

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN APRIL 28, 2026

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

The following members responded to the Roll Call:

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

All nine members are continuing members.

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ELECTION OF TEMPORARY PRESIDING OFFICER

(Item 1) Election of a Temporary Presiding Officer

Background

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

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

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ELECTION OF THE BOARD'S OFFICERS

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

Background

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

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

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

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

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

Background

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

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

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

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

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DESIGNATION OF A BOARD CLERK

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

Background

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

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

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

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APPOINTMENT OF THE BOARD'S DELEGATES

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

Background

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

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

Implementation and Assessment Plan

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

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

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

Background

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

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

The current delegate to WASB is Director Fons.

Director Fons was reaffirmed by consensus.

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

Background

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Pending Directives of the Board

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

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

Disposition of Unfinished Business

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

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

Recommendation

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

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

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

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

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

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NEW BUSINESS

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

Background

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

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

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

SA – Committee on Student Achievement

Proposed 2026-27 Tentative Board Calendar

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

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

May 7.....SPB

May 12.....Statutory Budget Hearing

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

Implementation and Assessment Plan

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

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

Recommendation

The Office of Board Governance recommends that the Board

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

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

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

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

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

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

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

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

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

Recommendation

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

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

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

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

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

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

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RESOLUTIONS FOR REFERRAL

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

Resolution 2627R-001

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

By Director Siemsen and Director Vannoy

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Referred to the Committee on Student Achievement

The Board adjourned at 8:43 p.m.

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

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

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

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

Absent and Excused— Directors Jackson and Vannoy – 2.

The Board Clerk read the following call of the meeting:

To the Members of the Board of School Directors:

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

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

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

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

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

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

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

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

Public Hearing and Public Access

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

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

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

Background

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

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

Background

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

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

Background

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

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

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

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

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

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

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

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

The motion passed, the vote being as follows:

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

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

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

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

The motion passed, the vote being as follows:

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

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

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

The Board adjourned at 9:10 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 12, 2026

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

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

Absent and Excused — Directors Jackson and Zombor – 2.

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

Background

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

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

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

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

The following budgetary documents were made available under separate cover:

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

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

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

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

The Board adjourned at 6:59 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 14, 2026

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

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

The Secretary read the call of the meeting:

To the Members of the Board of School Directors:

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

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

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

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

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

On Item 2: The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

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

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

Background

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

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

Background

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

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

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

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

JILL M. KAWALA
Assistant Board Clerk

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MAY 28, 2026

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

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

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

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

AWARDS AND COMMENDATIONS

(Item 1) Presentation of Honorary Recognitions

Background

Board members may present recognitions of individuals.

Proclamation by Director Ferguson, Honoring Gail Bruce-Kanuah

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

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

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

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APPROVAL OF MINUTES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Recommendation

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

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

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

Noes — None.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

Superintendent & Student Listening Sessions

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

Other School Events

Poetry Showcase

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

Earth Day Celebration

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

Student Job Fair at UWM

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

Bay View High School Food Truck Reveal

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

Family Game Night at Anne F. Doerfler School

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

Arbor Day Celebrations

At Starms Early Learning Center and Bruce Elementary

Herb Kohl Foundation Principal Leadership Award

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

Refugee and Immigrant Fair

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

Direct Admit with Alverno College

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

Cantos de las Américas

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

School Principal's Day

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

Safe Routes to Schools

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

SSAC Senior Celebration

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

Biennial Music Festival

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

Secret Service Visit at Townsend Street School

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

Strategic Plan Compatibility Statement

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

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

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

First Community Engagement Circle

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

Participants also expressed a hope to grow:

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

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

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

Budget Month

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

JustFOIA Setup Continues

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

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

Policy Review Work

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

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

Board Member Engagements and Activities

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

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

Beyond the Boardroom

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

Strategic Plan Compatibility Statement

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

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

Background

Updates regarding federal activity and state budget progress will be provided along with an update on the lawsuit regarding K-12 education funding.

The provision of no additional state general aid for schools will have significant consequences in fall. So too will revenue limit per pupil levels that fail to keep pace with inflation. So too will the continuing trend of underfunding from the federal level.

As noted in the Wisconsin Supreme Court's decision in *Vincent v Voight*, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(1g)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

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

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

Accountability and Efficiency Services

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

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

Contract Compliance Services (CCS)

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

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

- Twelve Environmental Internships
- Two Reagan Building Helper Internships

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

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

As we move forward, CCS remains focused on strengthening compliance, advancing equity-centered practices, and delivering impactful student engagement aligned with Administrative Policies 3.10 and 3.13.

Audit Services

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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

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

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

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

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

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

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

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

Noes — None.

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REPORTS OF STANDING COMMITTEES

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

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

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

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

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

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

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

PROMOTIONS

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

REHIRES

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

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

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

ACTION ON CERTIFICATED APPOINTMENTS -LIBRARY MEDIA SPECIALIST

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

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

Leaves of Absence

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

Certificated Resignations and Classified Retirements**Certificated Resignations**

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

Classified Resignations

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

Other District – 0 (Classified 0 Certificated 0)

Other Work – 5 (Classified 5 Certificated 0)

Personal – 9 (Classified 3 Certificated 6)

Retirement – 1 (Classified 1 Certificated 0)

Monthly Personnel Report

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

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Background

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

Recommended Appointments

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Committee's Recommendation

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

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

* * * * *

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

Purchases

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

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

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

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

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

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

Cooperative Authorization to Purchase Virtual Library Services Subscriptions with Various Vendors

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

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

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

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

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

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

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

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

Budget Code:

SLB-0S-CSF-DW-ESWR..... (School Library – Software/non-textbook)	\$187,940.74
SLB-0S-CSF-DW-ENTB (School Library – Non-Textbooks).....	\$334,832.70

Report on Change Orders

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

Contract: C032779 Sunbelt Staffing LLC

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

Original Contract Amount:.....	\$100,000.00
RCC 4/6/26	70,000.00
Ending Amount:.....	\$170,000.00

Contract: C032536 Durham School Services

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

Original Contract Amount:.....	\$ 5,411,261.67
RCC 7/15/2025	468,794.97
RCC 9/29/25	5,411,261.67
RCC 4/15/26	2,500,000.00
Ending Amount.....	\$13,791,318.31

Contract: C033542 Floor23 Digital LLC

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

Original Contract Amount:.....	\$35,000.00
RCC	35,000.00
Ending Amount:.....	\$70,000.00

Contract: C033556 Milwaukee Repertory Theater

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

Original Contract Amount:.....	\$49,000.00
RCC	30,000.00

Ending Amount:\$79,000.00

Contract: C033539 Sharp Literacy

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

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

RCC 30,000.00

Ending Amount:\$60,000.00

Contract: C033540 Urban Ecology Center

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

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

RCC 25,000.00

Ending Amount:\$60,000.00

Contract: C033559 Wisconsin Conservatory of Music

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

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

RCC 25,000.00

Ending Amount: \$60,000.00

Donations

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

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

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

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

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

Strategic context and stakeholder assessment

ERP capability and gap analysis

Evaluation of modernization options and target-state recommendations

Development of a future ERP roadmap and implementation strategy

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

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

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

Budget Code:

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

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

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

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

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

Budget Code:

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

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

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

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

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

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

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

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

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

Budget Codes:

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Award of Contracts

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

Construction Contracts

PARKING LOT RENOVATION
Burnham Playfield

Prime Contractor Poblocki Paving

16363 West Ryerson Road New Berlin, WI 53151

Low Bidder, Base Bid \$752,587.00

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

INVESTMENT SCHOOLS BID PACKAGE 1

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

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

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

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

Contract Award:\$10,020,228.26

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

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

INVESTMENT SCHOOLS BID PACKAGE 2

River Trail Elementary School

Prime Contractor Nicholas & Associates 1585 Innovation Way Oconomowoc, WI

Contract Award:\$3,323,852.00

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

INVESTMENT SCHOOLS BID PACKAGE 2 - JOC

Starms Discovery Learning Center Gwen T. Jackson

Prime Contractor Robe Inc.

6150 North Northwest Highway Chicago, IL 60631

Contract Award:\$3,968,319.74

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

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

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

Professional Services Contract

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

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

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

An RFP was issued to reset pricing in line with industry standards. Proposals were received from 13 of the 16 categories, and were evaluated on responsiveness to requirements, experience, references and abilities to meet the needs of MPS.

Contracts will be issued on an as-needed basis in alignment with the pre-approved Adjustment Factor to be applied to the Unit Prices as set forth in the Construction Task Catalog.

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

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

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

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

Budget Code: Various

Recommended Contractor Trade/Technical Area

Alfa Chicago Inc.

General Construction
Mechanical

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

Exception-to-Bid

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

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

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

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

Change Order

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

Total Amount of Change Order: \$58,518.45

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

Total Amount of Change Order: \$384,399.07

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

Total Amount of Change Order: \$260,919.85

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

Total Amount of Change Order: \$99,383.52

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

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

Material Purchase

FURNITURE - Obama SCTE

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

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

Purchase Amount:\$104,449.13

Budget Code: BLD 00 FLD DW ECNC

FURNITURE - Lancaster School

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

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

Purchase Amount:\$271,335.29

Budget Code: BLD 00 FLD DW ECNC

Report of Job Order Contracting Contracts

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

Robe, Inc.

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

BEAR Construction

Elevator Refresh Rogers Street Academy\$35,587.87

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:

Construction Contracts:

Total Construction Contracts Requested:

Fund 46 = \$18,599,999.00

- Brown Street = \$2,427,000.00

- Douglas Academy = \$5,369,228.26

- North Division = \$2,224,000.00

- River Trail = \$3,323,852.00

- Starms DLC = \$2,149,202.35

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

Professional Services Contracts:

Total Professional Services Contracts Requested:

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

- Various schools/department budgets

Exception to Bid Requested:

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

- MBM 0A CCT FM ENNC

Change Orders Requested:

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

- CSV 00 RFI RC ECNC

Material Purchases Requested:

Total Material Purchases = \$375,784.42

- BLD 00 FLD DW ECNC

Job Order Contracts Utilized:

Total Job Order Contracting Contracts = \$191,230.12

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

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

Background

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

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COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Background

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

The resolved portion of Resolution 2425R-010 reads:

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

There is no fiscal impact for this item.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

(Item 2) Report with Possible Action Regarding Art Education

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

Background

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

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

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

Visual Art School Staffing

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

Two visual art teacher leaders:

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

Visual Art Successes

- Expansion of visual art faculty and programs across the district
- Art educator vacancies at the lowest in over 10 years
- Development of a standards aligned curriculum
- Assignments and District Checkpoints created as the framework for tier 1 instruction in grades K5-5th
- Continuation of arts integration across content areas

Visual Art Goals

Equity in Visual Art Instruction

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

Arts Integration in MPS

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

Visual Art Student Opportunities

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

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

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(Item 3) Report with Possible Action Regarding Music Education

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

Background

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

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

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

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

Music Staffing: 2025-26 School Year

Total of 127 music staff for 2025-26

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

District Music Events 2025-26

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

Defined Tier 1 Music Instruction

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

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

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

Strengthening the Culture of Music in MPS

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

Looking forward to FY27

Numerous additional full-time music positions are available

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

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

Continue to support collaborative opportunities based on feeder pattern study

Establish performance baseline and examine retention rates for music

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

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

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

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

Background

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

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

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

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

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

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

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

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

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

MPS Early Release PD Feedback

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

MPS Early Release PD - March 4 and April 15

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

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

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

Main Takeaways and Next Steps

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

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

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

MPS PLI Feedback

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

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

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

Teacher and Leader Perceptions of Literacy Implementation

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

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

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

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

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

Teacher Perceptions on Literacy Strategy Implementation: Barriers

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

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

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

“We need immersion specific training.”

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

“Children knowing their sounds.”

“Students have difficulty sustaining their focus.”

Principal Perceptions on Literacy Strategy Implementation

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

35% of leaders felt neutral

Teacher Perceptions on HMH Coaching Days

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

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

Principal Perceptions on HMH Coaching Days

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

Schedule Audit

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

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

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

n/a

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

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

Background

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

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

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

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

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

REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no delegate reports presented this month.

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

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

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

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UNFINISHED BUSINESS

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

Background

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

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

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

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

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

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

Recommendation

The recommendation is that the Board

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

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

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

Noes — None.

The Board Clerk read the following resolution:

With respect to the School Operations Fund, be it

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

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

With respect to the Construction Fund, be it

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

With respect to the Extension Fund, be it

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

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

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

* * * * *

The Board adjourned at 6:54 p.m.

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JUNE 4, 2026

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

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

Absent and Excused— Directors Ferguson and Jackson – 2.

The Board Clerk read the following call of the meeting:

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

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

Items of Business

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

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

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

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

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

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

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

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

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

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

Background

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

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

* * * * *

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

Background

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

* * * * *

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

Background

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

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

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

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

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

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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN JUNE 18 , 2026

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

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

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

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

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APPROVAL OF MINUTES

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

Wrapping Up the 2026–27 School Year!

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

Congratulations to the Class of 2026!

2026 graduates are off to:

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

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

Congratulations to Graduates

26 High Schools
 45 Valedictorians
 25 Salutatorians

School Events

Spring Musical | Disney's The Lion King

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

Students from every grade level performed in the Spring Musical, Disney's "The Lion King".

They showcased their talents for classmates, families, community members, and special guests.

MPS STEAM Fair

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

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

Adaptive Bike Day

May 29, 2026 | Lakeshore State Park

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

Spring Student Leadership Summit

May 29, 2026 | UW-Milwaukee

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

VIP Literacy Breakfast

May 29, 2026 | Brown Street Academy

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

Bilingual Enrollment Fair

May 30, 2026 | H.W. Longfellow School

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

Seal of Biliteracy

May 30, 2026 | Golda Meir School

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

Black Excellence Conference

June 2, 2026 | UW-Milwaukee

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

Donuts with Dads

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

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

Paint the Pavement

June 4, 2026 | Holt Playfield

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

Electric Buses

June 8, 2026 | WI Central

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

Mural Reveal

June 9, 2026 | Alexander Hamilton High School

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

Safe Summer Sites

June 16, 2026 | James Madison Academic Campus

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

* * * * *

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

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

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Recommendation

That the Board retire to closed session.

Item deferred to the end of the meeting.

* * * * *

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

Background

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

Strategic Plan Compatibility Statement

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

Recommendation

That the Board consider this item in closed session.

Item deferred to the end of the meeting.

* * * * *

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

Community Engagement Circle

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

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

Google Transition

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

Policy Review Work

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

Board Member Engagements and Activities

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

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

The UNSIL World Fair

Vincent's Ag-Ventures Market and Plant Sale

Partnership for the Arts and Humanities Showcase at North Division High School

Fondy Farmer's Market
 MMABSE Annual Teacher Gala
 Townsend Elementary's Alumni as Secret Service Speakers Event
 51st Biennial Music Festival
 The Keefe Avenue Elementary and Andrew Douglas Middle School Community Meeting
 Literacy and Library Exploration Night

Beyond the Boardroom

The Board Services Team is actively working with Board members to engage in activities in the community on a regular basis.

Strategic Plan Compatibility Statement

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

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(Item 4) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates regarding federal activity and state budget progress will be provided along with an update on the lawsuit regarding K-12 education funding.

The provision of no additional state general aid for schools will have significant consequences in fall. So too will revenue limit per pupil levels that fail to keep pace with inflation. So too will the continuing trend of underfunding from the federal level.

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

Strategic Plan Compatibility Statement

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

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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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 attached report includes activities from late May through early June.

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

Accountability and Efficiency Services

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

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

Contract Compliance Services (CCS)

CCS is excited to begin on-boarding and recruitment for summer student internships, with a continued focus on expanding meaningful career exploration opportunities for our high school students.

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

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

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

As we move forward, CCS remains focused on strengthening compliance, advancing equity-centered practices, and delivering impactful student engagement opportunities aligned with Administrative Policies 3.09, 3.10, and 3.13.

Audit Services

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

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

- Issued one school audit
- Issued one partnership school audit
- Completed one investigation report
- Completed one external audit report review for a multi-campus non-instrumentality charter school operator
- Issued one instrumentality charter school performance and compliance audit
- Issued one non-instrumentality charter school performance and compliance audit
- Issued two instrumentality charter school financial compliance audits

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

- Drafted the proposed FY27 Annual Plan of Audits for Board approval
- Provided input and feedback on internal control and policy development
- Ongoing activities include open and active investigations resulting from fraud hotline tips, school audits and Board-approved performance audits

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

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

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

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

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

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

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

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

* * * * *

REPORTS OF STANDING COMMITTEES

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

Item Three, Action on Monthly Finance Matters: Authorization to Make Purchases; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations and Waiver of Administrative Policy 3.05 and

Item Four Action on the Award of Professional Services Contracts

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

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

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

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

COMMITTEE ON FINANCE AND OPERATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

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

Certificated Appointments

No certificated appointments were presented this month.

