager and District Strategy Consultant for onboarding and implementation.

There are 1900 active teacher Nearpod users in Milwaukee Public Schools in the 2025 school year. These teachers are spread across at least 134 different schools. Library Media Specialists and district digital learning coaches have received training in Nearpod and are supporting the teachers in the schools. MPS educators have launched over 17,300 unique Nearpod lessons in the past year, nearly 1300 in May 2025 alone. There have been over 150,000 student joins in the past year, with half of them being live participation and the other half were self-paced lessons. About 80% of the lessons launched are teacher-created and the rest utilize existing lessons from the Nearpod Lesson Library. There are over 8,500 Wisconsin state standards-aligned lessons that already include all of the Nearpod interactive features.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Agreement #230105.

This subscription will run from August 1, 2026, through July 31, 2026, and will not exceed \$198,506.08.

Budget Code: GEN-0-0-INV-DW-ENTB (Curriculum and Instruction) \$198,506.08

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

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

Contract: C033808

Council of the Great City Schools

On June 9, 2025, the Milwaukee Board of School Directors and the Council of the Great City Schools entered into Professional Services Contract number C033808 with a term of June 10, 2025 through December 31, 2025 to provide support to the Chief Financial Officer and the Finance staff in the design of a new system of centralized funding to create the fully compliant WUFAR system in BusinessPlus as well as consulting support on budgeting, development of strategies and materials and monitoring tools. A Request to Change Contract (RCC) was approved to extend the contract through June 30, 2026 and to add funds of \$60,000. On May 28, 2026, an RCC was approved to extend the contract through June 30, 2027, and to add funds of \$150,000 for continued consulting support.

Original Contract Amount:\$40,000.00
 RCC 11/19/2025 60,000.00
 RCC 5/28/2026 150,000.00
 Ending Amount\$250,000.00

Monthly Financial Reports

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over \$5,000			
French Immersion School	Milwaukee French Immersion PTA	6,000.00	African Dance Programming
Hawthorne School	John R Mathie	11,757.67	General School Supplies
<i>Total Monetary Donations Over \$5,000</i>		<i>17,757.67</i>	
Monetary Donations			
Academia De Lenguaje Y Bellas Artes (ALBA)	Crash Course Driver Education Center LLC	750.00	ALEKS Program
Audubon High School	Cinderella Project	550.00	Prom
Audubon High School	First Wisconsin Robotics	1,500.00	Robotics Donation
Audubon High School	Share Our Strength	5,000.00	Share Our Strength Award
Audubon Technology and Communication Middle School	Children's Hospital	1,500.00	Bullying Prevention Campaign
Cass Street School	Box Tops for Education	24.50	General School Supplies
Craig Montessori School	Natural Resources Foundation of Wisconsin	200.00	Havenwoods Forest Trip
Curtin School	Natural Resources Foundation of WI Inc	209.00	Field Trip Bus
Fratney Street School	Elizabeth Kaplan	130.00	Middle Grade Level Books
Garland School	Box Tops for Education	10.20	General School Supplies
German Immersion School	German Fest Milwaukee, Inc	2,401.00	German Fest
Hampton School	Memorial Lutheran Church	200.00	HP Danceworks Contract
Hampton School	Kathleen Schell	500.00	HP Danceworks Contract
Hampton School	Kathleen Schell	100.00	Staff Appreciation Breakfast

Location	Donor	Amount	Gift or Purpose
Marshall High School	Milwaukee Bucks LLC	1,000.00	Support Alternative Education
Maryland Avenue Montessori School	Anonymous	20.00	Class Donation
Meir School	CyberGrants LLC	98.10	Bus
Meir School	CyberGrants LLC	1,000.00	Future City
Milwaukee Academy of Chinese Language	Box Tops for Education	15.20	General School Supplies
Morgandale School	Discovery World	200.00	Partial Bus Reimbursement
North Division High School	Gisela Benning	100.00	Snack Items for Boy's Track Team
Obama School of Career and Technical Education	Anonymous	125.00	Skills USA Program
Parkside School	Anonymous	30.00	General School Supplies
Rogers Street Academy	Maria Yesenia Camacho	300.00	Field Trip Bus
Ronald Reagan High School	Cybergrants	4,950.00	Girls in Tech
Spanish Immersion School	Kay McClure	100.00	Recess Supplies
Victory School	Coccia-Inserra Foundation	250.00	Student Awards Program
Vieau School	Box Tops for Education	1.40	General School Supplies
	Total Monetary Donations	21,264.40	
Non-Monetary Donations			
Academia De Lenguaje Y Bellas Artes (ALBA)	O'Reilly Auto Parts	1,997.00	Gift Bags for Books
Academy Of Accelerated Learning	DonorsChoose	613.72	We've got the Write Stuff!
Academy Of Accelerated Learning	DonorsChoose	686.53	Regulation Station
Albert E Kagel School	DonorsChoose	360.04	Literacy Helps My Emotions
Albert E Kagel School	DonorsChoose	631.03	Health Sports & Wellness, Life Skills
Alcott School	DonorsChoose	174.62	Inspires Futures
Bay View High School	DonorsChoose	286.38	Literacy & Language
Bay View High School	DonorsChoose	561.86	Warmth Care & Hunger
Bay View High School	DonorsChoose	668.10	Life Skills, Students with Disabilities
Bethune Academy	Chelsea McCoy- For Joyful Reading Co	25.00	Gift Card
Bradley Trade & Tech	DonorsChoose	2,141.10	Life Skills, Racial Justice & Representation
Brown Street School	DonorsChoose	51.22	Classroom Essentials
Browning School	DonorsChoose	215.04	Literacy & Language, Students with Disabilities
Browning School	DonorsChoose	348.72	Let's Make Some Art!
Browning School	DonorsChoose	419.17	Growing In The Garden
Browning School	DonorsChoose	424.07	Outdoor Learning Fun!
Browning School	DonorsChoose	526.75	Let's Go To The Zoo!
Browning School	DonorsChoose	616.79	Sensational Sensory Sand
Browning School	DonorsChoose	631.73	Mesmerizing MagnaTiles
Browning School	DonorsChoose	775.95	Creative Construction In PreK
Browning School	DonorsChoose	828.44	Outdoor Adventures!
Burbank School	DonorsChoose	519.63	Accessibility Supplies
Burbank School	DonorsChoose	617.68	A Rug for Storytime
Burbank School	DonorsChoose	687.70	Building Literacy in Milwaukee
Burbank School	DonorsChoose	735.20	Creativity Comes to Life

Location	Donor	Amount	Gift or Purpose
Burbank School	DonorsChoose	740.40	Just Book Bins!
Burbank School	DonorsChoose	757.60	Phonics Materials
Clara Barton School	Hunger Task Force	369.75	Bus to Hunger Task Force
Craig Montessori School	DonorsChoose	169.95	Phonics Fun
Craig Montessori School	DonorsChoose	286.75	Calm Please
Craig Montessori School	DonorsChoose	306.33	Practical life
Doerfler School	DonorsChoose	270.90	Folder City
Doerfler School	DonorsChoose	349.64	Recording History
Doerfler School	DonorsChoose	402.58	Write in Style
Dr. B Carson Academy of Science	DonorsChoose	151.21	Restock the Room
Dr. B Carson Academy of Science	DonorsChoose	167.55	Our Daily Tools
Dr. B Carson Academy of Science	DonorsChoose	242.55	Healthy Hands, Healthy Minds
Dr. B Carson Academy of Science	DonorsChoose	294.40	Life Skills, STEM
Dr. B Carson Academy of Science	DonorsChoose	327.15	Up, Up, and Bloom!
Dr. B Carson Academy of Science	DonorsChoose	372.43	Life Skills
Dr. B Carson Academy of Science	DonorsChoose	435.02	Doll Houses Build Language
Dr. B Carson Academy of Science	DonorsChoose	448.06	Life Skills, Literacy & Language
Dr. B Carson Academy of Science	DonorsChoose	449.20	Literacy Basics
Dr. B Carson Academy of Science	DonorsChoose	480.88	Art Supply Reboot!
Dr. B Carson Academy of Science	DonorsChoose	649.73	Clean Clothes for Kids
Dr. B Carson Academy of Science	DonorsChoose	764.45	Carson Parent Center Kitchen
Dr. B Carson Academy of Science	DonorsChoose	951.94	Games and Puzzle Fun!
Dr. B Carson Academy of Science	DonorsChoose	981.81	K-1 Furniture Upgrade
Dr. B Carson Academy of Science	DonorsChoose	1,136.53	Balls, Hoops & Healthy Fun!
Emerson School	DonorsChoose	564.97	A Sensory Sensation!
Emerson School	DonorsChoose	744.91	Artistic Masterpiece Materials
Emerson School	DonorsChoose	762.06	Tiny Chef's Kitchen Oasis
Emerson School	DonorsChoose	836.36	Promoting Positive Play!
Fernwood School	DonorsChoose	313.30	STEM
Fifty-Third Street School	DonorsChoose	205.29	Literacy & Language
Forest Home Avenue School	DonorsChoose	446.25	Warmth Care & Hunger
Forest Home Avenue School	DonorsChoose	587.02	Music & The Arts, STEM
Forest Home Avenue School	DonorsChoose	612.82	Health Sports & Wellness, Life Skills
Forest Home Avenue School	DonorsChoose	645.86	Hands-On Music Magic
Forest Home Avenue School	DonorsChoose	684.31	Literacy & Language, Music & The Arts
Forest Home Avenue School	DonorsChoose	811.02	STEM