Leaves of Absence

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

Certificated Resignations and Classified Retirements**Certificated Resignations**

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

Classified Resignations

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

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

Other District – 0 (Classified 0 Certificated 0)

Other Work – 5 (Classified 4 Certificated 1)

Personal – 17 (Classified 13 Certificated 4)

Retirement – 4 (Classified 2 Certificated 2)

Monthly Personnel Report

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Implementation and Assessment Plan

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

Committee's Recommendation

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

* * * * *

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

Recommended Appointments

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

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

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

Reclassification

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

(2)(r)	Stephen Davis	Manager-Events & Multimedia Office of the Chief of Communications	\$99,724 Sch 03, Range 10A
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Recommended LTE Contracts (To be effective upon the Boards approval)

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

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

Codes

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Implementation and Assessment Plan

N/A

Committee's Recommendation

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

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

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations and Waiver of Administrative Policy 3.05

Purchases

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

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

This purchase will be paid for with Common School Funds. The Common School Fund provides annual library aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Printed materials are earmarked materials that support the school library media program.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Monthly Financial Reports

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

Acceptance of Donations

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

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

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

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

Request to Waive Administrative Policy 3.05

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

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

Total Purchases Requested:

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

Committee's Recommendation

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

(1) authorize the purchases

(2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board

(3) direct the Administration to continue reporting on Revenues and Expenditures through the October cycle

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

Director Zombor moved to

(1) authorize the purchases

(2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board

(3) direct the Administration to continue reporting on Revenues and Expenditures through the October cycle

(4) Waive Administrative Policy 3.05 (4)(a) and (4)(c) for Fiscal Year 2026 and authorize the Administration to:

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

The motion passed, the vote being as follows:

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

* * * * *

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

Background

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:

Professional Services Contracts:

Total Professional Services Contracts Requested

Fund 10 - Not to Exceed \$35,125,000.00

Fund Categories:

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

* * * * *

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

Background

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Budget Code:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Budget Code:

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

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

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

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

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

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

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

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

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

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

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

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

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

Exception Authorization to Purchase Virtual Library Services Subscriptions with Various Vendors

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

These purchases will be paid for with Common School Funds. The Common School Fund provides annual library aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:

Exception-to-Bid Contracts:

Total Exception-to-Bid Contracts Requested

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

Fund 80 - Not to Exceed \$ 150,000.00

Fund Categories:

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Professional Services Contract

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

RFP #26-015 Boiler Tube Repair and Replacement Services

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

Selected Firm: Becker Boiler Co. Inc.

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

Budget Code: Various

RFP #26-017 Utility Data Management

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

Selected Firm: Conservice ESG

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

Budget Code: BLD 00 UTL DW ESUP

Report of Job Order Contracting Contracts

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:

Professional Services Contracts:

Total professional services contracts requested = \$1,223,977.00

Job Order Contracts:

Total Job Order Contracting Contracts = \$535,456.29

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

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

Background

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

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

Recommendations for FY27 include:

Align Walk-to-Stop practice with Board Policy

Adjust 3rd tier Bell Schedules

Adjust Transportation Procedures

Recommendations for FY28 include:

Expand use of Milwaukee County Transit System

Adjust Bell Schedules

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

MPS Service Issues

Problem Statement

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

Analysis

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

Service Impact

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

Problem Statement

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

Analysis

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

Service Impact

Improve customer service to schools, parents and students.

Fiscal Impact

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

Improve Bus Utilization –

Walk to Stop Policy

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

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

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

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

Fiscal Impact

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

Adjust Transportation Procedures

High-Cost Service

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

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

Adjusted Procedures

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

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

Service Impact

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

Fiscal Impact

\$1.2 million

Operational Investments

Enhanced Data Quality

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

Customer Service

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

Vendor Performance

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

Review District Transportation Policies and Practices

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

Long-Range Facilities Master Plan

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

Expand Use of Milwaukee County Transit System (MCTS)

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

The proposed criteria for using MCTS service is as follows:

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

Currently, about 1,500 students use MCTS. MCTS is undergoing a full-range review of their operations. This proposal would increase the number of students by 800 to 2,300 students. This aligns with 4MATIV Model B analysis of public transit use.

Many high school students have difficulty returning to their school when they move. This proposal also provides a MCTS pass to students who are outside the “yellow bus” transportation region. 26% of transportation appeals are high school students who moved outside the transportation region for their school.

Service Impact

Expand opportunities for students to participate in afterschool activities. Provide MCTS bus pass for students who move outside their high school’s transportation region. Reduce the number of buses operating at the 8:00am – 3:25pm tier would improve OTP at tier 3.

Fiscal Impact

\$580,000 - Thirty (30) am/pm bus trips are eliminated. MPS is currently in discussions with MCTS to move 800 students to transit service.

Reimbursement Opportunities

- Maximize Medicaid reimbursement for students-with –disabilities by implementing RFID or other student counting mechanisms. This will increase service delivery counts required to confirm eligible billing days.
- Maximize State transportation aid by more accurate counting of actual ridership.

Enhanced Data Quality

- Explore rider-tracking applications to verify actual vs. planned ridership and improve reimbursement claims for high-cost SPED service.

Customer Service

- Establish a centralized Transportation Operations Center to enable proactive monitoring, response standards, trend analysis, and consistent communication.

System Performance

- Deploy performance dashboards for continuous improvement on KPIs.

Opportunity Analysis by 4MATIV

4MATIV partnered with MPS to identify transportation efficiency opportunities that could be implemented in FY27

✓ System Summary: Quantitatively summarize the current transportation operation in order to confirm complete data capture and establish a baseline for system efficiency.

✓ Opportunity Analysis: Analyze system configuration and recommend solutions for optimization, estimating the potential cost savings from promising interventions.

✓ Public Transit Feasibility Analysis: Simulate transit journeys for HS students to evaluate the potential efficiency benefit of expanding transit access. Offer recommendations for how MPS should integrate transit as a modal option.

✓ Inclusive Service Analysis: Analyze accommodations by school and disability to identify disparities. Outline differentiated supports to increase access to LRE and efficiency

MPS operates a highly complex transportation system

- Routes: MPS operates 818 outsourced vehicles across 17 vendors.
- Ride Duration: The typical trip is scheduled to run 47 minutes.
- Bell Times: There is a sizable trip imbalance across the three tiers of bus service, with excess trips in Tiers 1 and 2 and too few trips in Tier 3.
- Service Levels: Median home-to-stop distance is just 0.11 miles.
- Seat Utilization: The typical trip has only 51% of seats planned occupied.
- GPS Capture: 32% of trips lack on-time performance data due to missing GPS feeds or driver logins.

- On-Time Performance: Excluding data gaps, systemwide OTP is 73%, but drops to 49.5% when considering all trips. Performance degrades overtime and is lowest for Tier 3.

MPS stop policy sets comparatively short distance thresholds relative to many peer large districts

- 4MATIV found stop distance policies for 63 of the 200 largest U.S. school districts. The median home-to-stop distance cap is 1 mile for elementary and 1.5 miles for middle and high school.

- MPS currently caps stop distances at 0.25 miles for elementary and 0.5 miles for middle and high school, making MPS one of the most accommodating districts.

- This accommodating policy requires more stops per route, leading to longer trips, lower bus utilization, and a larger fleet. This policy prevents MPS from consolidating stops, optimizing routes, and lowering per-rider costs without sacrificing service quality.

- Sustained stop consolidation requires a supportive policy. Increasing the maximum home-to-stop distance gives MPS the flexibility to consolidate stops, improving seat utilization and cutting costs.

A modest policy adjustment of +0.25 mi. would bring MPS closer into alignment with other large districts and provide necessary latitude to the MPS team as it seeks to increase utilization.

87% of the districts surveyed have a longer home-to-stop distance cap for elementary students than MPS

Efficiency is constrained by trip imbalance by bell time tier

Tracked-trip OTP stable at 73% but 1/3 of trips lack data

- Overall on-time performance degrades by bell time tier—from 80% in Tier 1, to 77% in Tier 2, and 61% in Tier 3. Low afternoon OTP is driven by Tier 3; PM Tier 3 OTP drops to just 32% compared to 71% for Tier 1 and 81% for Tier 2.

- GPS data gaps remain across tiers and service shifts, with 24-41% of trips lacking GPS capture for school arrivals. GPS capture is worse in the afternoon.

Targeted improvements to Tier 3 afternoon routing and scheduling would have the greatest impact on district-wide performance.

Identified opportunities have the potential to yield substantial cost savings and operational efficiency

Direct Levers <i>Defined Cost Savings</i>	Enabling Levers <i>Indirect Savings</i>
Balance Bell Times	Improve Data Hygiene
Increase Seat Utilization	Centralize Communication
Offer Parent Payment	Enhance Tracking
Better Leverage Transit	Manage Vendor Performance
Strategically Automate	

Quantified cost savings opportunities

Opportunity	Operational Efficiency	Annual Savings*
Bell Time Balancing	● Move Tier 1 schools to Tier 2 or 3 ● Balance trip demands, improve vehicle utilization ● Balancing trips is synergistic with other solutions	\$4.2M
Seat Utilization	● Increase seat utilization from 51% to 60% ● Strategic stop & route consolidation	\$11.1M
Parent Payment	● Offer SWD parent reimbursement in lieu of service ● Consolidate expensive specialized service routes	\$2.4M
Public Transit	● Offer HS students a transit pass in lieu of service ● Negotiate a reduced fare with MCTS	\$2.7M
System Management		Indirect operational savings

- Improve GPS tracking, live service visibility and monitoring, automated billing verification
- Provide proactive customer service + communication

Enabling infrastructure to sustain and protect savings

Improve Data Hygiene

- Constrain text answers in IEP supplement, require Y/N radio boxes for accommodations, revise current keyword scraping from IEPs, implement stronger data governance for school bell times

Centralize Communications

- Move away from decentralized school-managed complaint response, which creates inequity, delays issue resolution, and places the transportation management burden on school staff
- Establish a centralized Transportation Operations Center to enable proactive monitoring, response standards, trend analysis, & consistent communication. The current decentralized model cannot sustainably support service quality at this scale.

Enhance Tracking

- Assess and improve GPS capture rates, ensuring route-level OTP and GPS tracking
- Ensure high-fidelity trip-vehicle tracking during live service; outline protocol for substitutions
- Encourage use of parent app once trip-vehicle associations are confirmed to be strong
- Explore schedule vs. actual tracking and text-based communication platforms

Manage Performance

- Implement AVL solution enabling MPS to view live and historical service across EVERY vendor
- Deploy performance dashboards for continuous improvement on KPIs
- Monitor live service timely vehicle substitution, and on-time yard departures
- Periodically audit actual ridership at the student level (3-4X); pair with opt-out campaign

Strategically Automate

- Automate billing verification to improve accuracy, efficiency, consistency, and transparency
- Ensure human-review of stop assignment to prevent efficiency erosion
- Automatic stop assignment should be designed to maximize efficiency, not convenience

Recommended Next Steps

	Immediately	For FY27
Bell Time	Identify modest efficiency opportunities	Implement targeted adjustments.
Balancing	and engage school communities.	
Seat Utilization	Test stop consolidation options.	Consolidate stops within safety standards.
Parent Payment	Finalize program design.	Launch pilot for eligible students.
Public Transit	Strengthen partnership terms.	Expand transit as an opt-in option.
Ridership Audits	Remove non-riders from routes.	Repeat student-level audits regularly.
System	Evaluate communication and tracking	Launch stronger operational tools.
Management	solutions.	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The Administration's proposed changes to pupil transportation are projected to reduce transportation cost at a rate of \$3.2 million in FY27 and \$8 million in FY28.

Implementation and Assessment Plan

Upon Board approval of the Administration's transportation recommendations, the Administration will implement the FY27 recommendations and initiate planning and stakeholder engagement related to FY28 transportation services. Final detailed FY28 recommendations are anticipated to be presented to the Board for consideration and approval in January 2027.

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(Item 8) Action on Approval of the 2026-2027 Salary Schedules

Background

On May 28, 2026, the Board approved phase one of salary increases across the board effective July 1, 2026. The salary schedules for 2026-2027 are attached. Authorized expenditures were previously approved in the FY27 budget.

New for 2027-28 Academic Year/After July 1, 2027

Requirements for Annual Increase and Step Movement

To receive the annual increase on the salary schedule, employees must meet all applicable requirements established by the Milwaukee Public Schools.

1. Performance Improvement Plan (PIP) Requirement: Employees who are placed on a Performance Improvement Plan during the applicable school year must have successfully completed and been released from the performance improvement plan no later than June 30 of that school year to be eligible for an annual cost-of-living increase and/or step movement.

2. Mandatory Training Requirement: Employees must complete all HR mandated training by December 1 of the academic year, or, for new staff, within 90 days of hire, in order to be eligible for an annual cost-of-living increase and/or step movement.

Hourly Rates

Child Care Worker\$18.68/hr
 General Education Assistant\$18.68/hr
 Psychometric Assistant\$39.95/hr
 School Nursing Assoc. (Part Time) \$24.36-31.47/hr depending on experience

Administrators and Supervisor Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated. Salaries range from 200 to 260 days as indicated by Grade:

A = 260; C & D = 200

Grade	Job Titles	Min	Mid	Max
00A	Assistant	\$45,526.68	\$51,176.37	\$56,826.98
01A	Assistant I	\$56,520.29	\$66,104.34	\$75,689.79
02A	Assistant II, Paralegal	\$58,640.05	\$69,990.74	\$81,340.53
02C	Assistant II	\$50,746.18	\$60,533.73	\$70,323.41
03A	Assistant III, Associate I, Technician I, Accountant I	\$60,919.62	\$74,183.46	\$87,448.36
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$65,506.95	\$79,793.45	\$94,079.07
05A	Associate III, Analyst I, Accountant III	\$70,366.89	\$85,805.73	\$101,245.60
05D	Associate III, Analyst I, Accountant III	\$57,803.43	\$74,797.36	\$91,792.18

06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$78,970.49	\$96,356.44	\$113,742.08
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$68,183.68	\$83,128.68	\$98,072.66
07A	Coordinator II, Analyst III	\$82,729.42	\$100,967.46	\$119,205.99
07C	Coordinator II, Analyst III	\$71,400.92	\$87,075.36	\$102,751.34
08A	Coordinator III, Specialist I	\$86,690.46	\$105,828.22	\$124,966.00
08C	Coordinator III, Specialist I	\$74,812.04	\$91,250.86	\$107,690.83
09A	Supervisor I, Specialist II	\$90,910.00	\$110,949.79	\$130,989.23
09C	Supervisor I, Specialist II	\$78,360.64	\$95,604.75	\$112,850.54
10A	Supervisor II, Specialist III	\$95,196.53	\$116,253.44	\$137,309.73
10C	Assistant Principal I - Elem, Supervisor II, Specialist III	\$82,086.68	\$100,171.48	\$118,256.31
11A	Manager I, Specialist IV	\$99,761.53	\$121,853.59	\$143,945.15
11C	Assistant Principal II - MS, Manager I, Specialist IV	\$85,998.36	\$104,970.73	\$123,941.34
12A	Manager II	\$104,562.72	\$127,739.15	\$150,917.80
12C	Manager II, Assistant Principal III - HS	\$90,072.21	\$109,969.27	\$129,867.50
13A	Manager III, Principal I - K-6, Principal I - K-8	\$109,595.39	\$133,915.06	\$158,234.73
14A	Director I, Principal I-9-12, Principal I-K-12, Principal I-6-8, Principal II-K-8	\$114,888.92	\$140,403.45	\$165,919.45
15A	Director II, Principal II - 9-12, Principal II - K-12	\$120,435.08	\$147,210.48	\$173,984.88
16A	Senior Director	\$126,267.94	\$154,361.98	\$182,454.98
17A	Academic Superintendent, Deputy Chief	\$152,244.41	\$175,043.27	\$197,841.84
18A	Chief	\$178,220.88	\$195,724.56	\$213,228.71
19A	Deputy Superintendent	\$204,954.01	\$225,083.25	\$245,213.02

Building Service Helper (BSH) 260 Days

	BSH I HOURLY	BSH I ANNUAL	BSH II HOURLY	BSH II ANNUAL
99	\$ 18.68	\$ 38,860.71	\$ 21.04	\$ 43,773.29
1	\$ 19.31	\$ 40,156.07	\$ 21.69	\$ 45,117.53
2	\$ 19.93	\$ 41,451.43	\$ 22.34	\$ 46,461.77
3	\$ 20.55	\$ 42,746.78	\$ 23.00	\$ 47,830.45
4	\$ 21.17	\$ 44,042.14	\$ 23.64	\$ 49,174.69
5	\$ 21.80	\$ 45,337.50	\$ 24.29	\$ 50,518.93
6	\$ 22.42	\$ 46,632.86	\$ 24.93	\$ 51,863.17
7	\$ 23.04	\$ 47,928.21	\$ 25.58	\$ 53,207.40
8	\$ 23.67	\$ 49,223.57	\$ 26.23	\$ 54,551.64
9	\$ 24.29	\$ 50,518.93	\$ 26.87	\$ 55,895.88
10	\$ 24.91	\$ 51,814.28	\$ 27.52	\$ 57,240.12
11	\$ 25.53	\$ 53,109.64	\$ 28.17	\$ 58,584.36

Children's Health Assistant 187 Days

STEPS	HOURLY	6 HOUR	6.5 HOUR	7 HOUR	8 HOUR
		ANNUAL	ANNUAL	ANNUAL	ANNUAL
99	\$20.37	\$ 23,096.74	\$ 25,020.73	\$ 26,945.98	\$ 30,795.23
1	\$21.02	\$ 23,840.36	\$ 25,826.74	\$ 27,813.11	\$ 31,787.14
2	\$21.68	\$ 24,583.98	\$ 26,632.75	\$ 28,681.52	\$ 32,779.06
3	\$22.34	\$ 25,328.87	\$ 27,438.76	\$ 29,549.92	\$ 33,770.98
4	\$22.99	\$ 26,072.49	\$ 28,244.77	\$ 30,418.33	\$ 34,762.89
5	\$23.65	\$ 26,816.11	\$ 29,050.78	\$ 31,286.73	\$ 35,756.08
6	\$24.30	\$ 27,561.00	\$ 29,858.07	\$ 32,153.86	\$ 36,748.00
7	\$24.96	\$ 28,304.62	\$ 30,664.08	\$ 33,022.26	\$ 37,739.91
8	\$25.62	\$ 29,049.51	\$ 31,470.09	\$ 33,890.67	\$ 38,731.83
9	\$26.27	\$ 29,793.13	\$ 32,276.10	\$ 34,759.07	\$ 39,723.74
10	\$26.93	\$ 30,536.74	\$ 33,082.11	\$ 35,626.20	\$ 40,715.66
11	\$ 27.58	\$ 31,281.15	\$ 33,887.92	\$ 36,494.68	\$ 41,708.21