Location	Donor	Amount	Gift or Purpose
Forest Home Avenue School	DonorsChoose	832.24	Health Sports & Wellness, Life Skills
Forest Home Avenue School	DonorsChoose	843.84	Literacy & Language, Students with Disabilities
Forest Home Avenue School	DonorsChoose	946.62	Music & The Arts
Fratney Street School	DonorsChoose	466.20	Literacy & Language, STEM
Fratney Street School	DonorsChoose	510.96	Literacy & Language
French Immersion School	DonorsChoose	137.79	Butterfly in the Sky
Gaenslen School	DonorsChoose	243.29	Focus, Attention, Timers-Oh My!
Gaenslen School	DonorsChoose	328.38	STEM, Students with Disabilities
Gaenslen School	DonorsChoose	354.79	Students with Disabilities
Gaenslen School	DonorsChoose	372.98	Kindness Bags for All
Gaenslen School	DonorsChoose	401.79	Music & The Arts, Students with Disabilities
Gaenslen School	DonorsChoose	413.49	Literacy & Language
Gaenslen School	DonorsChoose	442.28	Brain Power!
Gaenslen School	DonorsChoose	446.56	Literacy & Language, STEM
Gaenslen School	DonorsChoose	692.92	Life Skills, Music & The Arts
Gaenslen School	DonorsChoose	789.21	Health Sports & Wellness, Life Skills
Garland School	DonorsChoose	399.55	STEM
Garland School	DonorsChoose	415.18	Health Sports & Wellness, Life Skills
Garland School	DonorsChoose	434.98	Life Skills, STEM
Garland School	DonorsChoose	441.04	Luminosity Light Table Magic!
Garland School	DonorsChoose	496.91	STEM
Garland School	DonorsChoose	586.90	Life Skills, Literacy & Language
Gilbert Stuart School	DonorsChoose	341.91	Literacy & Language
Goodrich School	DonorsChoose	134.53	Flexible Teaching
Goodrich School	DonorsChoose	168.32	Dismissal Time!
Goodrich School	DonorsChoose	177.33	Literacy & Language
Goodrich School	DonorsChoose	183.12	Life Skills, Literacy & Language
Goodrich School	DonorsChoose	189.90	Life Skills, Literacy & Language
Goodrich School	DonorsChoose	205.52	Literacy & Language, Students with Disabilities
Goodrich School	DonorsChoose	212.40	Snacks for Learning
Goodrich School	DonorsChoose	213.60	Life Skills, Literacy & Language
Goodrich School	DonorsChoose	253.26	Cars and Trucks!
Goodrich School	DonorsChoose	253.28	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	257.97	Literacy & Language, Students with Disabilities
Goodrich School	DonorsChoose	268.97	Grad Caps for All!
Goodrich School	DonorsChoose	273.54	Comfy Seats, Happy Readers
Goodrich School	DonorsChoose	305.21	Snack Supplies
Goodrich School	DonorsChoose	314.00	Pencils Everywhere!
Goodrich School	DonorsChoose	329.39	C is for Chairs
Goodrich School	DonorsChoose	334.97	Special Education Supports!
Goodrich School	DonorsChoose	335.15	Colorful Classroom
Goodrich School	DonorsChoose	335.90	Doodle, Design, and Discover!
Goodrich School	DonorsChoose	336.44	STEM, Students with Disabilities
Goodrich School	DonorsChoose	339.01	"S" is for Snacks!
Goodrich School	DonorsChoose	348.12	Spring Centers Help Us Bloom!

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	348.25	Dramatic Play!
Goodrich School	DonorsChoose	369.20	Classroom Positivity
Goodrich School	DonorsChoose	375.42	Classroom Refresh
Goodrich School	DonorsChoose	383.93	Speech Room Refresh & Restock
Goodrich School	DonorsChoose	384.21	Super Summer Send Off!
Goodrich School	DonorsChoose	386.93	Headphones Keep Us Quiet!
Goodrich School	DonorsChoose	407.63	Snacks and Books
Goodrich School	DonorsChoose	418.33	Positive Rewards
Goodrich School	DonorsChoose	421.90	Health Sports & Wellness, Life Skills
Goodrich School	DonorsChoose	423.77	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	436.00	Resources for Kids
Goodrich School	DonorsChoose	436.00	Learning Resources
Goodrich School	DonorsChoose	451.23	Supplies Restock
Goodrich School	DonorsChoose	466.34	P is for Puppets
Goodrich School	DonorsChoose	471.73	Focus on Learning
Goodrich School	DonorsChoose	489.57	STEAM Fair
Goodrich School	DonorsChoose	516.70	Summer Outdoor Fun
Goodrich School	DonorsChoose	521.42	Cold Weather Care
Goodrich School	DonorsChoose	542.14	Listening is Literacy
Goodrich School	DonorsChoose	571.19	Summer Reinforcement Activities
Goodrich School	DonorsChoose	617.68	Carpet Time Rug
Goodrich School	DonorsChoose	675.98	Life Skills, Music & The Arts
Goodrich School	DonorsChoose	757.45	Tissues and Snacks
Goodrich School	DonorsChoose	837.70	Spring into Arts and Crafts!
Grant School	DonorsChoose	699.59	"Shoot" For Your "Goals"!
Grantosa Drive School	DonorsChoose	246.30	Building Our Future
Grantosa Drive School	DonorsChoose	330.66	Becoming Young Adults
Grantosa Drive School	DonorsChoose	377.04	Learning Through Playing
Greenfield School	DonorsChoose	375.08	A Forest Retreat
Hawthorne School	DonorsChoose	21.11	Classroom Essentials
Hawthorne School	DonorsChoose	453.51	Small Group Refresh
Hayes Bilingual School	DonorsChoose	208.81	Life Skills
Hayes Bilingual School	DonorsChoose	236.17	Staying Clean and Organized
Hayes Bilingual School	DonorsChoose	304.77	Literacy & Language
Hayes Bilingual School	DonorsChoose	344.40	Fab Lab Essentials
Hayes Bilingual School	DonorsChoose	352.18	Meaningful Science
Hayes Bilingual School	DonorsChoose	391.38	Paper, Paper, Paper!
Hayes Bilingual School	DonorsChoose	499.94	Rewarding Success
Hayes Bilingual School	DonorsChoose	522.50	Essentials Materials
Hayes Bilingual School	DonorsChoose	572.02	Life Skills, Students with Disabilities
Hayes Bilingual School	DonorsChoose	832.82	Literacy & Language, Social Studies
Hi-Mount School	DonorsChoose	137.61	Warmth Care & Hunger
Hi-Mount School	DonorsChoose	370.31	Literacy & Language
Hi-Mount School	DonorsChoose	813.36	Critical Wellness Breaks!
Holmes School	DonorsChoose	283.55	Organizing Our Environment
Holmes School	DonorsChoose	344.11	Let's Communicate!
Holmes School	DonorsChoose	395.91	Runny Nose No More
Hopkins-Lloyd School	Community DonorsChoose	540.45	Engaging Learning Centers

Location	Donor	Amount	Gift or Purpose
King High School	DonorsChoose	217.35	Literacy & Language, Racial Justice & Representation
King High School	DonorsChoose	314.64	Padded Protection
King High School	DonorsChoose	507.98	Health Sports & Wellness, Warmth Care & Hunger
King High School	DonorsChoose	509.31	Life Skills, Warmth Care & Hunger
King High School	DonorsChoose	531.54	Cozy Classroom Library
King High School	DonorsChoose	635.59	Health Sports & Wellness, Warmth Care & Hunger
King High School	DonorsChoose	730.08	Bring Theater Back
King High School	DonorsChoose	763.08	Life Skills, STEM
King High School	DonorsChoose	765.97	Music & The Arts
King High School	DonorsChoose	836.47	STEM
King High School	DonorsChoose	916.36	Literacy & Language
Kluge School	DonorsChoose	142.49	Literacy & Language, STEM
Kluge School	DonorsChoose	349.81	Literacy & Language
Kluge School	DonorsChoose	365.71	Dig, Plant, Grow!
Kluge School	DonorsChoose	430.91	Health Sports & Wellness
Kluge School	DonorsChoose	503.21	Fidgets for Focus
Kluge School	DonorsChoose	537.28	Cool - Calm and Collected
Kluge School	DonorsChoose	556.44	On Our Way to 5th Grade
Kluge School	DonorsChoose	831.07	Life Skills, STEM
Lancaster School	DonorsChoose	517.20	Literacy & Language
Lloyd Barbee Montessori	DonorsChoose	9.49	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	333.56	Life Skills, Students with Disabilities
Lloyd Barbee Montessori	DonorsChoose	406.59	Spaces That Support Success
Lloyd Barbee Montessori	DonorsChoose	453.97	Fuel for the Brain
Lloyd Barbee Montessori	DonorsChoose	924.92	Building Classroom Library
Longfellow Elementary	DonorsChoose	342.67	Life Skills, Students with Disabilities
Longfellow Elementary	DonorsChoose	343.60	Storytelling Magic!
Longfellow Elementary	DonorsChoose	384.99	Life Skills, Students with Disabilities
Longfellow Elementary	DonorsChoose	443.36	Speech Fun in the Sun
Longfellow Elementary	DonorsChoose	575.59	Ready, Set, Regulation!
Longfellow Elementary	DonorsChoose	584.44	Literacy & Language
Longfellow Elementary	DonorsChoose	605.62	Literacy & Language, STEM
Longfellow Elementary	DonorsChoose	623.14	Music & The Arts, STEM
Longfellow Elementary	DonorsChoose	632.96	Social Studies
Longfellow Elementary	DonorsChoose	667.85	Music & The Arts, STEM
Longfellow Elementary	DonorsChoose	669.43	Literacy & Language, Music & The Arts
Longfellow Elementary	DonorsChoose	693.90	Music & The Arts, STEM
Longfellow Elementary	DonorsChoose	1,015.52	Hands On
MacDowell Montessori	DonorsChoose	144.12	Science Class Games
MacDowell Montessori	DonorsChoose	148.64	We Need Black Ink
MacDowell Montessori	DonorsChoose	165.46	Learning to Crochet
MacDowell Montessori	DonorsChoose	232.86	Circuit Mug Press Restock
MacDowell Montessori	DonorsChoose	313.08	We Need Ink #2
MacDowell Montessori	DonorsChoose	375.72	Letter Sound Sorting Kit
MacDowell Montessori	DonorsChoose	559.45	Decodable Readers

Location	Donor	Amount	Gift or Purpose
MacDowell Montessori	DonorsChoose	814.36	We Need Ink
Manitoba School	DonorsChoose	39.28	Classroom Essentials
Manitoba School	DonorsChoose	131.78	Music & The Arts
Manitoba School	DonorsChoose	153.84	Little Stampers, Big Skills
Manitoba School	DonorsChoose	171.74	Making Learning POP with Color
Manitoba School	DonorsChoose	326.65	Little Beads, Big Skills
Manitoba School	DonorsChoose	371.79	Life Skills, Music & The Arts
Manitoba School	DonorsChoose	474.32	Health Sports & Wellness
Manitoba School	DonorsChoose	492.33	Life Skills, Students with Disabilities
Maple Tree School	DonorsChoose	347.36	K5 Art Supplies
Maple Tree School	DonorsChoose	350.31	Keep the Germs Away
Maple Tree School	DonorsChoose	350.68	New Headphones
Maple Tree School	DonorsChoose	395.50	K5 Supplies
Maple Tree School	DonorsChoose	527.19	Writing In K5
Maple Tree School	DonorsChoose	540.12	Life Skills, Students with Disabilities
Marshall High School	DonorsChoose	404.79	STEM
Marshall High School	DonorsChoose	405.46	Pop-Up Restaurant
Marshall High School	DonorsChoose	444.42	Health Sports & Wellness, Warmth Care & Hunger
Marshall High School	DonorsChoose	537.48	Life Skills, STEM
Marshall High School	DonorsChoose	727.45	STEM, Students with Disabilities
Marshall High School	DonorsChoose	923.13	Life Skills, STEM
Maryland Avenue Montessori School	MWI Project / Friends of Wehr Nature Center	250.00	Donated Bus Service
Milwaukee High School of the Arts	DonorsChoose	296.96	Making It to Break!
Milwaukee School of Languages	DonorsChoose	882.54	Social Studies
Milwaukee Sign Language School	DonorsChoose	377.28	LEGOs + Storage = AWESOME!
Mitchell School	DonorsChoose	341.21	Your Hard Work Is Paying Off!
Mitchell School	DonorsChoose	441.91	Life Skills, Students with Disabilities
Mitchell School	DonorsChoose	614.79	Ready, Set, Grow...SHARP Minds
Mitchell School	DonorsChoose	660.19	Health Sports & Wellness, Life Skills
Mitchell School	DonorsChoose	756.65	STEM, Students with Disabilities
Morgandale School	DonorsChoose	518.77	Students with Disabilities
Morgandale School	DonorsChoose	645.86	Science of Reading
Neeskara School	DonorsChoose	731.62	Help Kids Hear in the Classroom
Ninety-Fifth Street School	DonorsChoose	132.67	Hands-On Activities
Ninety-Fifth Street School	DonorsChoose	133.33	Fill Our Shelf with Books
Ninety-Fifth Street School	DonorsChoose	133.53	Kindergarten Activities
Ninety-Fifth Street School	DonorsChoose	150.16	Educational Toys
Ninety-Fifth Street School	DonorsChoose	188.28	Simple Circuits
Ninety-Fifth Street School	DonorsChoose	197.63	4th Grade Basics
Ninety-Fifth Street School	DonorsChoose	199.36	Back to School Basics
Ninety-Fifth Street School	DonorsChoose	224.89	Strong Start for 4th Graders
Ninety-Fifth Street School	DonorsChoose	228.55	Sensory Seeking Solutions
Ninety-Fifth Street School	DonorsChoose	231.39	Literacy & Language, Students with Disabilities

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	DonorsChoose	280.58	Literacy & Language, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	281.07	Music & The Arts, STEM
Ninety-Fifth Street School	DonorsChoose	283.18	Games for Indoor Recess
Ninety-Fifth Street School	DonorsChoose	288.86	Stem Savvy!
Ninety-Fifth Street School	DonorsChoose	289.34	Books Galore
Ninety-Fifth Street School	DonorsChoose	396.50	Literacy & Language, Music & The Arts
Ninety-Fifth Street School	DonorsChoose	414.63	Life Skills, Music & The Arts
Ninety-Fifth Street School	DonorsChoose	430.42	Health Sports & Wellness, Life Skills
Ninety-Fifth Street School	DonorsChoose	442.85	STEM, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	513.80	Give the Gift of Reading
Ninety-Fifth Street School	DonorsChoose	596.53	Music & The Arts, STEM
Ninety-Fifth Street School	DonorsChoose	657.07	Outdoor Activities for Kids
Ninety-Fifth Street School	DonorsChoose	718.99	Restock Our School Store
Obama School of Career and Technical Education	DonorsChoose	175.25	Keep the Prints Coming
Office of Academics - Specialized Services	Jim and Chris Coughlin	930.00	Hoodies/Sweatshirts
Office of Academics - Specialized Services	4EveryKid - Soles4Souls Tiffany Turner	60,050.00	Shoes and Socks
Parkside School	DonorsChoose	466.19	Sticking to Learning English
Parkview School	DonorsChoose	131.50	End of the Year Fun!
Parkview School	DonorsChoose	322.28	Headphones for the Win!
Parkview School	DonorsChoose	324.30	Literacy & Language, STEM
Pulaski High School	DonorsChoose	161.84	Literacy & Language
Pulaski High School	DonorsChoose	192.06	Literacy & Language, Music & The Arts
Pulaski High School	DonorsChoose	219.51	Fidgets Baby! Giddy Up!
Pulaski High School	DonorsChoose	331.53	Backpacks & Basics
Pulaski High School	DonorsChoose	447.12	Literacy & Language
Pulaski High School	DonorsChoose	463.65	Clark's Care Corner
Pulaski High School	DonorsChoose	484.30	Final Art Exhibition
Pulaski High School	DonorsChoose	543.53	Students with Disabilities
Pulaski High School	DonorsChoose	662.49	Health Sports & Wellness, Life Skills
Pulaski High School	DonorsChoose	756.74	Writing Mathematics
Ralph Metcalfe School	DonorsChoose	703.28	Life Skills, Students with Disabilities
Riverwest Elementary	DonorsChoose	502.25	Hygiene Matters
Riverwest Elementary	DonorsChoose	749.72	Health Sports & Wellness, Warmth Care & Hunger
Riverwest Elementary	DonorsChoose	786.87	Small Group organizing
Rogers Street Academy	DonorsChoose	444.73	Success For Recess
Rogers Street Academy	DonorsChoose	444.73	Success For Recess
Siefert School	DonorsChoose	242.88	Creative Constructions!
Siefert School	DonorsChoose	282.83	Academic Artsy Activities!
Siefert School	DonorsChoose	400.43	Life Skills
Siefert School	DonorsChoose	573.60	Healthy Minds
Siefert School	DonorsChoose	673.87	Health Sports & Wellness, Students with Disabilities
Siefert School	DonorsChoose	1,028.01	Life Skills

Location	Donor	Amount	Gift or Purpose
South Division High School	DonorsChoose	1,808.49	Warmth Care & Hunger
Spanish Immersion School	DonorsChoose	633.43	Health Sports & Wellness
Spanish Immersion School	DonorsChoose	1,471.94	From Fidgets to Fluency
Story School	DonorsChoose	152.16	Tools to Build Social Skills
Trowbridge School	DonorsChoose	132.67	STEM
Trowbridge School	DonorsChoose	136.36	STEM
Trowbridge School	DonorsChoose	146.68	Stamp Into Literacy Success!
Trowbridge School	DonorsChoose	167.46	A Few Classroom Needs
Trowbridge School	DonorsChoose	199.52	STEM
Trowbridge School	DonorsChoose	234.81	Phonics Fun
Trowbridge School	DonorsChoose	259.53	Total Communication!
Trowbridge School	DonorsChoose	259.99	Bright Ideas Need Bright Ink #2
Trowbridge School	DonorsChoose	259.99	Bright Ideas Need Bright Ink!
Trowbridge School	DonorsChoose	264.60	Success in Writing
Trowbridge School	DonorsChoose	282.81	Reading and Writing Mastery
Trowbridge School	DonorsChoose	359.93	Life Skills, STEM
Trowbridge School	DonorsChoose	367.82	STEM
Trowbridge School	DonorsChoose	423.25	Health Sports & Wellness
Location	Donor	Amount	Gift or Purpose
Trowbridge School	DonorsChoose	449.66	Emotional Support Ducklings!
Trowbridge School	DonorsChoose	623.39	Ready, Set Go Into 2nd Grade!
Victory School	DonorsChoose	219.86	Literacy & Language
Victory School	DonorsChoose	222.39	Regulation Helps Learners
Victory School	DonorsChoose	271.64	Let's Read Magazines!
Victory School	DonorsChoose	423.46	Freshen Up Supplies
Victory School	DonorsChoose	440.03	Health Sports & Wellness, STEM
Victory School	DonorsChoose	444.43	Outdoor Learning Fun
Victory School	DonorsChoose	553.11	Health Sports & Wellness
Victory School	DonorsChoose	843.04	Literacy & Language
Vieau School	DonorsChoose	291.74	We Need Visual!
Vieau School	DonorsChoose	342.58	Health Sports & Wellness, Students with Disabilities
Vieau School	DonorsChoose	447.26	Magnetic STEM Sets
Vieau School	DonorsChoose	459.78	Fresh Start
Vieau School	DonorsChoose	521.17	Classroom Organization Time!!
Vieau School	DonorsChoose	670.42	Health Sports & Wellness, Life Skills
Vieau School	DonorsChoose	841.23	Literacy & Language
Vincent High School	DonorsChoose	430.69	Health Sports & Wellness
Vincent High School	DonorsChoose	806.76	Life Skills
Walt Whitman School	DonorsChoose	248.92	Stick, Build, Learn!
Walt Whitman School	DonorsChoose	356.76	Observation Journals
Walt Whitman School	DonorsChoose	408.35	Health Sports & Wellness, Warmth Care & Hunger
Walt Whitman School	DonorsChoose	446.09	Board Game Benefits!
Walt Whitman School	DonorsChoose	520.49	Opening Books, Opening Worlds!
Walt Whitman School	DonorsChoose	555.73	Life Skills, Students with Disabilities
Walt Whitman School	DonorsChoose	567.50	Literacy & Language, STEM
Wedgewood Park School	DonorsChoose	468.72	Life Skills, Literacy & Language
Wedgewood Park School	DonorsChoose	588.24	STEM
William Cullen Bryant School	DonorsChoose	323.48	Catapult My Clothing Closet!