Clerical Staff

STEPS	HOURLY	200 DAYS	220 DAYS 11 MONTH	HOURLY	260 DAYS	HOURLY	260 DAYS
99	\$ 19.34	\$ 30,937.35	\$ 34,031.46	\$ 18.68	\$ 38,856.54	\$ 20.71	\$ 43,067.72
1	\$ 20.07	\$ 32,114.71	\$ 35,325.69	\$ 19.42	\$ 40,400.48	\$ 21.55	\$ 44,815.92
2	\$ 20.81	\$ 33,290.84	\$ 36,619.93	\$ 20.16	\$ 41,940.24	\$ 22.39	\$ 46,564.12
3	\$ 21.54	\$ 34,466.97	\$ 37,914.16	\$ 20.90	\$ 43,480.01	\$ 23.23	\$ 48,312.32
4	\$ 22.28	\$ 35,644.33	\$ 39,208.39	\$ 21.64	\$ 45,019.77	\$ 24.07	\$ 50,061.75
5	\$ 23.01	\$ 36,820.46	\$ 40,502.63	\$ 22.38	\$ 46,559.53	\$ 24.91	\$ 51,809.95
6	\$ 23.75	\$ 37,997.82	\$ 41,796.86	\$ 23.12	\$ 48,099.30	\$ 25.75	\$ 53,558.15
7	\$ 24.48	\$ 39,173.95	\$ 43,091.10	\$ 23.86	\$ 49,639.06	\$ 26.59	\$ 55,306.35
8	\$ 25.22	\$ 40,351.31	\$ 44,385.33	\$ 24.61	\$ 51,178.83	\$ 27.43	\$ 57,055.78
9	\$ 25.95	\$ 41,527.43	\$ 45,679.56	\$ 25.35	\$ 52,718.59	\$ 28.27	\$ 58,803.98
10	\$ 26.69	\$ 42,703.56	\$ 46,975.03	\$ 26.09	\$ 54,258.35	\$ 29.11	\$ 60,552.18
11	\$ 27.43	\$ 43,888.45	\$ 48,277.30	\$ 26.83	\$ 55,798.12	\$ 29.96	\$ 62,312.20
POSITIONS INCLUDE	SCHOOL SECRETARY (HRLY) - 10 MONTH			DUPL EQUIP OPERATOR I		CONTRACTS CLERK	
	SCHOOL SECRETARY I - 10 MONTH			SCHOOL SECRETARY I - 12 MONTH		DUPL EQUIP OPERATOR II	
	SCHOOL SECRETARY I - 11 MONTH			TELEPHONE OPERATOR		SECRETARY II	
STEPS	HOURLY	260 DAYS	HOURLY	260 DAYS	HOURLY	260 DAYS	
99	\$ 19.98	\$ 41,564.34	\$ 23.09	\$ 48,025.67	\$ 27.93	\$ 58,100.27	
1	\$ 20.68	\$ 43,019.74	\$ 23.90	\$ 49,704.97	\$ 28.67	\$ 59,643.02	
2	\$ 21.38	\$ 44,475.14	\$ 24.70	\$ 51,385.51	\$ 29.42	\$ 61,185.76	
3	\$ 22.08	\$ 45,931.77	\$ 25.51	\$ 53,064.82	\$ 30.16	\$ 62,728.51	
4	\$ 22.78	\$ 47,387.16	\$ 26.32	\$ 54,745.35	\$ 30.90	\$ 64,271.26	

5	\$ 23.48	\$ 48,842.56	\$ 27.13	\$ 56,424.66	\$ 31.64	\$ 65,814.00
6	\$ 24.18	\$ 50,299.19	\$ 27.94	\$ 58,105.19	\$ 32.38	\$ 67,356.75
7	\$ 24.88	\$ 51,754.59	\$ 28.74	\$ 59,784.50	\$ 33.12	\$ 68,899.49
8	\$ 25.58	\$ 53,209.99	\$ 29.55	\$ 61,465.03	\$ 33.87	\$ 70,442.24
9	\$ 26.28	\$ 54,666.61	\$ 30.36	\$ 63,144.34	\$ 34.61	\$ 71,984.99
10	\$ 26.98	\$ 56,122.01	\$ 31.17	\$ 64,824.87	\$ 35.35	\$ 73,527.73
11	\$ 27.69	\$ 57,588.25	\$ 31.98	\$ 66,511.31	\$ 36.09	\$ 75,067.77
POSITIONS INCLUDE	ACCOUNTING ASST		ACCT CLERK II, ACCT ASST II		ACCOUNTING ASST III	
	HUMAN RESOURCES SERVICES ASST		DATA SUPPORT ASST			
	PAYROLL ASST		PAYROLL ASST II			

Engineer 260

STEPS	BOILER ATTENDANT TRAINEE	BOILER ATTENDANT	SCHOOL ENGINEER I	SCHOOL ENGINEER II	SCHOOL ENGINEER III	SCHOOL ENGINEER III+	SCHOOL ENGINEER IV
99	45,645.12	51,985.88	58,325.41	64,664.94	71,004.47	76,075.60	82,415.13
1	47,064.84	53,368.69	59,732.83	66,162.17	72,665.32	77,667.56	83,833.62
2	48,484.56	54,752.73	61,141.47	67,660.62	74,324.94	79,258.29	85,250.88
3	49,903.05	56,136.77	62,548.89	69,159.08	75,985.79	80,850.24	86,668.14
4	51,322.77	57,519.59	63,956.31	70,656.31	77,646.65	82,442.20	88,085.40
5	52,742.49	58,903.63	65,364.96	72,154.76	79,307.50	84,032.93	89,502.66
6	54,160.98	60,287.67	66,772.37	73,653.22	80,967.12	85,624.88	90,919.92
7	55,580.70	61,671.72	68,181.02	75,150.45	82,627.97	87,215.61	92,337.18
8	57,000.42	63,054.53	69,588.44	76,648.90	84,288.82	88,807.57	93,754.44
9	58,418.91	64,438.57	70,997.09	78,147.36	85,949.67	90,398.29	95,172.93
10	59,838.63	65,822.61	72,404.51	79,644.59	87,609.29	91,990.25	96,590.19
11	61,258.35	67,206.66	73,811.92	81,141.81	89,268.91	93,582.21	98,007.45

**Food Service Assistant (FSA), School
Kitchen Manager (SKM), Central
Kitchen Manager (CKM) 191 Days**

STEPS	FOOD SERVICE ASSISTANT	FOOD SERVICE ASSISTANT IN CHARGE	SCHOOL KITCHEN MANAGER TRAINEE	SCHOOL KITCHEN MANAGER I	SCHOOL KITCHEN MANAGER I
	HOURLY	HOURLY	HOURLY	HOURLY	ANNUAL
99	\$ 18.68	\$18.99	\$19.12	\$19.93	\$30,447.71
1	\$ 19.24	\$19.55	\$19.68	\$20.52	\$31,360.56
2	\$ 19.80	\$20.11	\$20.24	\$21.12	\$32,274.65
3	\$ 20.36	\$20.67	\$20.80	\$21.72	\$33,187.50
4	\$ 20.92	\$21.23	\$21.36	\$22.32	\$34,101.58
5	\$ 21.48	\$21.79	\$21.92	\$22.92	\$35,014.44
6	\$ 22.04	\$22.35	\$22.48	\$23.51	\$35,928.52

7	\$ 22.60	\$22.92	\$23.04	\$24.11	\$36,841.37
8	\$ 23.16	\$23.48	\$23.60	\$24.71	\$37,755.46
9	\$ 23.72	\$24.04	\$24.16	\$25.31	\$38,668.31
10	\$ 24.29	\$24.60	\$24.72	\$25.90	\$39,581.16
11	\$ 24.85	\$25.16	\$25.28	\$26.50	\$40,494.98

STEPS	SKM II	SKM II	SKM III	SKM III	CKM II	CKM II
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
99	\$ 21.17	\$32,350.92	\$22.42	\$34,252.91	\$24.29	\$37,107.11
1	\$ 21.81	\$33,320.37	\$23.10	\$35,299.86	\$25.00	\$38,195.89
2	\$ 22.44	\$34,291.04	\$23.79	\$36,346.81	\$25.71	\$39,284.67
3	\$ 23.08	\$35,261.72	\$24.47	\$37,393.76	\$26.42	\$40,373.45
4	\$ 23.71	\$36,232.39	\$25.16	\$38,439.48	\$27.13	\$41,462.23
5	\$ 24.35	\$37,203.07	\$25.84	\$39,486.43	\$27.85	\$42,549.78
6	\$ 24.98	\$38,173.75	\$26.53	\$40,533.38	\$28.56	\$43,638.56
7	\$ 25.62	\$39,144.42	\$27.21	\$41,579.11	\$29.27	\$44,727.34
8	\$ 26.25	\$40,113.87	\$27.90	\$42,626.06	\$29.98	\$45,816.12
9	\$ 26.89	\$41,084.54	\$28.58	\$43,673.01	\$30.70	\$46,903.67
10	\$ 27.52	\$42,055.22	\$29.27	\$44,719.96	\$31.41	\$47,992.45
11	\$ 28.16	\$43,025.92	\$29.95	\$45,766.18	\$32.12	\$49,081.14

Interpreter (INTERP) 187 Days

STEPS	HOURLY	7 HOUR INTERP	8 HOUR INTERP
		ANNUAL	ANNUAL
99	\$31.00	\$ 40,575.58	\$ 46,372.09
1	\$32.25	\$ 42,221.37	\$ 48,252.99
2	\$33.51	\$ 43,867.16	\$ 50,133.89
3	\$34.77	\$ 45,512.94	\$ 52,014.79
4	\$36.04	\$ 47,174.11	\$ 53,913.27
5	\$37.30	\$ 48,819.90	\$ 55,794.17
6	\$38.55	\$ 50,465.69	\$ 57,675.07
7	\$39.81	\$ 52,111.47	\$ 59,555.97
8	\$41.07	\$ 53,757.26	\$ 61,436.87
9	\$42.32	\$ 55,403.05	\$ 63,317.77
10	\$43.59	\$ 57,064.22	\$ 65,216.25
11	\$44.85	\$ 58,710.00	\$ 67,097.15
12	\$46.11	\$ 60,355.79	\$ 68,978.05
13	\$47.37	\$ 62,001.58	\$ 70,858.95

Paraprofessional (Para) 187 Days

	PARA	6 HOUR PARA	6.5 HOUR PARA	7 HOUR PARA	7.5 HOUR PARA	8 HOUR PARA
STEPS	HOURLY	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
99	\$ 20.69	\$ 23,216.81	\$ 25,151.54	\$ 27,086.28	\$ 29,021.01	\$ 30,955.74
1	\$ 21.20	\$ 23,783.72	\$ 25,765.69	\$ 27,747.67	\$ 29,729.64	\$ 31,711.62
2	\$ 21.96	\$ 24,640.67	\$ 26,694.06	\$ 28,747.45	\$ 30,800.83	\$ 32,854.22
3	\$ 22.73	\$ 25,497.62	\$ 27,622.42	\$ 29,747.22	\$ 31,872.02	\$ 33,996.83
4	\$ 23.48	\$ 26,341.39	\$ 28,536.50	\$ 30,731.62	\$ 32,926.73	\$ 35,121.85
5	\$ 24.24	\$ 27,198.34	\$ 29,464.87	\$ 31,731.40	\$ 33,997.92	\$ 36,264.45
6	\$ 25.00	\$ 28,055.29	\$ 30,393.23	\$ 32,731.17	\$ 35,069.11	\$ 37,407.06
7	\$ 25.77	\$ 28,912.24	\$ 31,321.60	\$ 33,730.95	\$ 36,140.30	\$ 38,549.66
8	\$ 26.52	\$ 29,756.01	\$ 32,235.68	\$ 34,715.35	\$ 37,195.01	\$ 39,674.68
9	\$ 27.28	\$ 30,612.96	\$ 33,164.04	\$ 35,715.12	\$ 38,266.20	\$ 40,817.29
10	\$ 28.05	\$ 31,469.92	\$ 34,092.41	\$ 36,714.90	\$ 39,337.40	\$ 41,959.89
11	\$ 28.81	\$ 32,326.87	\$ 35,020.77	\$ 37,714.68	\$ 40,408.59	\$ 43,102.49

Permit/Intern Teachers 191 Days

STEPS	ANNUAL	NOTES
98	\$54,220.75	NEW RESIDENT TEACHERS BEGIN AT STEP 98
99	\$55,201.91	NEW PERMIT/INTERN TEACHERS BEGIN AT STEP 99
1	\$57,230.01	Upon approved DPI licensure, those at step 99 with ONLY one full year of completed service will move to step 1.

Psychologist 200 Days

STEPS	ANNUAL
99	\$ 71,163.56
1	\$ 74,122.30
2	\$ 77,081.03
3	\$ 80,038.59
4	\$ 82,998.50
5	\$ 85,956.06
6	\$ 88,913.62
7	\$ 91,873.53
8	\$ 94,831.09
9	\$ 97,789.83
10	\$ 100,748.56
11	\$ 103,707.30
12	\$ 106,664.86
13	\$ 109,624.77
14	\$ 112,582.33

15	\$ 115,539.88
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Safety Assistant 187 Days

STEPS	HOURLY	ANNUAL
99	\$20.02	\$ 29,946.91
1	\$20.52	\$ 30,692.86
2	\$21.27	\$ 31,820.87
3	\$22.04	\$ 32,967.08
4	\$22.79	\$ 34,095.09
5	\$23.56	\$ 35,241.30
6	\$24.32	\$ 36,387.50
7	\$25.08	\$ 37,515.51
8	\$25.84	\$ 38,661.72
9	\$26.60	\$ 39,789.73
10	\$27.36	\$ 40,935.94
11	\$28.13	\$ 42,082.15

SAFETY ASST II	
\$ 37,527.04	\$ 48,786.25

School Bookkeeper

		10 MONTH 200 DAYS	12 MONTH 260 DAYS	12 MONTH 260 DAYS
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL
99	\$24.89	\$39,819.54	\$22.97	\$47,781.57
1	\$25.69	\$41,097.98	\$23.71	\$49,321.33
2	\$26.47	\$42,357.61	\$24.43	\$50,812.22
3	\$27.27	\$43,636.05	\$25.17	\$52,351.98
4	\$28.06	\$44,895.69	\$25.91	\$53,891.74
5	\$28.86	\$46,174.12	\$26.63	\$55,382.63
6	\$29.65	\$47,433.76	\$27.37	\$56,922.39
7	\$30.45	\$48,712.20	\$28.10	\$58,437.71
8	\$31.23	\$49,971.83	\$28.84	\$59,977.48
9	\$32.03	\$51,250.27	\$29.55	\$61,468.36
10	\$32.82	\$52,509.90	\$30.29	\$63,008.13
11	\$33.61	\$53,769.54	\$31.03	\$64,547.89

School Nursing Associate 189 Days

STEPS	HOURLY	7.5 HOURS
99	\$29.18	\$ 41,357.10
1	\$30.13	\$ 42,706.25

2	\$31.08	\$ 44,055.39
3	\$32.03	\$ 45,404.53
4	\$32.98	\$ 46,753.68
5	\$33.93	\$ 48,102.82
6	\$34.87	\$ 49,435.31
7	\$35.83	\$ 50,784.46
8	\$36.78	\$ 52,133.60
9	\$37.73	\$ 53,482.74
10	\$38.68	\$ 54,831.89
11	\$39.63	\$ 56,181.03

Support Staff 1616

STEPS	IT TECHNICIAN I	IT TECHNICIAN II	SOCIAL WORK AIDE II 10 MONTH	INVENTORY SUPPLY CLERK TRUCK DRIVER	GROUNDS KEEPER	INSTRUMENT SPEC SMALL ENGINE MECHANIC
	260 DAYS	260 DAYS	187 DAYS	260 DAYS	260 DAYS	260 DAYS
99	\$ 63,127.11	\$ 64,704.31	\$ 23,216.81	\$ 58,882.72	\$ 56,920.45	\$ 51,445.79
1	\$ 64,378.29	\$ 65,987.47	\$ 23,783.72	\$ 60,051.46	\$ 58,051.06	\$ 52,475.52
2	\$ 65,629.46	\$ 67,270.63	\$ 24,640.67	\$ 61,220.21	\$ 59,180.44	\$ 53,504.02
3	\$ 66,881.87	\$ 68,552.56	\$ 25,497.62	\$ 62,387.73	\$ 60,311.05	\$ 54,533.75
4	\$ 68,133.04	\$ 69,835.72	\$ 26,341.39	\$ 63,556.47	\$ 61,441.66	\$ 55,562.24
5	\$ 69,384.22	\$ 71,117.65	\$ 27,198.34	\$ 64,725.22	\$ 62,571.04	\$ 56,590.74
6	\$ 70,635.39	\$ 72,400.82	\$ 28,055.29	\$ 65,893.97	\$ 63,701.65	\$ 57,620.47
7	\$ 71,886.57	\$ 73,682.75	\$ 28,912.24	\$ 67,062.72	\$ 64,832.25	\$ 58,648.97
8	\$ 73,137.74	\$ 74,965.91	\$ 29,756.01	\$ 68,230.23	\$ 65,961.63	\$ 59,677.46
9	\$ 74,388.92	\$ 76,247.84	\$ 30,612.96	\$ 69,398.98	\$ 67,092.24	\$ 60,707.19
10	\$ 75,641.32	\$ 77,531.00	\$ 31,469.92	\$ 70,567.73	\$ 68,222.85	\$ 61,735.69
11	\$ 76,893.73	\$ 78,814.16	\$ 32,326.87	\$ 71,736.47	\$ 69,353.46	\$ 62,764.19
STEPS	INSTRUMENT SPEC 10 MONTH	INFORMATION SPECIALIST	KITCHEN DRIVER			
	187 DAYS	260 DAYS	260 DAYS			
99	\$ 39,309.58	\$ 47,192.78	\$ 28.99			
1	\$ 40,095.67	\$ 48,750.29	\$ 29.53			
2	\$ 40,881.77	\$ 50,307.80	\$ 30.06			
3	\$ 41,669.04	\$ 51,865.31	\$ 30.59			
4	\$ 42,453.97	\$ 53,422.82	\$ 31.13			
5	\$ 43,240.06	\$ 54,980.33	\$ 31.66			
6	\$ 44,027.34	\$ 56,537.84	\$ 32.20			
7	\$ 44,813.43	\$ 58,095.35	\$ 32.72			
8	\$ 45,598.36	\$ 59,652.86	\$ 33.27			