Location	Donor	Amount	Gift or Purpose
William Cullen Bryant School	DonorsChoose	424.90	Clean Classroom, Healthy Minds
William Cullen Bryant School	DonorsChoose	444.46	Supplies Re-Boot
William Cullen Bryant School	DonorsChoose	447.47	Tactile Tools for Teaching
William Cullen Bryant School	DonorsChoose	558.93	Rock, Paper, Scissors
William Cullen Bryant School	DonorsChoose	597.08	Sensory Support
William Cullen Bryant School	DonorsChoose	606.79	Soothing the Senses
William Cullen Bryant School	DonorsChoose	734.85	Students with Disabilities
William Cullen Bryant School	DonorsChoose	825.28	Healthy Futures!
Zablocki School	DonorsChoose	675.83	Literacy & Language, Music & The Arts
<i>Total Non-Monetary Donations</i>		<i>218,372.70</i>	
<i>Total Value of Donations</i>		<i>257,394.77</i>	
<i>* Donations from MPS Alumni</i>		-	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Total Purchases Requested:

Fund 10 = Not to Exceed \$ 22,928,506.08

Fund 50 = Not to Exceed \$ 4,800,000.00

Recommendation

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

Director Reza moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

Background

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

Exception Authorization to Issue a Contract to Children's Hospital of Wisconsin, Inc. for Licensed Athletic Training and Skinfold Testing Services

The Administration is requesting authorization to enter into a contract with Children's Hospital of Wisconsin, Inc. for licensed athletic training ("LAT") and wrestling skinfold testing services. This contractor will provide athletic trainers for Milwaukee Public Schools ("MPS") Interscholastic Athletics and Youth Sports programs, including football, soccer, basketball, wrestling, track and field, cross country, golf, cheerleading, and other athletic events as needed.

Licensed athletic training and skinfold testing services are needed to evaluate and treat injuries sustained by MPS student-athletes during MPS-sponsored athletic events and practices; provide first aid and recommendations for rehabilitation exercises and physical measures for minor injuries; coordinate follow-up care among student-athletes, families, coaches, athletic directors, and physicians; maintain injury records; support concussion management,

hydration monitoring, and heat acclimatization requirements; and provide wrestling skinfold testing in accordance with Wisconsin Interscholastic Athletic Association ("WIAA") requirements. Athletic trainers will also provide athletic training room coverage, event coverage, and recommendations regarding athletic health and safety programs.

An Exception to Bid was approved pursuant to Administrative Policy 3.09(7)(E)(1)(b)(iv) as a continuation of services. Children's Hospital of Wisconsin has successfully provided athletic training services to MPS since 2023 and has established continuity of care for student athletes, effective communication with coaches and families, and operational systems supporting athletic healthcare delivery. During the current contract term, Children's Wisconsin athletic trainers have provided medical coverage at more than 1,500 athletic events and completed more than 570 wrestling skinfold tests.

The contract shall run from August 1, 2026 through July 31, 2029. The total cost of the contract shall not exceed \$530,500. Funds will be encumbered annually, subject to budget availability and Board-approved appropriations. The estimated annual cost is \$176,833.33. Compensation shall be based on actual services provided at a rate of \$50 per athletic event and \$10 per wrestling skinfold test.

Budget Code: ATH-0-0-IAT-DW-ECTS (Recreation – Contracted Services) 530,500.0
Exception Authorization to Issue a Contract to City Year Inc for Support Staff Services

The Administration is requesting authorization to enter into a contract with City Year Inc for school support staff services. Contractor will provide up to 60 FTE staff to support selected MPS schools.

Contractor will provide MPS with scalable, centrally managed models that deliver a holistic set of whole-school and focused support to ensure students stay engaged in learning and on-track to graduate. Selected schools are:

Alcott/Rogers (Shared Team)	Kluge	Humboldt
Bay View HS	South Division	Bradley Tech
Teaching Fellow Schools		
MKE School of Languages	Rogers Street Academy	South Division

The Exception to Bid has been granted on the basis of Continuity of services with this vendor (Administrative Policy 3.09(7)(E)(1)(b)(v)).

The contract ran from September 1, 2025 through June 30, 2026, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met. The contract will now be extended for the first one-year option to extend based on the Contractor's achievement of the performance metrics below:

Performance Metrics

- Compliance with billing format and associated documentation
- Achievement of Outcomes identified in Contract
- Timeliness of submission of required reports and other deliverables
- Other fidelity with Contract

This contract in the first extension will run from August 1, 2026 through June 30, 2027 ("Year 2") and will not exceed \$1,400,000.

Budget Code: DTI-0-S-KO7-LS-ECTS (Leadership...Contracted Services) \$1,400,000.0
Exception Authorization to Contract with GPS Education Partners, Inc., for Alternative Education Programming

The Administration requests authorization to enter into a contract with GPS Education Partners, Inc. ("GPS") to continue providing work-based alternative education programming for up to twenty-two (22) Milwaukee Public Schools students in grades eleven and twelve.

GPS provides a fully immersive, work-based educational program that combines academic instruction, career training, and paid employment opportunities through partnerships with manufacturing businesses and other high-demand

industries. Participating students earn an MPS high school diploma while gaining valuable work experience and industry-recognized credentials. Students enrolled in manufacturing pathways participate in the GPS Youth

Apprenticeship Program and may earn credentials through the Manufacturing Skills Standards Council (MSSC). Other students may pursue pathways in construction, automotive, or related high-demand sectors.

The partnership provides a career-focused educational option for students who may benefit from an alternative learning environment while preparing them for employment, apprenticeships, post-secondary education, and long-term career success. The District also benefits through increased student engagement, graduation opportunities, and potential state incentive funding associated with eligible industry credential attainment.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(E)(1)(b)(I), as GPS provides a one-of-a-kind educational model that combines high school completion, paid employment, youth apprenticeship opportunities, and industry-recognized credential attainment through an established network of employer partnerships.

The contract term shall be from August 1, 2026, through July 31, 2027, with two (2) optional one-year extensions subject to mutual agreement and Board approval. The total compensation under this contract shall not exceed \$138,000.00 in the initial term.

Budget Code: GEN-0-I-SBD-EO-ECES \$138,000.0 Exception Authorization to Extend the Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High School Students through Dual Enrollment, Concurrent Enrollment, and M3 College Connections

The Administration requests authorization to extend the contract with Milwaukee Area Technical College ("MATC") to continue providing Dual Enrollment, Concurrent Enrollment, and M³ College Connections opportunities for Milwaukee Public Schools ("MPS") high school students.

Through this agreement, students earn both high school and transferable college credit through courses taught by MATC instructors at MATC or MPS high schools, or by approved MPS teachers delivering MATC-approved curriculum. Courses may include English, Mathematics, Science, World Languages, Career and Technical Education, and other approved academic disciplines. The M³ College Connections program, a partnership among MPS, MATC, and the University of Wisconsin-Milwaukee, enables students to satisfy high school graduation requirements while earning transferable college credit in General Education, Nursing, and Education pathways. Students enrolled in more than six (6) college credits will receive M-Passes; students enrolled in six (6) or fewer credits may receive M-Passes, as needed, at a cost of \$50 each.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(E)(1)(b)(iv), as continuation of these services ensures program continuity and uninterrupted access to college credit opportunities for participating students.

The original contract term was September 1, 2024, through July 30, 2025, followed by a short-term extension through August 8, 2025, and the first one-year extension through August 8, 2026.

The Administration now requests authorization to exercise the final one-year extension for the period of August 9, 2026, through August 8, 2027, for a total amount not to exceed \$410,000.00.

Budget Code: OGA-0-0-AAC-EO-EUWT (College & Career Readiness) \$ 410,000.0 Exception Authorization to Issue Purchase Orders to Montessori for All and Waseca Biomes for Montessori Supplies

The Administration is requesting authorization to issue purchase orders to Montessori for All and Waseca Biomes for Montessori supplies. These purchases will be used to enhance and replenish Montessori literacy materials currently used in classrooms, aligning these investments with the district's ongoing support of ensuring ALL district students will read at grade level.

The requested materials, along with associated professional learning opportunities, will support both general education and special education classrooms and staff, ensuring equitable access to high-quality Montessori, standards-based instruction, for MPS's 7 Montessori schools: Lloyd Barbee, Riley Dual Language, Bay View, Craig, Fernwood, MacDowell, and Maryland Ave.

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

The total cost of all purchases will not exceed \$344,727, as follows:

Vendor	Amount	Budget Code
Montessori for All	\$75,702.00	GEN-0-0-INV-DW-ETXB
Waseca Biomes	\$269,025.00	GEN-0-0-INV-DW-ETXB

Budget Code: GEN-0-0-INV-DW-ETXB \$ 344,727.0 Exception Authorization to Issue a Contract to Quality Healthcare Options, Inc. for Classroom and Clinical Training Services

The Administration is requesting authorization to enter into a contract with Quality Healthcare Options, Inc. (QHO) for Nurse Aide Training services. The Contractor will provide delivery of the Wisconsin Department of Health Services (DHS), Division of Quality Assurance-approved Nurse Aide Training for approximately 65 Milwaukee Public Schools high school students annually. Services will include both classroom instruction and supervised clinical training leading toward state nurse aide certification.