9	\$ 46,385.63	\$ 61,209.14	\$ 33.79			
10	\$ 47,171.73	\$ 62,766.65	\$ 34.32			
11	\$ 47,957.82	\$ 64,324.16	\$ 34.86			
	NUTRITION TECH	NUTRITION TECH 10 MONTH	LAB	ENGINE MECHANIC	AUTO MECHANIC	AUTO MECHANIC FOREMAN
STEPS	260 DAYS	187 DAYS	260 DAYS	260 DAYS	260 DAYS	260 DAYS
99	\$ 37,883.09	\$ 30,076.16	\$ 20.84	\$ 53,459.73	\$ 60,430.38	\$ 66,473.42
1	\$ 38,860.71	\$ 30,901.04	\$ 21.26	\$ 55,054.15	\$ 62,230.25	\$ 68,452.91
2	\$ 39,838.34	\$ 31,724.73	\$ 21.68	\$ 56,649.79	\$ 64,031.35	\$ 70,434.86
3	\$ 40,815.97	\$ 32,549.61	\$ 22.10	\$ 58,244.21	\$ 65,832.46	\$ 72,414.35
4	\$ 41,793.60	\$ 33,373.31	\$ 22.51	\$ 59,839.86	\$ 67,632.33	\$ 74,395.07
5	\$ 42,771.23	\$ 34,198.18	\$ 22.93	\$ 61,435.51	\$ 69,433.43	\$ 76,375.79
6	\$ 43,748.85	\$ 35,021.88	\$ 23.35	\$ 63,029.92	\$ 71,233.30	\$ 78,356.51
7	\$ 44,726.48	\$ 35,846.75	\$ 23.76	\$ 64,625.57	\$ 73,034.40	\$ 80,337.22
8	\$ 45,704.11	\$ 36,670.45	\$ 24.18	\$ 66,219.99	\$ 74,834.27	\$ 82,317.94
9	\$ 46,681.74	\$ 37,495.32	\$ 24.60	\$ 67,815.64	\$ 76,635.37	\$ 84,298.66
10	\$ 47,659.37	\$ 38,319.02	\$ 25.02	\$ 69,410.05	\$ 78,436.47	\$ 86,279.38
11	\$ 48,636.99	\$ 39,142.72	\$ 25.43	\$ 71,004.47	\$ 80,237.57	\$ 88,260.10

Teacher Unit

STEPS	TEACHER BACHELOR'S 191 DAYS	TEACHER MASTER'S 191 DAYS	PHYSICAL THERAPIST 191 DAYS	OCCUPATIONAL THERAPIST 191 DAYS	SPEECH LANGUAGE PATHOLOGIST 191 DAYS	NURSE 200 DAYS
99	\$55,201.91	\$59,005.49	\$63,525.84	\$59,177.05	\$62,129.90	\$63,396.59
1	\$57,230.01	\$61,225.13	\$65,745.48	\$61,394.33	\$64,347.19	\$65,616.23
2	\$59,259.30	\$63,443.59	\$67,963.95	\$63,613.97	\$66,566.83	\$67,833.52
3	\$61,287.41	\$65,663.23	\$70,182.41	\$65,833.61	\$68,785.30	\$70,053.16
4	\$63,316.69	\$67,880.52	\$72,402.05	\$68,052.07	\$71,004.93	\$72,271.62
5	\$65,344.80	\$70,100.16	\$74,620.51	\$70,271.71	\$73,222.22	\$74,491.26
6	\$67,374.08	\$72,319.80	\$76,840.15	\$72,489.00	\$75,441.86	\$76,710.90
7	\$69,402.19	\$74,538.26	\$79,058.61	\$74,708.64	\$77,661.50	\$78,928.19
8	\$71,431.47	\$76,756.72	\$81,277.08	\$76,928.28	\$79,879.96	\$81,147.82
9	\$73,459.58	\$78,975.19	\$83,496.72	\$79,146.74	\$82,098.43	\$83,366.29
10	\$75,488.86	\$81,194.83	\$85,715.18	\$81,365.21	\$84,316.89	\$85,585.93
11	\$77,516.97	\$83,414.46	\$87,933.64	\$83,583.67	\$86,536.53	\$87,804.39
12	\$79,546.25	\$85,631.75	\$90,153.28	\$85,803.31	\$88,756.17	\$90,022.85
13	\$81,574.36	\$87,851.39	\$92,371.75	\$88,022.95	\$90,974.63	\$92,242.49
14	\$83,603.65	\$90,069.86	\$94,591.38	\$90,240.24	\$93,193.09	\$94,460.96
15	\$85,631.75	\$92,289.49	\$96,808.67	\$92,459.87	\$95,411.56	\$96,679.42
16	\$87,660.96	\$94,509.13	\$99,028.31	\$94,678.34	\$97,631.20	\$98,899.06

17	\$89,689.08	\$96,726.42	\$101,246.78	\$96,897.98	\$99,850.84	\$101,117.52
18	\$ -	\$98,946.06	\$103,466.41	\$99,116.44	\$102,068.12	\$103,337.16
19	\$ -	\$101,164.52	\$105,686.05	\$101,334.90	\$104,287.76	\$105,555.62
20	\$ -	\$103,384.16	\$107,903.34	\$103,554.54	\$106,506.23	\$107,774.09
STEPS	SCHOOL SOCIAL WORKER	SCHOOL COUNSELOR	TRAVELING MUSIC TEACHER	EMPLOYMENT TRAINING SPECIALIST	EMPLOYMENT TRAINING SPECIALIST	
		MASTER'S		BACHELOR'S	MASTER'S	
	200 DAYS	200 DAYS	191 DAYS	191 DAYS 1C	191 DAYS 1C	
99	\$69,292.91	\$61,785.62	\$27.72	\$60,859.74	\$65,053.70	
1	\$71,511.37	\$64,109.84	\$28.88	\$63,096.36	\$67,500.69	
2	\$73,731.01	\$66,432.88	\$30.03	\$65,332.97	\$69,946.45	
3	\$75,948.30	\$68,757.09	\$31.18	\$67,569.58	\$72,393.43	
4	\$78,167.94	\$71,078.96	\$32.34	\$69,806.20	\$74,839.19	
5	\$80,386.40	\$73,403.18	\$33.49	\$72,044.04	\$77,284.95	
6	\$82,606.04	\$75,727.39	\$34.64	\$74,280.65	\$79,731.94	
7	\$84,825.68	\$78,050.44	\$35.80	\$76,517.27	\$82,177.69	
8	\$87,042.97	\$80,374.65	\$36.95	\$78,753.88	\$84,624.68	
9	\$89,262.61	\$82,696.52	\$38.11	\$80,990.49	\$87,070.44	
10	\$91,481.07	\$85,020.74	\$39.26	\$83,227.11	\$89,517.43	
11	\$93,700.71	\$87,343.78	\$40.41	\$85,463.72	\$91,963.18	
12	\$95,919.17	\$89,667.99	\$41.57	\$87,700.33	\$94,410.17	
13	\$98,137.64	\$91,991.04	\$42.72	\$89,936.94	\$96,855.93	
14	\$100,357.27	\$94,314.08	\$43.88	\$92,173.56	\$99,302.92	
15	\$102,575.74	\$96,638.29	\$45.03	\$94,410.17	\$101,748.67	
16	\$104,795.38	\$98,961.33	\$46.18	\$96,646.78	\$104,195.66	
17	\$107,013.84	\$101,284.38	\$47.32	\$98,883.40	\$106,641.42	
18	\$109,232.30	\$103,607.42	\$-	\$-	\$109,087.18	
19	\$111,451.94	\$105,931.63	\$-	\$-	\$111,534.16	
20	\$113,670.41	\$108,255.85	\$-	\$-	\$113,979.92	
STEPS	12 MONTH TEACHER	12 MONTH TEACHER	LIBRARY MEDIA SPECIALIST; TEACHER TRAUMA SPECIALIST	LIBRARY MEDIA SPECIALIST; TEACHER TRAUMA SPECIALIST		ORIENTATION AND MOBILITY TEACHER
	BACHELOR'S	MASTER'S	BACHELOR'S	MASTER'S	BACHELOR'S	MASTER'S
	260 DAYS 1E	260 DAYS 1E	200 DAYS 2F	200 DAYS 2F	191 DAYS 1G	191 DAYS 1G
99	\$67,895.80	\$72,574.78	\$57,803.43	\$61,785.62	\$57,962.06	\$61,956.00
1	\$70,390.39	\$75,303.21	\$59,926.72	\$64,109.84	\$60,092.40	\$64,286.09
2	\$72,884.99	\$78,031.64	\$62,052.35	\$66,432.88	\$62,222.73	\$66,616.18
3	\$75,380.76	\$80,761.24	\$64,176.81	\$68,757.09	\$64,351.89	\$68,945.10

4	\$77,876.53	\$83,490.84	\$66,300.10	\$71,078.96	\$66,483.40	\$71,275.19
5	\$80,371.13	\$86,219.27	\$68,424.56	\$73,403.18	\$68,612.57	\$73,605.28
6	\$82,866.90	\$88,948.87	\$70,549.02	\$75,727.39	\$70,742.90	\$75,935.38
7	\$85,361.50	\$91,677.30	\$72,672.31	\$78,050.44	\$72,873.24	\$78,265.47
8	\$87,856.09	\$94,406.90	\$74,797.94	\$80,374.65	\$75,002.40	\$80,594.38
9	\$90,353.04	\$97,136.51	\$76,922.40	\$82,696.52	\$77,133.91	\$82,924.48
10	\$92,847.63	\$99,864.94	\$79,045.69	\$85,020.74	\$79,263.07	\$85,254.57
11	\$95,342.23	\$102,593.36	\$81,170.15	\$87,343.78	\$81,394.58	\$87,584.66
12	\$97,838.00	\$105,324.14	\$83,294.61	\$89,667.99	\$83,523.74	\$89,913.58
13	\$100,332.60	\$108,052.57	\$85,419.07	\$91,991.04	\$85,654.08	\$92,243.67
14	\$102,827.20	\$110,781.00	\$87,542.36	\$94,314.08	\$87,784.41	\$94,573.76
15	\$105,324.14	\$113,511.78	\$89,667.99	\$96,638.29	\$89,913.58	\$96,903.85
16	\$107,818.74	\$116,240.20	\$91,792.45	\$98,961.33	\$92,043.91	\$99,232.77
17	\$110,313.34	\$118,968.63	\$93,916.91	\$101,284.38	\$94,174.25	\$101,562.86
18	\$-	\$121,698.24	\$-	\$103,607.42	\$-	\$103,892.95
19	\$-	\$124,427.84	\$-	\$105,931.63	\$-	\$106,223.04
20	\$-	\$127,156.27	\$-	\$108,255.85	\$-	\$108,553.13
STEPS	CLIMATE JUSTICE COACH; DISTRICT MENTOR; INNOVATION COACH; INSTRUC. FACILITATOR; LITERACY LEADER; MATH/SCI SPECIALIST; PBIS COACH; TEACHER LEADER; TEACHER MENTOR					
	BACHELOR'S	MASTER'S				
	200 DAYS 1D	200 DAYS 1D				
99	\$63,727.95	\$68,119.05				
1	\$66,069.79	\$70,681.80				
2	\$68,411.63	\$73,242.20				
3	\$70,753.48	\$75,804.95				
4	\$73,095.32	\$78,365.34				
5	\$75,438.34	\$80,926.92				
6	\$77,781.35	\$83,488.49				
7	\$80,123.20	\$86,050.07				
8	\$82,465.04	\$88,612.81				
9	\$84,806.88	\$91,173.21				
10	\$87,148.72	\$93,735.96				
11	\$89,490.56	\$96,296.36				
12	\$91,832.41	\$98,859.11				
13	\$94,174.25	\$101,419.51				
14	\$96,517.26	\$103,982.25				
15	\$98,859.11	\$106,542.65				
16	\$ 101,200.95	\$109,105.40				
17	\$ 103,542.79	\$111,666.97				
18	\$ -	\$114,227.37				

19	\$ -	\$116,790.12
20	\$ -	\$119,350.52

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The salary schedules presented in the attachments have been budgeted for in the FY27 Superintendent's Proposed Budget

Implementation and Assessment Plan

The Administration will implement the salary schedules for FY27.

Committee's Recommendation

Your Committee recommends approval of the 2026-2027 Salary Schedules as presented in the attachment.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue a Purchase Order to HMH Education Company

Background

RFP 1159 Authorization to Issue a Blanket Purchase Order to HMH Education Company, for English Textbooks and Supplemental Resources for Grades 9th through 12th

The Administration is requesting authorization to issue a blanket purchase order to HMH Education Company for English textbooks and supplemental resources to be used during the 2026-2034 school years.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, a textbooks/instructional materials evaluation committee was formed because of the full Board's Action on October 30, 2025, which opened the textbook study for English Language Arts (ELA) 9-12. The committee has completed the necessary studies with respect to English textbooks and supplemental resourced for grades 9th-12th.

Contractor was chosen pursuant to RFP 1159, which closed on January 30, 2026.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the purchase to match the Board Textbook Policy of eight years.

The total cost of the blanket purchase order will not exceed \$6,585,919.07 from July 1, 2026 through June 30, 2034. The funds for this item are budgeted in FY27, Fund 10.

Budget Code: 000-0-0-000-BL-ECTS (Textbooks) \$6,585,919.07

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachment.

Total Purchase Order Requested

Fund 10 = \$6,585,919.07

Implementation and Assessment Plan

Upon approval by the Board, the purchase order will begin as indicated in the attachment.

Committee's Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09 and authorize the purchase order as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 10) Action on a Request to Approve Conservation Easements Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District**Background**

Milwaukee Recreation has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district's sustainability initiatives through partnership funding grants for green infrastructure projects at the following playfield sites:

- Modrzejewski Playfield – 1020 W. Cleveland Ave., Milwaukee, WI 53215
- Lincoln Playfield – 254 W. Lincoln Ave., Milwaukee, WI 53207

The funding agreements indicate that upon completion of these green infrastructure projects an 11-year limited term conservation easement be executed for each site in order to ensure the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of specific green infrastructure features configured for each site:

- At Modrzejewski Playfield: The installation of bioswales, permeable pavers, and underground clear stone storage located beneath a poured-in-place rubber surface, providing a total combined detention capacity of 86,168 gallons.

- At Lincoln Playfield: The installation of bioswales, permeable pavers, and a series of biofiltration basins, providing a total combined detention capacity of 131,970 gallons.

The proposed easement agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the limited term conservation easements will be executed between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Committee's Recommendation

Your Committee recommends that the Board approve the limited term conservation easements between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 11) Action on a Request to Approve the Amended and Restated Use and Maintenance Agreement with the Milwaukee Boys & Girls Clubs of Greater Milwaukee, Inc.

Background

In April of 2004, Milwaukee Public Schools Board of School Directors approved the Commercial Offer to Purchase and the original Use and Maintenance Agreement which allowed the development of the Rogers Street Academy at the Don and Sallie Davis Boys & Girls Club of Greater Milwaukee, Inc. location. The original term of the Use and Maintenance Agreement ended on the Twentieth (20th) anniversary of the Commencement date. The proposed Amended and Restated Use and Maintenance Agreement has been updated to reflect the agreed upon cost sharing model for the capital maintenance on the existing Boys & Girls Club building; and a rate of reimbursement to BGC for building operating and ordinary maintenance expenses. All other aspects of the original Commercial Offer to Purchase agreement remain in effect.

The Administration is requesting approval of the proposed Amended and Restated Use and Maintenance Agreement with the Boys & Girls Club of Greater Milwaukee, Inc., which restates the Original Agreement in its entirety.

The proposed agreement is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

The district has a potential obligation for future capital maintenance costs of \$500,000.00 per year and approximately \$150,000.00 per year for utilities and maintenance. The district has no obligation for capital maintenance costs in FY27. Utilities and maintenance costs are funded through district-wide budgets.

Implementation and Assessment Plan

Upon Board approval, the attached Amended and Restated Use and Maintenance Agreement with the Milwaukee Boys & Girls Club of Greater Milwaukee, Inc. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Amended and Restated Use and Maintenance Agreement with the Milwaukee Boys & Girls Club of Greater Milwaukee, Inc.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 12) Tri-Annual Report, with Possible Action, on District Audits and Reviews

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

This Tri-Annual Report on District Audits and Reviews provides a comprehensive overview of audit activities conducted across district operations, including finance, academics, human resources, transportation, and other functional areas as applicable. The purpose of this report is to ensure transparency, strengthen internal controls, and support continuous improvement across all systems.

Audits are conducted in alignment with established standards and are designed to assess compliance, evaluate operational effectiveness, identify risks, and highlight opportunities for increased efficiency and accountability. Each audit included in this report reflects a commitment to maintaining high standards of performance and stewardship of district resources.