QHO has provided nurse aide training services to MPS students since 2013 and continues to offer the flexible scheduling needed to accommodate varying academic calendars and student availability, including weekday, evening, weekend, and summer training opportunities. The Exception to Bid has been approved based on the Contractor's ability to provide flexible delivery of services and continuity of programming.

The Contractor shall:

Provide the minimum classroom and clinical training hours required by the Wisconsin Department of Health Services.

Offer training sessions throughout the school year and summer based on student need and availability.

Coordinate training schedules with the MPS Career and Technical Education Office.

Register students for classes, provide skill refresher opportunities, and invoice MPS for tuition, books, and caregiver background checks.

Furnish all personnel necessary to perform the required services.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(i)). The vendor can provide flexible training sessions to ensure continuity of programming.

The contract will run from August 1, 2026, through July 31, 2029. Compensation shall be at a rate of \$1,200 per student, with total compensation over the three-year term not to exceed \$234,000. Annual compensation shall not exceed \$78,000 per contract year, based on approximately 65 students annually.

Budget Code:

SD1-0-S-CAX-EO-ECTS..... \$126,000.00

STW-0-I-YAX-EO-ECTS (Career and Technical Education) \$108,000.00

Exception Authorization to Extend a Contract with Truescreen, Inc., for Continued Criminal Background Screenings

The Administration is requesting authorization to extend our contract with Truescreen, Inc., ("Truescreen") to provide continued criminal background screening for applicants, student teacher/field placement students, volunteers, and vendors.

Truescreen has provided criminal background check screening services to the District since 2013. The services provided by Truescreen have increased capacity, efficiency, and accuracy in processing criminal background checks. Truescreen conducts a nationwide search and a sex offender search. Truescreen's web-based platform is integrated with the District's applicant tracking system so that criminal background checks can be requested with little to no manual intervention.

The district has historically provided this service internally through the Office of Human Resources. The District has and will continue to absorb the cost of criminal background checks on applicants for employment with the district and volunteers. Currently, the District bills colleges/universities and vendors for background checks conducted.

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

The initial contract term was from August 1, 2024, through July 31, 2025 (Initial Term). The contract was extended for the first-year extension from August 1, 2025, through July 31, 2026 (Year 2). The contract shall now be extended for the second-year extension from August 1, 2026, through July 31, 2027 (Year 3).

The total cost of the second-year extension will not exceed \$300,000.00.

Budget Code: BGC-0-0-EMB-HR-ECTS (Employment Benefits – Contract Services) \$300,000.0
Exception Authorization to Contract with Core Inc Consortium on Reaching Excellence for Instructional Summit

The Administration is requesting authorization to enter into a contract with Core Inc Consortium on Reaching Excellence for the planning and execution of a K-12 instructional summit to take place August 10 and 11, 2026. The contractor will be used to deliver a conference-style professional development to bring K-12 instruction into alignment with science of reading (Act 20) and the State/ National Mathematics Standards, deliberately focusing on meeting the needs of our diverse student body, including English Learners and students with IEPs. The summit aims to serve approximately 2,200+ educators and leaders:

156 MPS School Teams: (5–7 members per team).

400 Additional MPS Staff: Specialized roles and district support.

200 At-Large School Teams: Peer districts from across Wisconsin.

MPS is working toward coherence Tier I, standards-aligned instruction, and science of reading. Organizationally, we are entering our first full year of implementation of **high-quality** instructional resources for grades K4 to Gr. 5, and our first year of implementation for grades Gr. 9-12. The summit creates a K5-12 opportunity for schools to come together in service of improved student outcomes.

The Exception to Bid has been granted on the basis of Delivery Date: This vendor is the only vendor that can meet the necessary delivery requirements (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

The contract will run from August 10, 2026 through August 11, 2026, and the cost will not exceed \$1,250,000.

Budget Code:

SDV-0-S-GG7-AQ-ECTS.(Academic Advancement – Contracted Services)..... \$1,080,152.35

SDV-0-S-AMT-RH-ECTS \$169,847.65

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Exception-to-Bid Contracts:

Total Exception-to-Bid Contracts Requested

Fund 10 - Not to Exceed \$4,076,727.0 Fund 80 - Not to Exceed \$ 530,500.0 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 and purchase orders will begin as indicated in the attachments.

Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts and purchase orders as set forth in the attachments to this item.

Director Ferguson moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

Background

RFP 1087 Authorization to Extend a Contract with Brown & Brown Insurance Services, Inc. for Employee Benefits Broker/Consultant Services

The Administration is requesting authorization to extend a contract with Brown & Brown

Insurance Services, Inc. for employee benefits broker/consultant services to the Office of Human Resources on an as-needed basis. Brown & Brown will continue to provide strategic planning and design for health and benefits plans; assist with compliance issues related to employee benefits; serve as MPS's broker for health and benefit plans; and work to communicate and educate MPS employees on benefit plans.

Contractor was chosen pursuant to RFP 1087, which closed on August 16, 2022.

In October 2022, the Board approved a contract with Hays Companies, Inc now Brown & Brown with a term from January 1, 2023, through December 31, 2025, (the "Initial Term"), with the possibility of two one-year extensions if certain performance metrics incorporated into the contract are met. The first extension had a term of January 1, 2026, through December 31, 2026.

The vendor has met the performance metrics. The second extension of the contract will run from January 1, 2027, through December 31, 2027 and will not exceed \$150,000.

Criteria for Renewal	Maximum Points	Evaluation Points
Annual meetings/negotiations with various vendors	30	30
Summary report for RFP Committee	30	30
Monthly Medical/ RX Plan Cost Report	20	20
Annual Analysis and Recommendations on Benefit Plans	20	20
Total:	100	100

Budget Code: OBA-0-0-EMB-DW-ECTS (Contracted Services) \$150,000.00

Authorization to Extend Contract with Sedgwick Claims Management Services Inc for Family Medical Leave Act (FMLA) Administration

The Administration is requesting authorization to extend the contract with Sedgwick Claims Management Services Inc. to provide Family Medical Leave Act (FMLA) Administration and accommodation support under the American with Disabilities Amendments Act in compliance with Federal and State regulations. This benefit is required by both Federal and State regulations. The district partnered with Brown & Brown (Benefit Consultants) to develop and evaluate RFP 1112 for the FMLA administration. This contract will provide continuity for employees and efficiency for the district since Sedgwick is the current vendor and familiar with MPS leave plans and policies.

Contractor was chosen pursuant to RFP 1112, which closed on May 3, 2023. The contract will run from January 1, 2024, through December 31, 2026, (the "Initial Term"), with an additional two one-year options.

The first extension will run from January 1, 2027, through December 31, 2027, and the total cost of the contract in the first extension ("Year 4") will not exceed \$333,000.00.

Budget Code: DWC-0-0-EMB-DW-ECTS.(FMLA Administration)..... \$333,000.00

RFP 1112 Authorization to Extend Contract with Standard Insurance Company for Life and Disability Insurance

The Administration is requesting authorization to extend with Standard Insurance Company for life insurance, accidental death and dismemberment (AD&D) insurance, voluntary supplemental life insurance, voluntary short-term disability (STD) insurance and voluntary long-term disability (LTD) insurance. The district partnered with Brown & Brown (Benefit Consultants) to develop and evaluate RFP 1112 for the administration of these insurance plans.

The insurance policies provided by Standard Insurance Company will enable the district to continue benefit plan offerings to staff and provide increased financial security opportunities for employees and their families in the event of unfortunate life circumstances. The Standard Insurance Company supplemental life, short-term and long-term disability policies are employee-paid and offered on a voluntary basis. This contract shall continue to provide simplification and consistent administration of these benefits.

Contractor was chosen pursuant to RFP 1112, which closed on May 3, 2023.

The initial term of the contract for life, AD&D, voluntary STD and LTD had a term from January 1, 2024, through December 31, 2026.

This extension will run from January 1, 2027, through December 31, 2028 and will not exceed \$9,000,000.

Budget Code: DWC-0-0-EMB-DW-EGLI (Group Life Insurance)..... \$9,000,000.00

RFP 1127 Authorization to Extend the Contract with Drive USA, Inc. d/b/a Arcade Drivers School to Continue Providing Driver Education Programming

The Administration is requesting authorization to extend the contract with Drive USA, Inc. d/b/a Arcade Drivers School ("Arcade Drivers School") to continue providing driver education programming for Milwaukee Public Schools students and eligible community youth. The contractor will provide classroom and behind-the-wheel instruction for the MPS Drive Program and Community-Based Driver Education Program.

Through the MPS Drive Program, Arcade Drivers School provides free driver education services, including in-person, hybrid, and online classroom instruction, as well as behind the-wheel training, to approximately 2,000 students annually at 16 MPS sites. An additional 300 youth are served through the Community-Based Driver Education Program, which provides behind-the-wheel and online instruction, with in-person classes available upon request.

The contractor was selected through RFP 1127, which closed on February 27, 2024. The original contract term was September 1, 2024 through August 31, 2025, with two additional one-year extensions contingent upon the achievement of established performance metrics. The first extension had a term of September 1, 2025 through August 31, 2026.

Performance Metrics	Possible Points	Year 2 Performance
Quality: 100% of Contractor DOT-certified instructors complete additional job-related trainings/professional development.	25	25
Accuracy (Cost): Program/per participant costs were as proposed; no hidden costs emerged. Contractor absorbed any requested adaptive service expenses.	10	10
Capacity: Fleet of cars for behind-the-wheel meets the demand of participants enrolled in the program each session. Participants are able to schedule behind-the-wheel lessons within 30 days of receiving their temporary permit.	25	
Accessibility: Contractor has a designated point person who has responded to questions and requests in a timely manner (1 hour or less).	25	25
Accuracy: Contractor has submitted accurate and timely reports and data requested by MPS (2 business days or less).	15	15

Arcade Drivers School successfully met all required performance standards during Year 2 and achieved the performance metrics necessary to exercise the second and final one-year extension. Therefore, MPS recommends extending the contract for the second and final extension.