As the district's needs evolve, audit areas may be added or removed to ensure a proactive, responsive, and focused approach to oversight. This report serves not only as a reflection of current conditions, but also as a tool to inform decision-making, guide corrective actions, and reinforce a culture of continuous improvement across the organization.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement
 Goal 1, Academic Achievement
 Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director O'Halloran presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Action on Revisions to Administrative Policy 7.16: Alternative Education

Background

On April 23, 2026, the Board adopted Resolution 2526R-005 regarding Alternative Education, as amended and recommended by the Administration. The resolution directed the Administration to revise Administrative Policy 7.16 and present the proposed revisions to the Board for consideration.

In response to the Board's direction, the Administration collaborated with the Academic Superintendents, the Office of Academics, and the Office of Board Governance (OBG) to review and revise Administrative Policy 7.16. The proposed revisions have been developed to ensure compliance with Resolution 2526R-005 and to align the policy with the Board's intent and expectations regarding Alternative Education:

(1) GENERAL PRINCIPLES

(a) Milwaukee Public Schools students represent a wide range of cultural, ethnic, and social backgrounds, and their needs differ from school to school as well as within a single school.

(b) In response to these needs, the Board may periodically approve the establishment of an alternative school for high school students. a variety of alternatives to the regular school program. Such alternatives may include, but shall not necessarily be limited to, program improvements developed by the staffs of individual schools.

(c) All proposals for alternative schools and programs shall be presented by the superintendent to the Board for its consideration and action.

(d) The superintendent may approve alternative programs meeting the standards for alternative programs for high school students.

(2) DEFINITIONS

(a) State law defines students who are at risk of not graduating high school as pupils who are dropouts or who meet two or more of the following:

1. One or more years behind their age group in the number of high school credits attained.
 2. Two or more years behind their age group in basic skill levels.
 3. Habitual truants, as defined in §118.16 (1) (a).
 4. Parents.
 5. Adjudicated delinquents.
- (b) State law defines a dropout as a student who:
1. has ceased to attend school, i.e., has been absent without acceptable excuse for 20 consecutive school days and has not formally withdrawn from school, and
 2. does not attend a public or private, technical college, home-based private Educational Program on a full-time basis, and
 3. has not graduated from high school

(3) STANDARDS FOR ALTERNATIVE PROGRAMS

(a) Alternative Programs in Milwaukee Public Schools authorized by the Superintendent must meet the following minimum standards:

1. Provides a chance for students to learn and assess learning.
2. Is operated to facilitate high school graduation as a proactive option to encourage continued enrollment, and graduation
3. Must have an approved calendar that meets a minimum of fifty percent of the traditional high school day, be agreed upon by the parent and student, and report the minutes of instruction to the Department of Public Instruction.
4. ~~May only occur within the hours of a traditional school day.~~
5. ~~Provide~~ Proper accommodations and program support must be provided for English Learners, students with 504 plans, and students with disabilities that are enrolled in a program in accordance with state and federal requirements, up to and including an alternative bilingual program if needed to support the ongoing education needs of students enrolled in such programs.
6. If the program chooses to not use the district approved curriculum, the recommended curriculum and assessments must be submitted to the ~~Senior Director of Curriculum and Instruction~~ Office of Academics for review and approval at least 30 days before the program begins.
7. ~~Enrollment of students must be no more than ten percent of the total school population.~~
8. Will be subject to specific district reporting requirements.

(b) Students interested in participating in an alternative program must adhere to the following:

1. Be assessed and reviewed by the ~~Office of Academics Department of College and Career Readiness~~ or appropriately trained and certified school-based personnel prior to enrollment.
2. Both the students and parents agree in writing prior to student enrollment.
3. Participate in a ~~face-to-face~~ meeting with a school designee and parent/student to review the program and expectations prior to enrollment.
4. Must successfully meet the district standards in the content areas and provide evidence of learning or a district approved assessment at the end of the course as evidence of learning.
5. Meet the alternative program graduation requirements identified in Administrative Procedure 7.37: Graduation Requirements.

(c) Students in traditional schools may not take courses through alternative programs for credit attainment.

(4) STANDARDS FOR ALTERNATIVE SCHOOLS

(a) Alternative Schools in Milwaukee Public Schools authorized by the Board of Directors must meet the following minimum standards:

1. Provide a chance for students who are at-risk to learn and assess learning.
2. Must offer course work outside of alternative programs for students at-risk who may not qualify for an alternative program.
3. May offer approved district alternative programs to students assessed and reviewed by the Department of College and Career Readiness Office of Academics or appropriately trained and certified school-based personnel prior to enrollment into the alternative program.
4. Must have an approved calendar that meets a minimum of fifty percent of the traditional high school day, be agreed upon by the parent and student, and report the minutes of instruction to the Department of Public Instruction.

~~5. May only occur within the hours of a traditional school day.~~

6. Will be subject to specific district reporting requirements.

(b) Students who meet the state definition of a student at-risk of not graduating high school may enroll in an alternative school.

(c) Students will meet the alternative school graduation requirements identified in Administrative Procedure 7.37: Graduation Requirements.

(5) ADMINISTRATION REPORTS ON ALTERNATIVE SCHOOLS AND PROGRAMS AND PARTNERSHIPS AND PUBLIC COMMUNICATION

(a) The Administration shall publish information and requirements for each alternative program in advance of the school year's opening day.

(b) The Administration shall maintain a schedule of testing opportunities for alternative programs and publish a list of testing opportunities by date, time, and location for the school year.

(c) The Administration shall maintain month-by-month enrollment records of alternative programs and partnership schools to be presented upon the Board's request and reported annually. Enrollment records will include:

1. the capacity and current enrollment of each of the Milwaukee Public Schools partnership schools;
2. the current enrollment of each of the Milwaukee Public Schools alternative programs as a percentage of the total school enrollment;
3. current vacancies for at-risk students in the alternative program or partnership school;
4. monthly attendance percentage for each program and the number of students graduating.

~~The Administration shall provide the Board with an routine monthly annual written report on prior year data alternative education enrollments, to include:~~

~~(a) the capacity and current enrollment of each of the Milwaukee Public Schools alternative schools, alternative programs, and partnership programs;~~

~~(b) current vacancies for at risk students in each program number of students known to be continuing;~~

~~(c) monthly attendance percentage for each program and the number of students graduating.~~

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

There is no fiscal impact for this item.

Implementation and Assessment Plan

Upon Board approval Administrative Policy 7.16 will be adopted and implemented. The policy review team will work with NEOLA partners to create a policy under the new system for approval in the July cycle.

Committee's Recommendation

Your Committee recommends that the Board approve the proposed revisions to Administrative Policy 7.16: Alternative Schools and Programs, as reflected in the attached redlined version of the policy.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Recommended FY27 Plan of Audits and Report on District Risk-assessment Plan

Background

1. In accordance with Board Governance Policy (BGP) 2.12 Board Audits: Annual Plan and Coordination, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Accountability and Efficiency (OAE) - Audit Services will conduct during the proximate fiscal year. Per policy, audits not ordered in the Audit Plan, but later determined to have major implications to the District, will require the Board's approval to amend the annual plan of audits. BGP 2.12 also provides for the OAE Chief to have the authority to approve critical and emergency audits during the year.

2. OAE-Audit Services conducted the annual district risk assessment to aid in the development of the annual audit plan. The risk assessment is an industry tool used by public, private and non-profit agencies to identify areas, programs or services which have a higher degree of tangible and intangible risk to the organization. Audit Services staff also reviewed Board proceedings, complaints received in accordance with Administrative Policy 6.38, media and other sources to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan. A written plan helps ensure resources are used effectively. OAE-Audit Services enters FY27 with five full-time employees: one Interim Chief Auditor, two Performance Auditors II and two Performance Auditors I.

3. Part of the Audit Advisory Committee's (AAC) responsibilities include reviewing and making recommendations on the Chief Auditor's Annual Plan of Audits prior to its submission to the Board of School Directors through the appropriate Committee. The attached documents have been shared with the AAC for feedback and will be discussed at the next scheduled AAC meeting, to be scheduled in July or August. Any recommendations of the AAC will be shared with the Board through the Committee on Strategic Planning and Budget.

4. The FY27 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board's review and approval. The submitted FY27 Annual Plan of Audits includes carryover items from FY26 which have not been completed or started in FY26 due to resource constraint and other factors. The plan includes continuing performance audits, proposed audits of i) standard MPS schools, ii) instrumentality charter schools, iii) partnership schools, proposed audit follow-ups to assess management responses to past audit recommendations and other OAE-Audit Services projects including the fraud hotline, lead monitoring, an OAE-Audit Services internal process review and external auditor report reviews. With each project is an estimate of the number of days needed for completion.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Report on FY27 District Risk Assessment

Board Governance Policy 2.12 Board Audits: Annual Plan and Coordination includes the following relevant charges:

"[T]he Board shall adopt an audit plan each year."

(3)(b) “In carrying out audit duties and responsibilities, the Office of Accountability and Efficiency-Audit Services staff shall have continual unrestricted access to all functions, records, property, and personnel of the District in meeting its specific audit objectives. This includes full access to all systems that input, process, store and report any and all information of the operations of the District which are not limited or otherwise restricted by law or other Board established rule or procedure.”

Recently revised Board Rule 2.13 Committee on Finance and Operations – Powers and Duties includes the following:

(1)(d) “The Committee on Finance and Operations shall have oversight of all district audit activities. It shall review the reports of the Office of Accountability and Efficiency - Audit Services, (including reports issued by external auditors), as well as reports of the Office of Accountability and Efficiency and of the Administration to ensure that departments, divisions, and schools implement recommendations regarding internal control, compliance, economic sufficiency, and program effectiveness so that the Board can assure the public that all operations and programs funded with public resources are operating effectively, efficiently, and economically [emphasis added].”

To aid the Office of Accountability and Efficiency (OAE) – Audit Services, the Committee on Finance and Operations and the School Board of Directors fulfill these expectations, OAE-Audit Services performs an annual districtwide risk assessment. This district risk assessment tool has been used since FY16 and has been updated annually to continue to assist OAE-Audit Services in identifying risks and prioritizing audit resources to aid in responding to the risks.

OAE-Audit Services has completed the FY27 risk assessment survey process to help identify, measure, and rank potential audit areas based on the level of risk to the District and as an influential tool in preparing the proposed FY27 Annual Audit Plan. New features for this year’s risk assessment process included the confidential assessment questionnaire was completed virtually in an Internet browser-based form and the School Board of Directors were included within the recipient sample selection group. The responses’ evaluation standards remain consistent with prior years.

OAE-Audit Services selected 89 individuals from across the district, including school board members, chiefs, directors, managers, supervisors or key personnel, representing 10 offices¹ and 34 departments, to complete the survey. OAE-Audit Services received responses from 64 of 89 individuals, a 72% return rate. This is down from a 100% return rate for FY26.

Notable results from the 64 responses included the following:

1 OAE-Audit Services used the 26-27 Proposed Budget – Office Budgets document to identify offices and departments.

- 91% of respondents were aware of MPS Fraud Reporting Tools.
- 29% reported challenges to achieving operational goals.
- 29% reported staff changes or vacancies caused a significant disruption.
- 28% reported department staff own an LLC or have outside employment.
- 18% reported management encourages staff to meet department goals, objectives, and/or performances through unethical behaviors or business practices.
- 18% reported work tasks are not clearly written, documented, and available or no standard operating procedures exist.
- 12% reported current practices or challenges which may increase department vulnerabilities to fraud, waste, or abuse.
- 0% reported information systems were breached which resulted in lost or stolen data.
- 0% reported known instances of password sharing or staff accessing information in excess of work needs.

OAE-Audit Services has reviewed the responses and performed an analysis of risk levels to six specific categories -- People, Fraud, Operations, Technology and Systems, Legal, and Financial- to arrive at an overall risk-and-audit priority.

The areas of elevated risk include the Office of the Superintendent, Office of Deputy Superintendent, Office of Finance, Office of Operations, the Office of Human Resources and the Office of Academics due to elevated risk levels in one or more of the six categories identified above.

A high-risk designation does not necessarily mean that an office is managed ineffectively or that it is not functioning properly. A high-risk designation indicates that due to a number of variables, including the services or functions provided to the District, budget, expenditures, personnel, public interest, mission-critical operations, or support for other critical internal operations, negative incidents would have a large or

oversized impact on District operations. The overall results identify the areas of activities with the highest risk factors, as described above, that may warrant or benefit from additional risk response and mitigation efforts.

OAE-Audit Services thanks all the respondents for their time, care and candor while completing the district risk assessment tool. Your confidential participation helped OAE-Audit Services to craft an audit plan that is focused on improvement, protecting limited resources and promoting best practices to serve our students, their families and the entire MPS community.

Committee's Recommendation

Your Committee recommends that the Board approve the FY27 Annual Plan of Audits and District Risk Assessment as attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Report on Work Session on Policy Review for June 2026

Background

Your Committee reports having held work sessions on policy review.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Implementation and Assessment Plan

The recommendations of the Committee on Legislation, Rules and Policies will advance to the Board where they will be held to the call of the Chair. Upon completion of the review, the entire policy manual will be brought to the Board for final adoption and enactment.

Committee's Recommendation

Your Committee's recommendations are found in the 4th Attachment

Director Ferguson moved to hold this item to the call of the Chair. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on Services Provided to Students with Disabilities in the Least Restrictive Environment (LRE)

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

The Milwaukee Public Schools is committed to ensuring that students with disabilities are educated in environments with their non-disabled peers. The preference of the law is that students be educated using the general curriculum in the regular education classroom, with the use of supplementary aids and services. Best practices and research strongly support education in the least restrictive environment (LRE), with access to the general curriculum, because it leads to higher achievement outcomes for students with disabilities.

Report

Least restrictive environment (LRE) is one of the most significant components in the 2004 Individuals with Disabilities Education Act (IDEA). It requires that, to the maximum extent appropriate, children with disabilities be educated with children who are not disabled. Removal of students with disabilities from the regular educational environment occurs only when the severity of the disability is such that education in regular classes, with the use of supplementary aids and services, cannot be achieved satisfactorily.

There are 17 performance indicators that help steer states to develop State Improvement Plans that target special education:

- Indicator #1 Graduation Rates
- Indicator #2 Drop-Out Rates
- Indicator #3 Assessments
- Indicator #4 Suspension/Expulsion
- Indicator #5 Educational Placement Ages 6-21
- Indicator #6 Educational Placements Ages 3-5
- Indicator #7 Preschool Outcomes
- Indicator #8 Parent Involvement
- Indicator #9 Inappropriate Identification in Special Education
- Indicator #10 Inappropriate Identification in Specific Disabilities Categories
- Indicator #11 Timely Evaluation
- Indicator #12 Preschool Transition Part C, Part B
- Indicator #13 Transition Goals Ages 16 and over
- Indicator #14 Post School Outcomes
- Indicator #15 Resolution Sessions
- Indicator #16 Mediation
- Indicator #17 State Systemic Improvement Plan

LRE For Higher Outcomes

As part of the LRE's focus on increasing academic and behavioral outcomes for students with disabilities, the Department of Specialized Services reports to the Administration bi-annually, students who are receiving special education services in the least restrictive environment. The Department of Specialized Service's plan is to educate students with disabilities, in accordance with their individual education program (IEP), in the regular education environment with their non-disabled peers.

LRE Data

Indicator 5 addresses the documentation of programs and services in the least restrictive environment for students 6 to 21 years of age. Wisconsin's data for this indicator provides each school district with the target in each of the following categories:

Indicator 5A Percent of students ages 6 through 21 with IEPs who are served inside the regular class 80% or more of the day

Indicator 5B Percent of students ages 6 through 21 with IEPs who are served inside the regular class less than 40% of the day

Indicator 5C Percent of students ages 6 through 21 with IEPs who are served in separate schools, residential facilities, or homebound/hospital placements.

The information below compares MPS's LRE data-relative services to the projection in DPI's 2016 Annual Performance Report Summary for Wisconsin school districts. The MPS percent includes all students who have an IEPs, including speech and language services. The attached reports include the district's information as well as each school's percentage.

State of Wisconsin Target	5A: 70.00%	5B: 7.90%	5C: 0.95%
MPS Dec 2025	87.47%	10.21%	0.17%
MPS Jan 2026	87.48%	10.25%	0.16%
MPS Mar 2026	87.85%	10.19%	0.16%
MPS Apr 2026	87.57%	9.97%	0.15%
MPS May 2026	87.65%	9.83%	0.17%

Additional information from the report may be found in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year with authorization from Wisconsin Statutes, Section 118.43. The program, which was administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by those schools that had begun the program in 1996.

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies when implementing this program: Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and Maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester.

Additional details may be found in the attachments to your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

(Item 3) Report with Possible Action on the MGT Partnership Update

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

In 2025, an independent audit by MGT of America Consulting LLC identified areas for improvement in MPS' academic performance, including the need for a clearer vision, improved communication and collaboration, and better teacher training. MGT has partnered with district leaders and stakeholders to support implementation of key initiatives and priorities this school year.

This year, the district focused on systemic changes in curriculum and teacher training around the MPS Academic/Literacy Plan for literacy-biliteracy, aligned our Multi-level System of Support (MLSS) framework, which includes Positive Behavioral Interventions and Supports (PBIS), to improve literacy outcomes and increase reading proficiency.

The district has continued to implement the recommendations from the MGT audit, which include establishing a focused vision for teaching and learning, restructuring central office roles, and improving communication and collaboration; all which are vital for creating a supportive learning environment.