The extension will establish Year 3 of the contract, effective September 1, 2026 through August 31, 2027. The total cost under this Contract for Year 3 shall not exceed \$377,466.00.

Budget Code:

DRD-0-0-DED-DW-ECTS (MPS Drive) \$257,466.00

CSV-0-0-DRV-RC-ECTS (Community-based Driver Ed)..... \$120,000.00

RFP 1139 Authorization to Extend Contracts with Milwaukee Community Crossroads, Inc. (f/k/a Milwaukee Christian Center, Inc.) and Wisconsin Community Services, Inc. for Violence Reduction Program Services

The Administration is requesting authorization to enter into contracts with Milwaukee Community Crossroads, Inc.(f/k/a Milwaukee Christian Center, Inc.) and Wisconsin Community Services, Inc. for Violence Reduction Program Services. These contractors will be used to provide services to decrease incidents of disruption and violence, to increase student attendance, and to decrease suspensions due to disruptive behavior. Violence Reduction Program Services are held at twelve (12) MPS schools: Hamilton, Lincoln Center, North Division, Obama, Vincent, Washington, JMAC, Pulaski, South Division, Bay View, and Bradley Tech.

Contractors were chosen pursuant to RFP 1139, which closed on August 27, 2024. The initial term of the contracts was from December 1, 2024 through June 30, 2025 with the option to extend for up to two additional one-year terms. The contracts were then extended for another term. The administration is requesting to extend for the third and final year.

The contracts will run from August 24, 2026 through June 30, 2027 (“Year 3”) and will not exceed a total of \$3,149,291.

Milwaukee Community Crossroads, Inc. \$1,349,291.00

Wisconsin Community Services, Inc. \$1,800,000.00

Budget Code: OGA-0-0-SST-DW-ECTS \$3,149,291.00

RFP 1153 Authorization to Enter into Contracts with Five Community-Based Organizations to Operate Thirty-Five Community Learning Centers Locations during the 2026-26 School Year

The Administration requests authorization to enter into agreements with five (5) community-based organizations (CBOs) to operate thirty-five (35) Community Learning Centers (CLCs) during the 2026–27 school year. These organizations were selected pursuant to RFP 1153: Before and After School Recreational Providers.

The selected CBOs will provide fiscal administration for their respective Community Learning Center sites; hire, supervise, and evaluate CLC staff; and partner with MPS schools to develop and implement extended-day academic, recreational, enrichment, and parent/family engagement programming. During the 2025–26 school year, Community Learning Center programs served more than 3,950 students across Milwaukee Public Schools.

Funding for these agreements is provided through a combination of Wisconsin Department of Public Instruction (DPI) 21st Century Community Learning Center grant funds and MPS District Extension funds. DPI reserves the right to modify grant funding during the grant period. Should funding levels change, contract amounts will be adjusted accordingly to align with available resources.

These community-based organizations were chosen pursuant to RFP 1153: Before and After School Recreational Providers which closed on May 13, 2025. Each CBO will; provide fiscal administration for their respective CLC sites; hire, supervise, and evaluate CLC staff; and assist day schools in developing extended-day academic, recreational, and parent/family programming.

The Administration recommends that the Board approve contracts with the five (5) community-based organizations listed below for the period of August 1, 2026, through June 30, 2027.

The total value of the contracts will not exceed \$4,159,500.00. The total cost of each contract and the associated budget codes are identified in the attached Contract Awards schedule.

America Scores Milwaukee dba Milwaukee Kickers Soccer Club, Inc.	\$ 327,750.00
Boys & Girls Clubs of Greater Milwaukee	\$3,268,750.00
Journey House, Inc.	\$137,750.00
Silver Spring Neighborhood Center, Inc.	\$ 134,250.00
Stryv365	\$ 291,000.00

Budget Code:

DTI-X-X-XXX-XX-ECTS (DPI Grant Funds)	\$3,809,500.00
CSV-0-0-CNR-XX-ECTS (Extension Funds)	350,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:

Professional Services Contracts:

Total Professional Services Contracts Requested

Fund 10 - Not to Exceed \$12,632,291.0	Fund 80 - Not to Exceed \$ 4,536,966.0	Fund Categories:
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- 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.

Recommendation

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

Director Ferguson moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

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

Background

RFP #26-013 Window Treatment Services – Various MPS Sites

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

Selected Firm: The Julien Shade Shop, Inc.

Annual Spending Authority Requested: \$150,000.00 Contract Period: July 29, 2026 – July 28, 2029 Budget Code: Various

RFP #26-019 Annual Emergency Generator Servicing and Testing – Various MPS Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Annual Emergency Generator Servicing and Testing at Various MPS Sites.

Selected Firm: Interstate Power Systems Contract Amount: \$69,967.29

Contract Period: July 29, 2026 – July 28, 2028 Budget Code: Various

RFP #9311, 9312, 9314, 9313, 9310

2027 Green Infrastructure Upgrades Cohort 9 Design Services – 53rd Street School and Playfield, US Grant Elementary School, Morgandale Bilingual Developmental Center, Lowell Elementary School, Lowell Playfield, and Wedgewood Park Multi-Plex.

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design for the 2027 Green Infrastructure Upgrades Cohort 9 Design Services – 53rd Street School and Playfield, US Grant Elementary School, Morgandale Bilingual Developmental Center, Lowell Elementary School, Lowell Playfield, and Wedgewood Park Multi-Plex.

Selected Firm: SmithGroup, Inc.

Contract Amount: \$444,932.00

Contract Period: July 29, 2026 – December 31, 2027 Budget Code: Various

RFP #Bldg Ops CrowdComfort Management Platform – Building Operations

A Request was issued by Facilities and Maintenance Services to obtain a firm to provide the CrowdComfort Management Platform for Building Operations.

This contract will be a pilot program to align labor with actual workload demands and provide real-time data to effectively plan and execute cleaning operations. Fifteen schools will be selected for the pilot program.

Pricing has been provided based upon the AEPA-026D Technology Contract, CESA Purchased, on behalf of AEPA.

Selected Firm: CDW-Government LLC Spending Authority Requested: \$175,080.00

Contract Period: August 1, 2026 – October 31, 2026 Budget Code: BLD 00 BLO DW ECTS

Exception-to-Bid

Recommended for the Board's approval at this meeting is the following MPS Standard (exception to bid) purchase order for Anatomage Inc.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Anatomage Inc. to provide an Anatomage Table at Riverside High School due to the August 2025 flood. The Purchase Order is in the amount of \$94,165.00.

Funds are available for the Anatomage Table via account code BLD 00 FLD DW ECNC.

The exception from the requirement of a competitive procurement process for this contract has been granted to replace the equipment damaged during the 2025 flood under this purchase order must be provided by this contractor to comply with an established MPS Standard (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

Recommended for the Board's approval at this meeting is the following MPS Standard (exception to bid) purchase order for Schmidt Athletic Floors.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Schmidt Athletic Floors to provide an flooring materials at Storms Discovery Learning Center for the improvement project. The Purchase Order is in the amount of \$169,034.40.

Funds are available for the flooring materials via account code FAR 0A EHS FM EMMB.

The exception from the requirement of a competitive procurement process for this contract has been granted for the flooring materials under this purchase order must be provided by this contractor to comply with an established MPS Standard (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

Recommended for the Board's approval at this meeting is the following MPS Standard (exception to bid) purchase order for Hertz Furniture Systems.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Hertz Furniture Systems to provide an various furnishing, student chairs, desks, tables, and storage at Riverside High School due to the August 2025 flood. The Purchase Order is in the amount of \$187,894.56.

Funds are available for the furnishing, student chairs, desks, tables, and storage via account code BLD 00 FLD DW ECNC.

The exception from the requirement of a competitive procurement process for this contract has been granted to replace the equipment damaged during the 2025 flood under this purchase order must be provided by this contractor to comply with an established MPS Standard (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

Change Order

The Administration is reporting to the Board the following change orders in excess of \$50,000.00. Construction Manager At Risk

Northside Community Center, Site #123 CG Schmidt

Total Amount of Change Order: \$147,461.14

A sign on 76th Street for the community center was added.

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

Report of Job Order Contracting Contracts

The Administration is reporting to the Board that no contracts were issued during the month of June, utilizing the Job Order Contracting program.

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 = \$839,979.29

Equipment Purchases:

Total Equipment Purchases Requested = \$218,547.0

Exception to Bid:

Total Exception to Bid Requested = \$451,093.96

Change Order:

Total Change Order Requested = \$147,461.14

Report of Job Order Contracting Contracts:

Total Job Order Contracting Contracts = \$0.00

Implementation and Assessment Plan

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

Recommendation

The Administration recommends that the Board approve the attached professional services contracts, equipment purchases, exception to bid, change order, and report of job order contracting contracts.

Director Ferguson moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

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

* * * * *

(Item 7) Reports of the Board's Delegates

Director Fons gave an oral report of the activities of the Wisconsin Association of School Boards (WASB).

* * * * *

(Item 8) Monthly Report of the President of the Milwaukee Board of School Directors

Background

President Zombor will present a report next month.

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UNFINISHED BUSINESS

(Item 1) Action on a Resolution to Approve the Bylaws and Policies of Milwaukee Public Schools

Background

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review.

In February 2024, the plan was presented, including the possibility of working with an outside partner to perform the review. In October 2024, the Board contracted with NEOLA, with the work of the partnership to begin in December 2024.

Since that time, cross-functional teams met to carefully conduct this review work. Criteria for the policy review included , but was not limited to:

- alignment to current federal, state, and local laws;
- adherence to the Wisconsin Department of Public Instruction's administrative rules or to the requirements of state administrative offices or other oversight agencies;
- alignment to best practices within the corresponding subject matter areas;
- alignment to other district rules, policies, and procedures and to district guidelines/handbooks;
- the extent to which the policies, rules, and procedures meet the current needs or mission/focus of the District;

• national, state and local trend data on necessity and implementation.

Proposed revisions to policy were regularly brought to the Board for its review. At each of its policy work sessions the Board gave public hearing on the policy review.

In addition, the final policy manual will have a new numbering system.

The final reviews having been complete, the updated policies have been compiled and are presented for approval.

RESOLUTION TO ADOPT THE FINAL COMPILATION OF THE BYLAWS AND POLICIES OF MILWAUKEE PUBLIC SCHOOLS

WHEREAS, In accordance with Wisconsin Statute §119.18 (1r), the Milwaukee Board of School Directors may adopt and modify or repeal rules for its own government and for the organization, discipline and management of the public schools which shall promote the good order and public usefulness of the public schools; and

WHEREAS, In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review; and

WHEREAS, Cross-functional teams within the district collaborated to perform an extensive review and redrafting of the Board Rules, Governance Policies, and Administrative Policies, where the criteria for review included, but was not limited to:

- alignment to current federal, state, and local laws;
- adherence to the Wisconsin Department of Public Instruction's administrative rules or to the requirements of state administrative offices or other oversight agencies;
- alignment to best practices within the corresponding subject matter areas;
- ensuring that district rules, policies, and procedures align with one another and align to district guidelines/handbooks;
- the extent to which the policies, rules, and procedures meet the current needs or mission/focus of the District;
- national, state and local trend data on necessity and implementation; and

WHEREAS, The recommendations of these cross-functional teams were presented to the Board on

- March 18, 2025
- May 22, 2025
- April 19, 2025
- September 16, 2025
- October 21, 2025
- November 18, 2025
- December 16, 2025
- March 16, 2026
- June 18, 2026
- July 28, 2026; and

WHEREAS, At each of the presentations, the Board gave the public hearing with respect to the proposed policy revisions; now, therefore, be it

RESOLVED, That the Board of Directors for Milwaukee Public Schools hereby adopts the comprehensive document titled "Bylaws and Policies of Milwaukee Public Schools;" and, be it

FURTHER RESOLVED, That this document includes:

- The Board's rules, which determine the method in which the Board organizes itself and conducts its business and which shall henceforth be referred to as Section 0000 Bylaws;
- The Board's governance policies, which establish the Board's relationship to its executive officers and those policies that establish overall direction for MPS and which shall henceforth be referred to as Section 1000 Executive Officers;
- The administrative policies, which provide the framework for the delivery of education to children, define the Board's expectations or position on a particular matter and authorizes appropriate action that must, or may, be taken to establish and/or maintain those expectations, which are broken down into eight additional sections within the document; and, be it

FURTHER RESOLVED, This adoption is effective July 28, 2026, on which date all previously adopted bylaws and policies shall be rescinded and superseded; and, be it

FURTHER RESOLVED, That if any policy, part of a policy, or section of the bylaws is found to be made invalid by a court, superseded by a different policy or contract we adopt, or is found to no longer be consistent with the law, the rest of the bylaws and policies will still be fully in effect; and, be it

FURTHER RESOLVED, That no later than August 14, 2026, the Board Clerk

- shall ensure that this document is available to the public through the district's website;
- may make this document available to the public in hard form and may charge reasonable fees for its physical reproduction

BYLAWS AND POLICIES RECOMMENDED FOR ADOPTION

Board Bylaws

0100	Definitions
0111	Name
0112	Purpose
0113	Boundaries
0114	Classification
0115	Address
0121	Authority of The Board
0122	Board Powers
0131.1	Board Bylaws and Board Policies
0132.1	Selection of Executive Officers
0132.2	Administrative Guidelines
0133	Judicial
0133.001	Board Level Appeals of Employee Discipline Hearings
0141	Number
0142.1	Electoral Process
0142.2	Qualifications for Election to The Board
0142.3	Term
0142.4	Oath
0142.5	Vacancies
0142.6	Recall/Removal
0142.7	Orientation
0143	Authority of Individual Board Members
0143.1	Public Expression of Board Members
0143.2	Board Member Information Requests
0144.1	Board Compensation
0144.3	Board Member Conflict of Interest
0144.4	Indemnification
0144.5	Board Member Behavior, Communications, and Code of Conduct
0144.501	Board Member Censure
0144.502	Procedures to Censure or Remove A Board Member
0144.601	Board Member Code of Ethics
0144.701	Legislative Representation
0145	Board Member Anti-Harassment

0151.1	Annual Organizational Meeting
0155	Committees
0155.001	Committee Meetings
0155.002	Committee on Finance and Operations
0155.003	Committee on Student Achievement
0155.004	Committee on Strategic Planning and Budget
0155.505	Board Advisory Committees
0161	Parliamentary Authority
0162.001	Quorum
0163	Presiding Officer
0164	Meetings
0164.001	Virtual Meetings
0164.002	Meeting Broadcast and Recording
0166	Meeting Agendas and Reports
0167.1	Voting
0167.2	Closed Session
0167.3	Public Comment at Board/Committee Meetings
0167.5	Use of Electronic Mail
0167.6	E-Mail - Public Records
0167.7	Use of Personal Communication Devices
0168.1	Meeting Minutes and Proceedings of The Board
0171.1	President - Powers and Duties
0171.2	Vice-President - Powers and Duties
0172	Legal Counsel
0173	Independent Financial Auditor
0174.1	Annual Report
0175	Association Memberships
0175.1	Travel to School Board Conferences/Conventions/Workshops and Expenses
0181.001	Board Audits - Annual Plan and Coordination
0182.001	Board Legislative Agenda

Executive Officers

1100	District Organization
1101.001	District Organization Plan
1101.002	Superintendent's Cabinet
1102.001	Board-Appointed Officials
1102.002	Role of The Superintendent
1102.003	Role of The Board Clerk/Chief Officer, Office of Board Governance
1102.004	Role of The Chief Accountability & Efficiency Officer, Office of Accountability & Efficiency
1103.001	Limited-Term Employment Positions
1104.001	Temporary Administrative Arrangements
1110	Assessment of District Goals
1210	Board - Chief Executive Officer Relationship
1220	Employment of The Superintendent
1230.01	Development of Administrative Guidelines
1240	Evaluation of Executive Officers
1241	Non-Renewal or Termination of the Superintendent's Employment Agreement
1260	Incapacity of the Superintendent

Program & Instruction

2105.001	Vision, Mission, Core Beliefs, and Goals
2120	Management Restructuring and School Improvement
2131	Educational Outcome Goals and Expectations
2131.01	Reading Instructional Goals and Assessment
2132	Educational Process Goals
2210	Curriculum Development
2220	Adoption of Courses of Study
2221	Special Observance Days
2230	Curriculum Course Guides
2240	Controversial Issues in the Classroom

2250	Innovative and Pilot Programs
2260	Nondiscrimination and Access to Equal Educational Opportunity
2260.01	Section 504/Ada Prohibition Against Discrimination Based on Disability
2260.02	Services for English Learners
2261	Title I Services
2261.01	Parent and Family Engagement in Title I Programs
2261.02	Title I - Parents' Right to Know
2261.03	District and School Report Card
2262	Before/After-School Programs
2266	Nondiscrimination on the Basis of Sex in Education Programs or Activities
2270	Religion in the Curriculum
2271	Early College Credit Program
2271.01	Start College Now Program
2330	Homework
2340	District-Sponsored Trips
2370	Educational Options Provided By the District
2407.005	Physical Education
2408.005	Music Education
2409.005	Art Education
2411	School Counseling and Academic and Career Planning
2412	Home and Hospital Program
2413	Health Education
2414	Human Growth and Development
2416	Student Privacy and Parental Access to Information
2420	Education for Employment
2421	Career and Technical Education Program
2430	District-Sponsored Clubs and Activities
2430.01	Special Programs By Community Volunteers
2431	Interscholastic Athletics
2432	Driver Education
2440	Summer or Interim Session School
2440.01	Summer or Interim School Attendance
2450	Community and Adult Education
2451	Program or Curriculum Modifications
2460	Programs for Students With Disabilities
2460.03	Independent Educational Evaluation (Iee)
2461	Recording of IEP Team Meetings
2464	Advanced Learning Instruction ("Gifted and Talented")
2510	Adoption of Textbooks
2521	Selection of Instructional Materials and Equipment
2522	Library Instructional Material Centers
2531	Copyrighted Works
2605	Program Accountability and Evaluation
2623	Student Assessment
2700.01	School Performance and State Accountability Report Cards

Personnel

3111	Creating A Position
3112	Board-Staff Communications
3120	Employment of Staff
3120.01	Job Descriptions
3120.04	Employment of Substitutes
3120.05	Employment of Personnel in Driver Education Programs .
3120.06	Selecting Student Teachers/Administrative Interns/Practicum Students/Field-Placement Students/Clinical Students
3120.08	Employment of FLSA Exempt Personnel for Co-Curricular/Extra-Curricular Activities
3121	Criminal History Record Check and Employee Self-Reporting Requirements
3122.001	Nondiscrimination
3122.01	Drug-Free Workplace
3122.002	Equal Employment Opportunity
3122.02	Nondiscrimination Based on Genetic Information of the Employee

3122.003	Anti-Harassment/Anti-Bullying: Staff
3124	Employment Contract
3124.01	Notice of Reasonable Assurance of Employment
3125	Educator Licensing
3130	Assignment and Transfer
3131	Reduction in Staff
3132	Vacancies
3139	Staff Discipline
3140	Non-Renewal, Resignation, and Termination
3160	Physical Examination
3161	Administrative Leaves/Fitness for Duty
3210	Staff Ethics
3211	Whistleblower Protection
3213	Student Supervision and Welfare
3214	Staff Gifts
3215	Use of Tobacco and Nicotine by Staff
3216	Staff Dress and Appearance
3217	Weapons Prohibited for Staff
3220	Certificated Staff Evaluation and Educator Effectiveness
3220.01	Evaluation of Non-Certificated Support/Classified Staff
3230	Ethics and Conflict of Interest
3242	Professional Growth Requirements
3243	Professional Development Meetings
3281	Personal Property of Staff Members
3310	Employee Expression in Noninstructional Settings
3340	Grievance Procedure
3362.01	Threatening Behavior Toward Staff Members
3410.01	Compensation for Part-Time Staff
3419	Group Health Plans
3419.01	Privacy Protections of Self-Funded Group Health Plans
3419.02	Privacy Protections of Fully Insured Group Health Plans
3419.03	Patient Protection and Affordable Care Act
3425	Benefits
3430	Leaves of Absence
3430.01	Family & Medical Leave of Absence ("FMLA")
3431	Employee Leaves
3440	Job-Related Expenses
3531	Unauthorized Work Stoppage