- MGT conducted operational and instructional audits at the end of SY24-26
- MGT has partnered with district leaders and stakeholders to support implementation of key initiatives and priorities this school year

2025-2026 Priority Areas

K5-5 Literacy Strategy

- Strategy development and execution
- Stakeholder engagement
- Literacy PD and walkthrough systems

Professional Development Support

- Communication and planning
- Stakeholder engagement
- Feedback synthesis and reporting

Academic Strategy Planning

- Academic Strategy for 2026-2027 school year
- Instructional minutes audit
- Multi-Tiered System of Support (MTSS) structure mapping

K5-5 Literacy

- Supported transition to HMH v3 in January 2025
- Launched Literacy Leader structure to align senior district leaders
- Developed a multi-year strategy, starting with a focus on Word Recognition/Word Study
- Implemented continuous improvement cycles with implementation data
- Coordinated collaborative walkthrough system
- Supported coordination with HMH

As of May 2026, 70% of K5-5 General Education teachers report they clearly understand how to implement the whole group Word Recognition/Word Study block.

Literacy Strategy - Walkthroughs

- Organized process for executing 667 K5-5 literacy walkthroughs (as of 5/19)
- Facilitated walkthrough calibration training among district leaders and principals.
- Solicited and integrated feedback from stakeholders.
- MGT coaches modeled 81 walkthrough protocols and supported calibration from February to

May.

Professional Development

- Supported MPS PD leaders to streamline planning and logistics
- Created communications trackers to support layered communication
- Partnered with HMH to facilitate literacy training with principals
- Supported with quality assurance and final checks for the MPS PD website
- Synthesized feedback into informative reports to promote continuous improvement cycles
- Coordinated cycles of engagement with MTEA

Teacher perceptions on PD have measurably improved from November to April/May. Nearly 80% of teachers reported April/May PD was well organized and clearly communicated, compared to 51% in November.

SY 26-27 Academic Strategy Planning

- Solicited input to develop a SY26-27 Academic Strategy
- Helped secure approval for the IFT position as a key lever in school improvement work
- Supported instructional minutes audit
- Coordinated analysis of MTSS strategies and programs across MPS to create a centralized

repository of tiered supports aligned to student needs and skill gaps.

Scope of Impact

K5-5 Literacy Strategy Professional Development

Support Academic Strategy Planning

schools

- Supported implementation of whole group word recognition/word study at 95 MPS K5-5

- Co-coordinated 190 onsite HMH modeling days
- Organized process for executing 667 literacy walkthroughs (as of 5/19)

Professional Development

- Facilitated learning at three PLI sessions for K5-5 principals
- Reported and integrated PD feedback for 1,800+ school-based roles
- Tailored communication shared for three Early Release PD days and four districtwide PD days
- Developed PD Playbook for future district wide professional development planning

Academic Strategy Planning

- Supported creation of MPS Academic Strategy, including coordinating stakeholder feedback
- Supported approval of 102 IFT positions to support the district wide academic strategy

Implementation Progress

As of May 2026, 70% of K5-5 General Education teachers report they clearly understand how to implement the whole group Word Recognition/Word Study block.

Nearly 80% of teachers reported April/May PD was well organized and clearly communicated, compared to 51% in November.

98% of principals reported that MGT's SOR session at 4/22 PLI felt meaningful and strategic.

Additional information may be found in the attachments to your Committee's meeting.

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

n/a

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(Item 4) Monthly Report with Possible Action on the MPS FY26 Academic/Literacy Plan

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

On August 28, 2025, Administration presented the 2025-26 Academic Plan. On September 11, 2025, Administration responded to questions regarding the literacy portion of the 2025-26 Academic Plan and offered an opportunity to receive feedback on the information that was presented.

On October 16, 2025, the presentation outlined the district's assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. Administration addressed the purpose of assessments, testing times, and highlighted the key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support literacy across the district. On November 13, 2025, Administration provided an update on the literacy plan and the recommendations from the MGT audit, which included feedback from stakeholders. On December 18, 2025, Administration provided information from the November professional development and gave a status update on the literacy plan. On January 15, 2026, Administration provided an update on the HMH V3 materials and HMH's onsite support as well as the collaborative work in the offices of Schools and Academics regarding literacy. On February 12, 2026, Administration shared information regarding the January 26, 2026, professional development, the work of the Literacy Leadership Team, spotlight upcoming professional development and gave an HMH V3 material update. On March 10, 2026, Administration shared key progress indicators, information on the HMH learning walks, scheduled coaching/modeling days and our collaboration with our partners. On May 14, 2026, Administration shared updates on professional development and our progress in literacy implementation and coaching/modeling days in the schools with HMH. Tonight, Administration will focused on key components of the K5-5 Literacy plan from this school year and set a strong foundation for next year.

A Strong Foundation Was Built in SY25-26

MPS focused on key components to improve K5-5 Literacy and set a strong foundation for future years.

- Monthly Literacy Leadership Team for senior leader alignment
- LETRS and science of reading PD for Principals
- HMH V3 print materials for grades K5-5 district-wide
- LETRS & HMH V3 PD Day sessions for K5-5 ELA teachers
- 5 Additional HMH Saturday Sessions Offered
- 190 HMH modeling days for 95 K5-5 schools and HMH coaching access
- Family Literacy Nights

Impact: Consistent Improvement in Professional Learning

Surveys of teacher perceptions of May PD sessions showed over 10% growth in favorability ratings across all questions compared to PD sessions in November.

District-wide literacy observations in May show growth in student engagement and alignment of tasks to curricular materials compared to observations in January and February.

As of May 2026, 70% of K5-5 General Education teachers report they clearly understand how to implement the whole group Word Recognition/Word Study block.

26-27 School Year & Beyond - Continuing the Work

Instructional Audit - SY25-26 Status

Visionary & Student-Centered Leadership

Objective 1: Create a focused vision for teaching and learning

Recommendations

Establish a focused vision for teaching and learning in MPS. *Underway*

Restructure central office roles to explicitly support the newly established vision and create robust structures for collaboration aligned to goals and action items. *Underway*

Objective 2: Position principals as instructional leaders

Recommendations

Set clear expectations for instructional leadership and hold principals accountable consistently across the district. *Underway*

Restructure the principal supervision system to ensure that support is focused on improving teaching and learning and cultivating an exceptional student experience. *Underway*

Re-envision professional development for principals to prioritize instructional leadership and align with the district's vision. *Completed*

Ambitious Instruction & Learning

Objective 2.1: Create regular, high-quality opportunities for PD & collaboration

Recommendations

Create a professional development plan that is clearly and narrowly focused on implementation of the district's vision and goals. *Underway*

Prioritize job-embedded support over district wide professional learning sessions where possible to allow for customization and ensure that professional development time is meaningful and directly applicable to teacher practice. *Underway*

Create and protect space in teachers' schedules for authentic, structured collaboration at least weekly and provide robust training and coaching on the PLC process. *Planned for future school year*

Objective 2.2: Create a plan to support implementation of instructional materials

Recommendations

Generate buy-in from teachers by emphasizing the rationale and research behind key district adopted materials. *Complete*

Create concrete guidance for how to implement district-adopted resources, including curriculum maps, pacing guides, and clarity on the appropriate use of supplemental programs. *Underway*

Create a realistic plan for implementation of new curricula, including all training and support, even if that means slowing down adoption and implementation processes. *Complete*

Implement a lesson internalization process embedded within PLCs. *Planned for future SY*

Objective 2.3: Guarantee access to effective reading instruction

Recommendation

Require all teachers, school leaders, and district leaders to complete comprehensive training in Structured Literacy. *Underway*

Create clear guidance for schools and teachers to implement Structured Literacy, including timing, pacing, use of resources, and guidance for tier I, tier II and tier III instruction. *Underway*

Align systems to support implementation of Structured Literacy, including modeling & coaching, walkthrough protocols, PLCs using aimsweb data, and intervention structures. *Underway*

K-12 Academic District-Wide Strategizing

What will it take to propel MPS into a new era of accelerated progress and the elimination of disparities in achievement and opportunity?

MPS leaders mobilized to construct a centralized academic strategy. This plan defines clear priorities and continues to address key audit components.

If we...

Prioritize student cognitive lift...

Develop principals as instructional leaders....

Cultivate strong learning environments...

Develop academic infrastructure....

Then...

Every school, classroom, and student will see continuous progress and improvement toward district goals.

SY26-27: Build Academic Infrastructure

An Academic Infrastructure will be designed and implemented to strengthen instructional leadership and classroom practices around high-leverage strategies known to positively impact student outcomes.

MPS leaders identified the following components to construct an Academic Infrastructure:

- A district-wide instructional framework
- Aligned professional development
- Strong monitoring systems
- Defined teaming structures
- Equitable and robust student services

How will MPS create systemic change?

- High-quality instructional materials implementation in literacy in SY 2025-26, and all core subject areas adopted by January 2027
- High-quality professional learning for principals, instructional facilitators, and teachers to develop school-based academic leadership.
- Daily access to high-leverage instructional practices in Tier 1 instruction for literacy, mathematics, and all core subjects, with an emphasis on promoting student thinking.
- Student access to Tier 2 and Tier 3 instructional opportunities, creating sound intervention systems at the school level.

Core Actions & Strategies: Instructional Facilitator Teachers

A key component of the MPS academic strategy is the deployment of Instructional Facilitator Teachers (IFTs) within identified schools.

IFTs will play a critical role in enabling schools to implement identified evidence-based strategies and ensure student groups identified in the school based improvement plan are making accelerated growth. The goal is to place Instructional Facilitator Teachers at schools identified as ATSI, CSI, and MRI.

Instructional Facilitators will...

- Strengthen and align the school's academic infrastructure to the district's broader academic strategy
- Support Tier 1 HQIM across multiple content areas with a particular focus on literacy.
- Center outcomes and opportunities to the specific needs of MPS students at each school, particularly SWDs and MLLs.

Core Actions & Strategies: Expanded PD Infrastructure

Heavy Investment in PD for Teachers & Instructional Leaders

Expanded Principal PD

- 5 Days of Principal PD in July, 2-Day Literacy Conference
- Monthly PD Days
- Consistent Learning Community Collaboration

Dedicated IFT PD

- 3 IFT PD days in July
- Monthly two-day IFT PD, differentiated for K5-5, 6-8, and 9-12

Comprehensive Teacher PD

- 2-Day Literacy Conference in August
- Summer and School Year Staff PD Days
- Specialized PD for EL, Bilingual, SPED, Immersion, Montessori, & IB

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

n/a

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

No reports were presented this month.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

In support of the Milwaukee Public Schools Vision and Mission, and in collaboration with district leadership, staff, families, and community partners, the President's activities during June 2026 included the following:

- Participated in weekly planning and coordination meetings with the Administration, Office of Accountability and Efficiency, and Office of Board Governance to address emerging district issues, review operational and budget priorities, support long-term planning efforts, and ensure alignment on Board initiatives and district goals.
- Continued collaboration with representatives from the Wisconsin Association of School Boards (WASB) to develop the Board's superintendent goal-setting process and evaluation framework for the 2026–27 school year, with a focus on accountability, measurable outcomes, and alignment with district strategic priorities.
- Met with the President of the Milwaukee Common Council to provide updates on the district's budget, discuss shared priorities affecting Milwaukee students and families, and explore opportunities for future collaboration between the City and Milwaukee Public Schools.
- Attended the Safe Summer Sites kickoff event with the county, city, and community partners at James Madison Academic Campus, highlighting the importance of providing students with access to safe, supportive, and enriching opportunities during the summer months.
- Responded to media inquiries regarding public school governance, accountability, and transparency, including discussion of the statutory responsibilities of school board members and differences in oversight requirements between public schools and voucher schools
- Participated in ongoing discussions regarding district governance, operational effectiveness, and organizational accountability as part of the Board's continued commitment to strengthening oversight practices, improving organizational performance, and supporting long-term fiscal sustainability.
- Visited the Success Center with Superintendent Cassellius to learn more about the Center's programs and services.
- Participated in the Milwaukee Public Library Innovation and Strategy Committee meeting, which included discussion of strategic planning updates, technology modernization efforts, and innovation initiatives to strengthen library services and advance organizational priorities.
- Continued engagement with district families, staff, and community stakeholders regarding current initiatives, policy matters, and strategic priorities affecting Milwaukee Public Schools.

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COMMUNICATIONS AND PETITIONS

(Item 1) Referral of Communication from Milwaukee German Immersion School Foundation on a Request to Rename a Building

The Milwaukee German Immersion School Engagement Council considered a proposal by the German Immersion Foundation to name the building that house Milwaukee German Immersion School for the founders of the immersion program in Milwaukee, namely Frederic Kessler and Leon Todd. The SEC has voted unanimously to support the proposed name change.

Referred to the Administration.

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following item/s of communication from the Board Clerk:

Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters; and

Action on a Request to Retire to Closed Session to Consider Performance Evaluations of the Superintendent of Schools, the Board Clerk/Chief Officer, Office of Board Governance and the Chief Accountability and Efficiency Officer

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) and (g) to consider the items. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, Reza, Siemsen, and President Zombor — 6.
Noes — None.

The Board retired to closed session at 6:07 p.m. and adjourned from the closed session at 8:05 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**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 Chargeman	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.

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(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:

- 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.

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(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.

* * * * *

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.

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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

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN AUGUST 27, 2026

Regular meeting of the Board of School Directors called to order by President Zombor at 6:07 p.m.

Present — Directors Ferguson, Fons, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor — 7.

Absent and Excused— Directors Jackson and Reza – 2.

AWARDS AND COMMENDATIONS

Before proceeding with the agenda, President Zombor asked for a moment of silence for the following members of the MPS community:

- Armani Thomas-Cotton, a student from Washington High School
- Thomas Friedrich, a retired teacher from Bay View High School
- Grace Jones, a retired General Assistant from Pulaski High School

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of June 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 Three Pillars and Strategic Priorities

Academic Achievement

- Strengthen teaching and learning, clarity and coherence
- Develop excellent school and central services leadership
- Deliver high-quality instruction in

Safe & Welcoming Schools

- Foster safe, supportive and equitable school environments

Efficient Operations

- Modernize HR systems to attract, develop and retain great talent
 - Strengthen operations, finance, technology and transportation systems
- Staffing Update

Key School and Classroom Positions

- One principal vacancy (two other positions posted with existing principals still in place)
- Seven assistant principal vacancies - 90% staffed – these are above standard of care
- Approx. 60 teacher vacancies, compared to 120+ this time last year all while adding more teaching positions to manage and reduce class size - 99% staffed
- Approx. 135 paraprofessional vacancies, 92% staffed – 180 this time last year
- Approx. 65 nutrition vacancies (Civil Service Test)

Strong Start Key Performance Indicators (KPIs)

As the year begins, we will be meeting twice weekly to track:

- Enrollment
- Attendance
- “No shows” (students enrolled but not attending)
- Behavior referrals
- Vacancies (see next slide)
- Special education unit caseload
- Meal participation rate
- Help desk tickets
- On-time bus performance
- Work orders
- School readiness checklists
- Student athlete registrations
- Daily class size management by Enrollment team and Academic Superintendents

Safe Summer Sites

- Driven by student feedback
- Launched with community partners including City of Milwaukee, Milwaukee County, Children’s Wisconsin, Safe & Sound, Greater Milwaukee Urban League, Medical College of Wisconsin and more
- 6,000 visits to MPS Twilight and non-MPS sites
- Served more than 3,500 students
- Sponsored 10 community events connecting with more than 7,000 Milwaukeeans
- Employed more than 40 young people, employed 24 Safe Passage workers, and directly supported 10 Milwaukee small businesses.

School Updates: Investment Schools

- As part of our Facilities plan, we are investing in four schools in historically under-resourced communities:
 - Brown Street Academy
 - Andrew S. Douglas School
 - Gwen T. Jackson School, and
 - Stars Discovery Learning Center
- Additional investment into:
 - River Trail School (classroom walls, greenhouse)
 - North Division High School (labs)
- Kindergarten classrooms at Douglas – will be ready for 2027-28

School Updates: Lincoln Avenue

- Dedicated Lincoln Avenue School office, cafeteria, music room and classrooms within Pulaski High School
 - Ground and 2nd floors
- Former interim and deputy superintendent Eduardo Galvan leading effort alongside Interim Deputy Superintendent Michael Harris, Operations team and more
- Total donations to Lincoln fund at MPS Foundation: Approx. \$30,000

District Events

Literacy Summit

August 10 & 11 | Vincent & Hamilton High Schools

More than 1,000 MPS teachers and support staff took part in the summit which was designed to strengthen instruction of literacy and biliteracy as well as mathematics.

Rebuilding Community Day

July 24 | Alliance High School

This volunteer day invited community members to come together to volunteer, connect, and support the school. Volunteers helped brighten the school through gardening, painting, organizing, and more.

College and Career Expo

July 29 - North Division High School

This event helped MPS students get a head start on planning for their futures by connecting them with colleges, universities, career pathway programs, and pre-college opportunities. Students also received support completing the FAFSA.

Summer Graduation

August 4 | Alexander Hamilton High School

Congratulations to our 130 MPS summer high school graduates! We are so proud of each of you for all your accomplishments.

M3 Employee Appreciation Event

August 6 | MATC

M-Cubed hosted its Employer Partner Celebration at MATC. MPS is proud to partner with organizations like these that invest in our students and help create pathways to future careers.

Green & Healthy Schools Conference

August 7 | Morse Middle School for the Gifted and Talented

The 10th annual conference brought together educators and partners to celebrate a decade of advancing greener, healthier learning environments and showcased how transformed schoolyards can support our students.

Lincoln Avenue School Press Conference

August 10 | Milwaukee Fire Department

The Milwaukee Fire Department has ruled the cause of the Lincoln Avenue School fire accidental — and MPS already has taken steps to reduce the risk of anything like this happening again. Because the building is a total loss, it will have to be demolished; MPS is now seeking bids for the work.

Enrollment Day

August 20 | Wick Playfield

More than 250 attendees joined this event was held to encourage families to enroll their children in all grades in MPS. The day included fun activities such as access to Wick's splash pad, basketball courts and playground equipment, plus games organized by Milwaukee Recreation.

Teacher School Supply Drives

August 24 & 25

Two supply drives took place this week to help support our teachers and fill their classrooms.

- MPS Foundation Teachers Pick supply drive
- Lincoln Avenue supply drive

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

* * * * *

(Item 2) Action on a Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statutes, to Delegate the Board's Expulsion Authority to Independent Hearing Officers

Background

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and decide student expulsion cases. The resolution is effective for the school year for which it is adopted. At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and decide student expulsion cases. For the 2025-26 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and decide expulsion cases. For the 2026-27 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Approval of this item does not authorize expenditures. The primary cost of processing student expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2027 budget for the Department of Student Services.

Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2026-27 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it

FURTHER RESOLVED, That the Administration implement the behavior reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due process procedures as were used in 2026-27 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it

FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described herein.

Director O'Halloran moved to approve the Administration's recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor —
7.
Noes — None.

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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

JustFOIA Rollout

This month, the Office of Board Governance (OBG) has been focused on supporting the implementation of JustFOIA as our platform for processing records requests, constituent concerns/information requests, and public comments to the Board.

We are making adjustments as we find needs, meeting with individuals to train them on use, and are planning additional workshops for internal and external stakeholders on how to use these new systems.

Community Engagement Circle

Our August community engagement circle was held in-person on August 4, 2026. Our discussion focused on the connection between the Board-approved mission and vision and the strategic plan that the Administration is working on and will bring to the Board for approval this winter. We looked at the Six Priorities that have been identified as critical for accomplishing the Board's mission and vision.

The six priorities presented, and some feedback given about what would be critical under each priority for reaching those goals, included:

Priority 1: Strengthen teaching and learning clarity and coherence

- How will we identify successes and use those successes to spur more success?
- Focus on the "good" with discovery, hope and passion
- We must continually evaluate, assess and re-assess our progress and our efforts for change
- We have to have a clear dashboard to track our progress towards being "among the highest student-growth school systems in the country" (Vision)

Priority 2: Develop excellent school and central office leadership

- We need professional development for central office staff, including leadership and management courses
- Recognize and celebrate excellence <-This is an absolute priority
- Be willing to help, support, or remove problematic staff members

Priority 3: Deliver high-quality instruction in every classroom

- How can we get consensus around "high-quality" that is connected to outcomes in the vision?
- Have MPS look into competing schools that families are choosing and find out what is appealing to the families choosing them

Priority 4: Foster safe, supportive, and equitable school environments

- Where will the money for this come from?
- Does this include facilities (Example - bathrooms)
- How will equity be implemented in the curriculum k-12? (Meaning the student learning, critical thinking, engagement)

Priority 5: Modernize human resources systems to attract, develop, and retain great talent

- Unbiased interviews
- Job descriptions to align to actual work performed
- Childcare for MPS employees
- Are our interview questions aligned to the goals in our vision? Do they test our core beliefs?

Priority 6: Strengthen operations, finance, technology and transportation systems

- All operational departments must speak to each other/ work together
- Get students to help advise in operations (to help leadership know what is working or not working in schools)

We concluded the conversation by asking: What's one thing you would see in the Strategic Plan when it comes before the Board to know that your community engagement was valued and acted upon? Some answers included:

- Resources in the budget process aligned to the identified priorities
- Real changes
- A simple and clear plan (not pages and pages of stuff) and everyone focused on doing their part of that plan
- The Board continually asks whether things are connected to the priorities/ mission, vision and goals

There was also a lot of excitement expressed around what could be possible if we truly do the work around these priorities and these goals.

We will hold our next community engagement circle virtually, on September 1, 2026, at 5:30 p.m. The topic (per community member request) will be "The Use of Online Instructional Materials in the Classroom." This has become a fascinating discussion in education circles around the world, and it's fitting that we should be discussing it as well. More details to follow.

If individuals have suggestions for future circle topics, they can be shared with the Office of Board Governance

Board Member Engagements and Activities

The Office of Board Governance facilitates board member attendance at events and activities across the district, ensuring board members have the information they need, and making sure that events are properly noticed when a quorum of board members may be in attendance.

Here are just a few of the events that were attended in August:

Community Engagement Circle (CEC)
 Green and Healthy Schools Conference
 Harambee Back to School Block Party
 MPS Foundation Fundraiser
 Fondy Farmer's Market
 Jackson Park Farmer's Market
 MPS Teacher Supply Box Packing Days and Giveaway
 MPS Run Back to School
 New Educators Institute
 MPS Enrollment Day at Wick Field
 Back to School Press Conference
 Lincoln Elementary School Open House

Beyond the Boardroom

The Board Services Team is actively working with Board members to engage in activities in the community on a regular basis. If you have an idea about where our team can help you facilitate engagement with the community, contact the Office of Board Governance.

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

An update on the K-12 funding lawsuit will be provided along with analysis as the state's budgeting process begins.

An analysis (provided under separate cover) 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 the Fund Wisconsin Public Schools website.

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.

* * * * *

(Item 3) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region. In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as attached to this item and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also attached, to achieve this goal. It is of benefit to all of the Alliance's members to discuss and to refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

The School District of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the Office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a \$3,000 annual payment to the organization. In 2017-18, the payment increased to \$3,200. The payment for 2026-27 is set at \$3,700.

Also attached for the Board's information is a packet containing the resolution and agreement to be adopted, along with a list of projected participating districts for the upcoming year.

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2026-27 is \$3,700.

Implementation and Assessment Plan

Once the Board has adopted the resolution and approved submission of the Participation Agreement, the Office of Board Governance will forward the signed documents to the SWSA and ensure payment has been made.

Recommendation

The Office of Board Governance recommends that the Board:

1. adopt the resolution, included in the attachment to this item; and
2. authorize the Board's President and the Board Clerk to sign and to submit the attached

Participation Agreement, along with the \$3,700 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director Siemsen moved to approve the recommendations of the Office of Board Governance. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor —

7.

Noes — None.

* * * * *

(Item 4) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters**Background**

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.

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's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Chief of the OAE:- Accountability and Transparency Services- Process Improvement and Efficiency Services- Contract Compliance Services- Audit Services. The attached report includes activities from July 2026.

Accountability and Efficiency Services

During July 2026, Accountability and Efficiency Services completed two requests for Impartial Hearing Officers. Accountability and Efficiency Services advanced fiscal transparency initiatives through publication of historical vendor payment data for FY2015-FY2026, expansion of publicly available financial information, and implementation planning for recurring transparency reporting.

Accountability and Efficiency Services continued to support of the implementation of District Policies po1101.001 – District Organization Plan; po1102.004 – Role of the Chief Accountability and Efficiency Officer; po0155.002 – Committee on Finance and Operations; po0155.004 Committee on Strategic Planning and Budget; po0155.505 – Board Advisory Committees; po3340 – Grievance Procedure; po6320 – Purchasing.

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.

During the reporting period, a total of four students were onboarded into summer internship opportunities across the following career areas:

- Three student interns in Transportation
- One Administrative Intern in Construction

In addition, our Alternative Placement Site partner, Arts@Large, has begun its FY27 internship placements and is supporting a combined total of 1,000 student employment hours for MPS high school students.

As we move forward, CCS remains committed to strengthening contract compliance, advancing equity-centered practices, and expanding impactful student engagement opportunities in alignment with District Policies po6321.005 – HUB Program; po6812.005 –COIN Program, and po6322.005 – Vocational Learning in Purchasing.

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 the FY26 annual school audit summary report
- Per the approved FY27 annual audit plan, updated school audit templates and procedures, including additional cash handling testing and expanded school safety compliance testing
- 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.

Audit Services continued to support of the implementation of District Policies po0181.001 – Board Audits – Annual Plan and Coordination as well as po8900.005 – Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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**REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE
MILWAUKEE BOARD OF SCHOOL DIRECTORS**

No expulsion reports were presented this month.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of Item 1 from the Report of the Committee on Strategic Planning and Budget.

On the motion of Director Ferguson, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor —

7.

Noes — None.

COMMITTEE ON FINANCE AND PERSONNEL

Director Jackson presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transactions

In accordance with action taken by the Board on August 1, 1972, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to classified employees, the Superintendent presents the attached report to the Board, recommending the appointments and promotions to be effective as of the dates indicated.

	Name	Position	Start Date	Salary
	NEW HIRES			
2	Marquan Allen	Building Service Helper I	07/13/2026	\$18.68/hr
2	Jalisa Bivens	Building Service Helper I	07/20/2026	\$18.68/hr
2	Shalonda Boyd	Building Service Helper I	07/06/2026	\$18.68/hr
6	Armani Cobbs	Building Service Helper I	07/27/2026	\$18.68/hr
2	Dejanae Franklin	Building Service Helper I	07/27/2026	\$18.68/hr

2	Paul Johnson	Building Service Helper I	07/06/2026	\$18.68/hr
2	Gianna Matthews	Building Service Helper I	07/06/2026	\$18.68/hr
2	Trevell Mounger	Building Service Helper I	07/20/2026	\$18.68/hr
2	Ivie Oneal	Building Service Helper I	07/06/2026	\$18.68/hr
2	Terry Thompson	Building Service Helper I	07/13/2026	\$18.68/hr
2	Christopher Williams	Building Service Helper I	07/13/2026	\$18.68/hr

PROMOTION

2	Philippe Adelon	IT Service Technician II	07/01/2026	\$69,835.72
5	Adin Chippa	IT Service Technician II	07/01/2026	\$69,835.72
4	Eric Diamond	IT Service Technician II	07/01/2026	\$76,247.83
7	Antonio Duvnjak	IT Service Technician II	07/01/2026	\$69,835.72
7	Frederick Jackson	IT Service Technician II	07/01/2026	\$69,835.72

REHIRES

2	LaToya Austin	Building Service Helper I	07/27/2026	\$18.68/hr
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Codes
R Resident
Nr Non-resident
Native American
African American
Asian/Pacific Islander
Hispanic
White
Other
Two or more

Certificated Appointments

The Superintendent recommends that the Board approve the attached appointments of certified staff, to be effective as of the dates indicated.

ACTION ON CERTIFICATED APPOINTMENTS-TEACHER				
5,nr	Blaszinski, Ellen	01/BA	\$55,201.90	8/25/2026
	SOCIAL STUDIES			
4,r	Carrillo, Oscar G	01/BA	\$55,201.90	8/25/2026
	GEN ELEM & KS - ALL GRADES			
5,nr	Cetnarowski, Cheri A	01/MA	\$72,319.80	8/25/2026
	GEN ELEM & KS - ALL GRADES			
5,r	Chaudoin, James	01/BA	\$55,201.90	8/25/2026
	MUSIC			
5,r	Cook, Erin	01/MA	\$63,443.59	8/25/2026
	SOCIAL STUDIES			
5,r	Crary, Shea	01/BA	\$69,402.19	8/25/2026
	GEN ELEM & KS - ALL GRADES			
5,r	Denk, Erin E	01/MA	\$103,384.16	8/25/2026
	AMP MUSIC			
5,nr	Doss, Jennifer L	01/MA	\$81,194.83	8/25/2026
	IDEA- DIAGNOSTIC			
4,nr	Garcia, Eva	01/BA	\$55,201.90	8/25/2026
	GEN ELEM & KS - ALL GRADES			
5,nr	Griepentrog, Kali	01/BA	\$55,201.90	8/25/2026
	GEN ELEM & KS - ALL GRADES			
5,nr	Jackson, Janet	01/MA	\$103,384.16	8/25/2026
	GEN ELEM & KS - ALL GRADES			
2,r	Johnson, CaSandra A	01/MA	\$65,663.23	8/25/2026

	SPEC ED MULTICA TEG.			
5,r	Jones,Mary Grace	01/MA	\$103,384.16	8/25/2026
	SPEC ED MULTICA TEG.			
2,nr	Kimbrough,Shelby	01/MA	\$70,100.16	8/25/2026
	SPEC ED MULTICA TEG.			
5,r	Krutsch,Jamie L	01/MA	\$67,880.52	8/25/2026
	SPEC ED MULTICA TEG.			
5,nr	Legutki,Kathleen A	01/BA	\$69,402.19	8/25/2026
	GEN ELEM & KS - ALL GRADES			
5,nr	Menor,Carly R	01/MA	\$74,538.26	8/25/2026
	GEN ELEM & KS - ALL GRADES			
5,r	Millizer,Jakob A	01/BA	\$81,574.36	8/25/2026
	MATHEMATICS			
5,nr	Monfre,Daniel J	01/BA	\$83,603.65	8/25/2026
	MATH			
2,r	Montgomery,Jeffrey L	01/MA	\$74,538.26	8/25/2026
	SPEC ED MULTICATEG.			
5,nr	Napoli,Matthew S	01/MA	\$101,164.52	7/1/2026
	GEN ELEM & KS - ALL GRADES			
5,nr	Orlowski,Jacob	01/BA	\$63,316.69	8/25/2026
	SOCIAL STUDIES			
1,r	Paniagua,Desi	01/BA	\$55,201.90	8/25/2026
	GEN ELEM & KS - ALL GRADES			
2,nr	Peterson,Bethany I	01/MA	\$74,538.26	8/25/2026
	EARLY CHILDHOOD- SPEC ED			
2,nr	Phoenix,Carolyn Denise	01/MA	\$59,005.49	8/25/2026
	SPEC ED MULTICATEG.			
5,nr	Scherbert,Daniel P	01/BA	\$89,689.08	8/25/2026
	GEN ELEM & K8 - ALL GRADES			
4,r	Velozy,Ariana	01/BA	\$55,201.90	8/25/2026
	MATHEMATICS			
5,nr	Wright,Timothy C	01/MA	\$96,726.42	8/25/2026
	DAY TO DAY TEACHER			
2,r	Young,Michelle A	01/MA	\$103,384.16	8/25/2026
	MATHEMATICS			
	ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER W/LICENSE			
2,r	Burrus,Michele S	01/BA	\$61,287.41	8/25/2026
	GEN ELEM & K8 - ALL GRADES			
5,nr	Elliott,Sydney	01/MA	\$59,005.49	8/25/2026
5,nr	MULTICATEG. COMP.			
	Carr,Montana	XX/4W2	\$55,201.91	8/25/2026
	MULTICATEG. COMP. SEN			
	ACTION ON CERTIFICATED APPOINTMENTS -SPEECH PATHOLOGIST			
2,nr	Ali,Kameron	01/SLP	\$66,566.83	8/25/2026
	SPEECH PATHOLOGY			
5,nr	Fuerstenberg,Kristin	01/SLP	\$62,129.91	8/25/2026
	SPEECH PATHOLOGY			
5,r	Heath,Annabel	01/SLP	\$62,129.91	8/25/2026
	SPEECH PATHOLOGY			
5,nr	Somppi,Kaitlin	01/SLP	\$62,129.91	8/25/2026
	SPEECH PATHOLOGY			
3,r	Thao,Mai Vang	01/SLP	\$95,411.56	8/25/2026
	SPEECH PATHOLOGY			

5,nr	Weeder,Hayley	01/SLP	\$62,129.91	8/25/2026
	SPEECH PATHOLOGY			
	ACTION ON CERTIFICATED APPOINTMENTS-OCCUPATONAL THERAPIST			
5,r	Floyd,Stephanie	01/OTM	\$85,803.31	8/25/2026
	THERAPIST-OCCUPATIONAL			
	ACTION ON CERTIFICATED APPOINTMENTS-INTRUCTIONAL COACH-MTH 6-12			
5,nr Krill,Daniel	ID/MA	\$119,350.52	8/13/2026	
	TITLE I SCHOOL WIDE			
	ACTION ON CERTIFICATED APPOINTMENTS-SCHOOL PSYCH-IO MO			
5,nr	Benish,JohnC.S.	FLT/SIC	\$71,163.57	8/13/2026
	PSYCHOLOGICAL SERVICES			
5,r	Burke,AudreyC.S.-	FLT/SIC	\$71,163.57	8/13/2026
	PSYCHOLOGICAL SERVICES			
2,nr	Davis,Sakyr K	FLT/SIC	\$71,163.57	8/13/2026
	C.S.- PSYCHOLOGICAL SERVICES			
5,r	Karpicke,Alex	FLT/SIC	\$85,956.06	8/13/2026
	C.S.- PSYCHOLOGICAL SERVICES			
5,r	Louko,Reilly	FLT/SIC	\$71,163.57	8/13/2026
	C.S.- PSYCHOLOGICAL SERVICES			
2,nr	McDaniels,Emily	FLT/51C	\$71,163.57	8/13/2026
	C.S.- PSYCHOLOGICAL SERVICES			
5,r	Schuh,AshleyC.S	FLT/51C	\$91,873.53	8/13/2026
	PSYCHOLOGICAL SERVICES			
5,r	Stewart,Nicholas B	FLT/SIC	\$103,707.30	8/13/2026
	C.S.- PSYCHOLOGICAL SERVICES			
	ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER			
4,nr	Camacho,Emanuel	XX/4W2	\$55,201.91	8/25/2026
	AMP MUSIC			
2,r	Currie,Derrick L	XX/4W2XX/4W2	\$55,201.91	8/25/2026
	MULTICATEG. COMP. SEN			
4,nr	Davis,James L	XX/4W2	\$55,201.91	8/25/2026
	SPEC ED MULTICATEG.			
5,nr	Fields,Brandon	XX/4W2	\$55,201.91	8/25/2026
	EARLY CHILDHOOD- SPEC ED			
5,r	Hyatt,Cole	XX/4W2	\$55,201.91	8/25/2026
	DAY TO DAY TEACHER			
5,nr	Leahy,Ryan	XX/4W2	\$55,201.91	8/25/2026
	ENGLISH			
5,r	Mullen,Katie E.	XX/4W2	\$55,201.91	8/25/2026
	EDUCATIONAL OPERATIONS			
5,r	Pearce,Kimberly K	XX/4W2	\$55,201.91	8/25/2026
	EARLY CHILDHOOD- SPEC ED			
5,r	Phillips,Emma	XX/4W2	\$55,201.91	8/25/2026
	MULTICATEG. COMP. SEN			
5,r	Renderman,Grace	XX/4W2	\$55,201.91	8/25/2026
	SPEC ED MULTICATEG.			
5,r	Verkaik,Christopher	XX/4W2	\$55,201.91	8/25/2026
2,nr	MULTICATEG. COMP. SEN			
	Weston,Markita	XX/4W2	\$55,201.91	8/25/2026
3,r	SPEC ED MULTICA TEG.			
	Yeh,Alice	XX/4W2	\$55,201.91	8/25/2026

	SPEC ED MULTICA TEG.			
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Leaves of Absence

No leaves of absence were presented this month.