Health & Safety

4310	Health Services
4310.01	Emergency Nursing Services/Plan
4320	Immunization
4330	Administration of Medication/Emergency Care
4335	Care of Students with Chronic Health Conditions
4340	Student Accidents/Illness/Concussion & Sudden Cardiac Arrest
4350	Suicide Prevention, Intervention, and Postvention
4395	Student Mental and Physical Health Services
4405	Environmental Health and Safety Program
4407	School Resource Officer Program
4410	Crisis Intervention
4420	School Safety
4420.01	Epidemics and Pandemics
4431	Preparedness for Toxic Hazards
4431.01	Asbestos Management
4442	Reporting Accidents
4450	Control of Casual Contact Communicable Diseases
4450.01	Personal Protective Equipment During Pandemic/Epidemic Events
4451	Pediculosis (Head Lice)
4452	Automated External Defibrillators (AED)
4453	Direct Contact Communicable Diseases
4453.01	Control of Blood-Borne Pathogens

4462	Reporting of Child Abuse and Neglect, and Sexual Misconduct
4462.01	Threats of Violence

Students

5111	Eligibility of Resident/Nonresident Students
5111.01	Homeless Students
5111.02	Educational Opportunity for Military Children
5111.03	Children and Youth in Foster Care
5112	Entrance Age
5113	Open Enrollment Program (Inter-District)
5113.01	Part-Time Open Enrollment
5113.02	Intra-District Safe School Transfers Options
5114	Foreign Student and Exchange Visitor Programs
5120	Parental Choice and Student Assignment Within District
5130	Withdrawal/Dropout From School
5136	Personal Communication Devices
5200	Attendance
5200.01	Full-Time Student
5215	Unenrolled, Missing, and Absent Children
5223	Absences for Religious Instruction
5230	Release of Students to Authorized Persons
5410	Promotion and Retention
5411	Third Grade Promotion and Retention: At-Risk Students
5420	Reporting Student Progress
5421	Grading
5430	Class Rank
5451	Student Recognition
5451.01	Wisconsin Academic Excellence Scholarship
5451.02	Technical Excellence Higher Education Scholarships
5460.01	Diploma Deferral
5461	Children At-Risk of Not Graduating From High School
5463	Credits From Nonpublic Schools
5464	Early Graduation
5500	Student Code of Classroom Conduct
5500.01	Conduct in Virtual Classroom
5501.005	Early Childhood Student Behavior
5505	Academic Honesty
5511	Dress and Appearance
5512	Use of Tobacco and Nicotine by Students
5513	Care of District Property
5515	Student Use of Motor Vehicles
5516	Student Hazing
5517	Student Anti-Harassment
5517.01	Student Bullying Prevention
5520	Disruptive Conduct
5530	Student Use or Possession of Intoxicants, Drugs, or Paraphernalia
5540.01	Investigations Involving Suspected Child Abuse
5605	Suspension/Expulsion of Students with Disabilities
5610	Suspension and Expulsion
5610.01	Alternative Expulsion Hearing Procedure
5630	Corporal Punishment
5630.01	Use of Seclusion and Physical Restraint with Students
5720	Student Activism and Expression
5722	School-Sponsored Publications and Productions
5730	Equal Access for Non-district-Sponsored Student Clubs and Activities
5751	School-Age Parents and Married Status of Students
5771	Search and Seizure
5772	Weapons Prohibited for Students
5780	Student/Parent Rights
5820	Student Government
5830	Student Fund-Raising
5840	Student Groups

5855	Student Attendance at School Events
5870	Student Production of Goods and Services
5880	Public Performances by Students

Finances

6001.005	Authority of Office of Accountability and Efficiency
6108	Authorization to Make Electronic Fund Transfers
6110	Grant Funds
6111	Internal Controls for Federal Grants
6112	Cash Management of Grants
6114	Cost Principles - Spending Federal Funds
6116	Time and Effort Reporting
6120.005	Safety Deposit Box
6144	Investment Income
6147	Debt Management
6150	Tuition Income
6151	Returned/Outstanding-Stale Checks
6230	Budget Hearing
6231.005	Budget Control
6234.005	Budget Transfer
6235.005	Operating Reserve
6236	Community Services Fund (Fund 80)
6237.005	Fund Carryover
6238.005	Fiscal Accounting and Reporting
6320	Purchasing
6321.005	Historically Underutilized Business Program
6322.005	Vocational Learning in Purchasing
6325	Procurement - Federal Grants/Funds
6330	Leasing School Property
6424	Purchasing Cards
6440	Cooperative Purchasing
6450	Local Purchasing
6455.005	Contractor Code of Conduct
6460	Vendor Relations
6470	Payment of Invoices
6510	Payroll Authorization
6520	Payroll Deductions
6605	Crowdfunding
6608	Accountability and Oversight of Fundraiser and Crowdfunding Disbursements
6611.005	Student Activities Fund Management
6680	Recognition
6700	Fair Labor Standards Act (FLSA)
6800	System of Accounting
6811.005	Fiscal Management of Enterprise Activities
6812.005	Communities in Need Initiative
6830	Independent Audit of School District Accounts

Property & Technology

7100	Facilities Planning
7217	Weapons Prohibited for Visitors and Volunteers
7230	Gifts, Grants, and Bequests
7240	Site Acquisition
7250	Commemoration of School Facilities
7250.01	Memorials for Staff and Students
7300	Disposition and Inventory of Real Property
7310	Disposition and Inventory of Personal Property
7410	Maintenance
7430	Facility Health and Safety Standards
7434	Use of Tobacco and Nicotine on School Premises by Visitors and Volunteers
7440	Facility Security
7440.01	Video Surveillance and Electronic Monitoring

7440.02	Smart Sensor and Monitoring Technology
7440.03	Small Unmanned Aircraft Systems (Drones)
7455	Accounting System for Capital Assets
7460	Conservation of Natural and Material Resources
7505.005	Wireless Communication Facilities
7510	Use of District Facilities
7530	Lending of District-Owned Equipment
7530.01	Board-Owned Personal Communication Devices
7530.02	Staff and School Officials Use of Personal Communication Devices
7540	Technology
7540.01	Technology Privacy
7540.02	Web Content, Apps, and Services
7540.03	Student Technology Acceptable Use and Safety
7540.04	Staff Technology Acceptable Use and Safety
7540.05	Assistive Technology and Services
7540.06	District-Issued Staff E-Mail Account
7540.07	District-Issued Student E-Mail Account
7540.08	Artificial Intelligence (Ai)
7541	Electronic Data Processing Disaster Recovery Plan
7542	On-Site Access to District Technology Resources from Personally-Owned Communication Devices
7543	Remote Access to the District's Network
7544	Use of Social Media
7550	Cooperation with Local Governments

Operations & Support Services

8120	Volunteers
8121	Personal Background Check - Contracted Services
8125	Consultants
8126.005	Loaned Executives
8141	Required Reporting of Staff Conduct
8145	Annual Reports to the Department of Public Instruction
8146	Notification of Educational Options
8210	School Calendar
8220	School Day Closure
8300	Continuity of Organizational Operations Plan
8305	Information Security
8310	Public Records
8315	Litigation Holds/Preservation of Records
8320	Personnel Records
8320.01	Unauthorized Acquisition of Staff Personal Information
8325	Receipt of Legal Documents by District Employees
8330	Student Records
8330.01	Unauthorized Acquisition of Student Personal Information
8340	Providing A Reference
8350	Confidentiality
8390	Animals on District Property
8463	Students Not Living with Parents
8500	Food Services
8510	Wellness
8531	Free and Reduced-Price Meals
8540	Vending Machines
8550	Competitive Food Sales
8600	Transportation
8601	Controlled Substance and Alcohol Policy for Employees Who Transport Students
8605	Use of Electronic Wireless Communication Devices by District Employees Who Operate Board-Owned or Operated Vehicles
8660	Transportation by Private Vehicle for District-Sponsored Activities or Trips
8680	Transportation Services Contracts
8700	Lactating Employees
8710	Insurance
8740	Protection of District Funds

8760	Student Accident Insurance
8800	Religious Activities and Observances
8802	Patriotic Activities and Observances
8900.005	Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior
8913	Section 504/ADA Prohibition Against Disability Discrimination in Employment

Community Relations & Recreation*

9502.001	Community Schools
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Strategic Plan Compatibility Statement

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

Implementation and Assessment Plan

Upon adoption, the Office of Board Governance will work with the Administration to make the revised policies available on the district website.

Next steps include revising other internal guidebooks/handbooks to reflect the new policies. Work on revising Administrative Procedures, now known as Administrative Guidelines, will also commence.

Recommendation

That the Board

1. waive Board Rule 1.11 with respect to the adoption of the Bylaws
2. adopt the resolution to adopt the Bylaws and Policies of the Milwaukee Public Schools.

*See the action of September 2026 with respect to Section 9000 policies.

Director O'Halloran moved to waive Board Rule 1.11 and adopt the Resolution to approve the Bylaws and Policies. The motion passed, the vote being as follows:

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

* * * * *

ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following item from the Reports and Communications from the Board Clerk:

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

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

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

The Board retired to closed session at 6:57 p.m. The Board adjourned at 7:33 p.m.

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