Certificated Resignations and Classified Retirements

The certificated resignations and classified retirements listed in the attachment have been accepted by the Superintendent, to be effective as of the dates indicated. This is an informational item, and no action is required.

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date--
Personal	11.0	5	Jenna Carlson	Teacher	Maryland	07/18/2026
Personal	12.9	1	Milissa Hamley	AP III	WCLL	06/17/2026
Other Dist	3.0	4	Veronica Pagan	Psych	Central Svcs	08/01/2026
Retire	31.0	4	Antonio Rodriguez	Cur Spec IV	Central Svcs	07/19/2026
Retire	5.9	2	Felicia Saffold	Sr Dir	Curr & Instr	07/25/2026
Personal	4.6	5	Stephanie Simmons	Teacher	Central Svcs	07/21/2026
Retire	25.0	2	Terry Strong	Mgr I	Student Svcs	08/01/2026
Retire	11.5	5	Blaine Wisniewski	Teacher	HS of the Arts	07/21/2026

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date--
Personal	1.9	2	Eboneke Barksdale	BSH I	Riverwest	07/14/2026
Retire	30.0	2	Robin Grandberry	FSA	Gaenslen	07/28/2026
Other Work	1.5	5	Kevin Hafemann	Mgr III	School Safety	07/25/2026
Personal	4.0	2	Coleisa Manns	FSA	Grantosa	07/23/2026
Other Work	9.0	5	Stacey Martens	Para	ML	07/23/2026
Other Work	3.0	5	Kerry Poradek	BSH I	Ronald Reagan	08/01/2026
Personal	1.9	4	Dyan Ramos	FSA	Whittier	07/14/2026
Retire	24.7	2	Stephanie Strong	Assoc II	Transportation	08/01/2026
Retire	3.9	2	Denise Wilson Hutchins	BSH I	Central Svcs	07/31/2026

Other District - 1 (Classified O Certificated 1)

Other Work - 3 (Classified 3 Certificated 0)

Personal - 6 (Classified 3 Certificated 3)

Retirement - 7 (Classified 3 Certificated 4)

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.

Committee's Recommendation

By consensus, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Robert Sanders	Chief Legal Officer	Sch 03, Range 18A
			\$180,000
(2)(r)	Jasmine Bolling	Office of the Superintendent Principal II (K-12), Golda Meir	Sch 03, Range 15A
			\$150,000
(4)(r)	Noelia Enriquez	Office of the Superintendent Assistant Principal I, ALBA	Sch 03, Range 10C
			\$95,000
(5)(nr)	Victoria Jaeger	Office of the Superintendent Analyst I Budget Specialized Services	Sch 03, Range 05A
			\$85,000
		Office of the Superintendent	

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.

(5)(r)	Bryce Radke	Manager II, Financial Reporting	Sch 03, Range 12A
			\$146,000
(5)(r)	Marshall Traster	Office of the Chief of Finance Employment Relations Specialist III	Sch 03, Range 10A
			\$105,000
(2)(r)	Natalie Fluker	Office of the Chief of Human Resources Employment Relations Specialist III	Sch 03, Range 10A
			\$105,000
(4)(r)	Gary Johnson	Office of the Chief of Human Resources Employment Relations Specialist III	Sch 03, Range 10A
			\$105,000
(2)(r)	Khalil Davis	Office of the Chief of Human Resources Spec I - Contract Law	Sch 03, Range 08A
			\$105,000
(5)(nr)	Theodore Wegner	Office of the Chief of Finance Spec I - Contract Law	Sch 03, Range 08A
			\$105,000
		Office of the Chief of Finance	

The Office of Board Governance recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(5)(r)	Alexander Bassett	Coordinator II – Records Management	Sch 03, Range 07A
		Office of Board Governance	\$105,000

Recommended Title Changes

The Superintendent recommends that the following individuals be appointed to the title change only as indicated, to be effective upon approval by the Board.

(2)(nr)	Gregory Ogunbowale	Director I, School Support	Sch 03, Range 14A
		Office of the Superintendent	\$173,984
(2)(nr)	Maurice Turner	Director I, School Support	Sch 03, Range 14A
		Office of the Superintendent	\$165,919
(2)(r)	Marybell Nieves Harris	Director I, School Support	Sch 03, Range 14A
		Office of the Superintendent	\$158,234
(2)(nr)	Demetri Beekman	Director I, School Support	Sch 03, Range 14A
		Office of the Superintendent	\$156,286

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Matthew Wilder	Special Advisor Office Of the Superintendent 08/01/26 to 01/31/27	\$100.00
(2)(nr)	Eduardo Galvan	Special Advisor Office Of the Superintendent 07/23/26 to 01/23/27	\$100.00
(5)(nr)	Dan Swiatkowski	Career Pathway Coordinator III for the Youth Apprenticeship Program Office Of the Chief of Operations 07/01/26 to 12/31/26	\$60.00
(5)(nr)	Giles Patterson	Career Pathway Coordinator III for the Youth Apprenticeship Program Office Of the Chief of Operations 07/01/26 to 12/31/26	\$60.00
(2)(nr)	Debra Rash	Title IX Investigator Office Of the Superintendent 07/01/26 to 01/01/27	\$55.00
(5)(r)	Katherine Coldwell	Title IX Investigator Office Of the Superintendent 08/03/26 to 02/03/27	\$50.00
(7)(nr)	Jessica Willis	Work-Based Learning Specialist Office Of the Superintendent 09/01/26 to 12/31/26	\$40.00
(5)(nr)	Margie Hood	Academic Support Office Of the Chief of Academics 07/01/26 to 12/31/26	\$40.00
(5)(nr)	Melanie Stewart	Advance Academics LTE Office Of the Chief of Academics 07/01/26 to 12/31/26	\$40.00
(4)(nr)	Monica Lopez	DMMAC Liaison Office Of the Chief of Family, Community, and Partnership 07/01/26 to 12/01/26	\$35.00

(5)(nr)	Mariella Kuehn	School Bookkeeper Office Of the Chief of Finance 07/01/26 to 12/31/26	\$32.00
(5)(r)	Jenieve Duffy	Project 384: Milwaukee Early Literacy League Mentor Office Of the Chief of Academics 07/01/26 to 12/31/26	\$30.00
(2)(r)	Roxanne Fair	African Dance Instructor/Choreographer Office Of the Superintendent 09/01/26 to 03/01/27	\$30.00
(2)(r)	Elizabeth Brown	Accounting Assistant, Account Payables Office Of the Chief of Finance 09/01/26 to 01/15/27	\$30.00
(5)(r)	Nicholas Stainbrook	Percussion Specialist Office Of the Superintendent 09/01/26 to 01/15/27	\$30.00
(5)(r)	James Tomasello	Co-Advisor of Art Club & Artist in Residence Office Of the Superintendent 09/01/26 to 01/15/27	\$30.00
(5)(nr)	Sandra Lash	Vocal Coach Office Of the Superintendent 09/03/26 to 01/26/27	\$30.00
(5)(r)	Brett Fuller	Educational Pathway Office Of the Chief of Academics 07/01/26 to 12/31/27	\$30.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY27 budget.

Committee's Recommendation

The Administration recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committee's' reports.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of \$25,000; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

Cooperative Authorization to Issue a Purchase Order with Everway for Various Subscriptions for Educational Services

The Administration is requesting authorization to purchase from Everway, "Unique Learning System", "News2you", and "L3S L Skills", a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on Wisconsin Essential Elements.

This curriculum encompasses all academic areas for grades 1 through 12: literacy; math; science; and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction, so students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments and written expression opportunities. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses and on-line access for the proposed product are included in this purchase.

This purchase is made under the Allied States Cooperative Region 19 Contract #24-7474

The term of the subscriptions with Everway will run from September 1, 2026 through August 31, 2027 and the total cost will not exceed \$288,806.75.

Budget Code: SSU-O-A-IF7-DE-ESUP (IDEA-Supplies, Consumable)..... \$288,806.75

Cooperative Authorization to Issue a Purchase Order to Hope Squad for Program Licenses for Peer-to-Peer Suicide Prevention Curriculum and Program Subscription

The Administration is requesting authorization to purchase from Hope Squad for program licenses. Purchase will consist of a peer-to-peer suicide prevention curriculum and program subscription for approximately 18 schools:

Current Schools:

GreenTree Preparatory Academy
Hamilton High School
Hamlin Garland School
Humboldt Park Public School
MacDowell Montessori School
Milwaukee School of Languages
Ronald Reagan College Preparatory High School
Rufus King High School

Interested Schools:

Alliance
Andrew S Douglas Middle School
Audubon Technology and Communication High School
Bay View High School
Milwaukee High School of the Arts
North Division High School
Pulaski High School
Riverside High School
Vincent High School
WCLL

Contractor will be used to deliver advisor and student team training, evidence-based curriculum materials, and ongoing implementation support. While each designated Hope Squad team will consist of approximately 8 to 10 students per grade level, the team will share monthly themes, mental health resources, and suicide prevention activities school-wide, benefiting an estimated 8,500 total students across the district.

MPS requires an effective peer-to-peer suicide prevention program such as Hope Squad to help reduce the stigma of mental health concerns as well as address the potential communication gap between staff and students regarding student suicidality.

This purchase is made under the General Services Administration (GSA) Cooperative Contract #47QRAA24D00B3.

The purchased subscriptions will run from September 1, 2026 through June 30, 2027, and will not exceed \$120,000.

Budget Code: SFH-0-S-JJ6-DE-ECTS (Ex Ed & Supportive Services – Contracted Services)..... \$120,000.00

Report on Change Orders in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000.

Contract: C032671 TBEY Arts Center, Inc.

On September 1, 2024, the Milwaukee Board of School Directors and TBEY Arts Center entered into Professional Services Contract number C032671 with a term of September 1, 2024 through August 31, 2027, to provide short and long residencies, to provide art classes to students in place of a licensed art teacher due to vacant positions, generally targeting elementary grades, but which may include middle and high school. A Request to Change Contract (RCC) was approved December 1, 2025, to add additional funds due to additional vacancies in art and music. An RCC was approved on 3/25/2026 to add funds of \$60,000 due to additional vacancies in art and music. An RCC was approved on 6/18/2026 to add funds of \$50,000 for continued services.

Original Contract Amount:	\$ 900,000.00
RCC 12/1/25	100,000.00
RCC 3/25/26	60,000.00
RCC 6/18/2026	50,000.00
Ending Amount:	\$ 1,100,000.00

Contract: C033458 CliftonLarsonAllen LLP

On July 1, 2025, the Milwaukee Board of School Directors and CliftonLarsonAllen LLP entered into Professional Services Blanket Contract number C033458 ("Contract"), with a term of July 1, 2025 through June 30, 2028, to provide audit services to audit MPS's financial statements for fiscal years 2025, 2026, and 2027 in accordance with the scope of services of RFP 1132. A Request to Change Contract (RCC) was approved on August 26, 2025, to add funds of \$30,000 for non-audit services in relation to the audit and to prepare the MPS ACFR as well as pension reports. On November 20, 2025, an RCC was approved to modify the scope of services to include non-audit services as indicated in Attachment C for the 2025 audit and to add compensation of \$39,250. On July 9, 2026, an RCC was approved to modify the scope to include ACFR and Preparation of Pension plans with compensation of \$31,700.

Original Contract Amount:	\$1,516,990.00
RCC 8/26/2025	\$30,000.00
RCC 11/20/2025	\$39,250.00
RCC 7/9/2026	\$31,700.00
Ending amount:	\$1,617,940.00

Contract: C034195 My Sistas Keeper

On January 1, 2026, the Milwaukee Board of School Directors and My Sistas Keeper entered into Professional Services Blanket Contract number C034195 ("Contract"), with a term of January 1, 2026 through September 30, 2026, to provide writing and mentoring workshops to engage students in group mentoring across six MPS GEAR UP schools. A Request to Change Contract (RCC) was approved on July 17, 2026, to add a second year to term on September 30, 2027 and to add funds of \$45,600 for eight 60-90 minutes workshops in eight different schools/sites for a total of 64 workshops; workbooks/journals for 200 students, writing supplies for eight schools, and rewards for completion of final workshop for eight schools.

Original Contract Amount:	\$35,600.00
RCC 7/17/2026	\$45,600.00
Ending amount:	\$81,200.00

Monthly Financial Reports

The report on revenues and expense;, the 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			
Bay View Montessori School	Sarah Reiter	15.00	Last Week of School Snacks -Rm 5
Bay View Montessori School	Abby Schaber	100.00	8th Grade Graduation Activities
Bay View Montessori School	Tia Kinens	156.00	Athletics Program in 2026-2027
Bay View Montessori School	Bay View Montessori School PTO	379.87	Support Year end Projects for the Primary Students
Browning School	United Way of Greater Milwaukee	153.58	Boys Day Event Snacks
Cass Street School	Jewish Community Foundation	1,500.00	General School Support
Fernwood School	United Way of Greater Milwaukee	1,009.18	General School Support
Forest Home Avenue School	Enthusiast Approved LLC, DBA Mimosa	150.00	Dance Club
French Immersion School	Kevin Green	76.00	4th Grade Gallery Night
French Immersion School	Milwaukee French Immersion Foundation	600.00	African Dance Programming
German Immersion School	Elizabeth Schickles	1,500.00	Fieldtrips/Classroom Supplies
Hamilton High School	* Alec Dix	250.00	Track Teams Equipment and Needs
Hamilton High School	US Bank	500.00	Prom Tickets
Hampton School	Memorial Lutheran Church	200.00	Danceworks Contract
Hawthorne School	Educators Credit Union - Brett Nielsen	400.00	General School Support
Lowell School	Jill Huffer	25.00	Playground Project
Milwaukee Sign Language School	Melissa Hamley	60.00	School Staff
Riley School	Children's Wisconsin	1,500.00	Bullying Prevention Campaign
Starns Discovery School	Box Tops for Education	3.00	General School Support
Starns Discovery School	Box Tops for Education	6.20	General School Support
Thoreau School	Box Tops for Education	15.70	General School Support
Victory School	Coccia Foundation	500.00	Conference Sponsor
	Total Monetary Donations	9,099.53	
Non-Monetary Donations			
Bay View High School	DonorsChoose	724.47	STEM
Bay View High School	DonorsChoose	847.66	Students with Disabilities
Cass Street School	DonorsChoose	942.48	Health Sports & Wellness, Music & The Arts
Craig Montessori School	DonorsChoose	163.09	Help Us Calm Down and Focus

Location	Donor	Amount	Gift or Purpose
Dr. B Carson Academy of Science	DonorsChoose	155.96	Music & The Arts, STEM
Dr. B Carson Academy of Science	DonorsChoose	221.19	Learning Through Snack
Dr. B Carson Academy of Science	DonorsChoose	315.62	Play-Doh Playground
Forest Home Avenue School	DonorsChoose	21.77	Classroom Essentials
French Immersion School	MFIS PTA	1,905.05	Large Format Laminator
Gaenslen School	DonorsChoose	288.10	Pre-K Clean Up Time!
Garland School	DonorsChoose	164.97	Sensory Spin Zone
Greenfield School	DonorsChoose	668.51	Tools to Learn
Holmes School	DonorsChoose	261.91	Reading Group Needs Books!
Longfellow Elementary	DonorsChoose	234.67	Literacy & Language, Students with Disabilities
Longfellow Elementary	DonorsChoose	408.83	Literacy & Language, Music & The Arts
Marshall High School	DonorsChoose	381.03	Hands-on History--Trebuchets
Morgandale School	DonorsChoose	361.17	Life Skills, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	145.65	Sensory Materials
Obama School of Career and Technical Education	DonorsChoose	131.50	STEM
Parkside School	DonorsChoose	651.56	Literacy & Language, Students with Disabilities
Spanish Immersion School	DonorsChoose	1,461.39	Little Hands, BIG Independence
Story School	DonorsChoose	981.09	A Library to Spark Literacy!
Trowbridge School	DonorsChoose	846.27	Fueling Teamwork Through Soccer
Wisconsin Conservatory	DonorsChoose	175.88	Literacy & Language, Racial Justice &Representation
Total Non-Monetary Donations		12,459.82	
Total Value of Donations		21,559.35	
* Donations from MPS Alumni		250.00	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee's Recommendation

Having set this item aside for separate consideration, your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on the Award of Exception-to-Bid Contracts**Background**

Exception Authorization to Enter into a Contract with Chenhalls Nissen, S.C., (Chenhalls) to Provide Legal Services in Processing H-1B Paperwork for Recruitment of International Teachers

The Administration is requesting authorization to enter into a contract with Chenhalls Nissen, S.C., (Chenhalls) to continue providing legal assistance in processing H-1B paperwork for current employees and new hires. Specifically, Chenhalls will provide counsel and legal advice to the district concerning its Labor Condition Application (LCA) with the U.S. Department of Labor. Additionally, Chenhalls will complete, file, and maintain petitions seeking approval of H-1B classification and status from U.S. Citizenship and Immigration Services (USCIS) for district employees, as well as, assist with the processing employer-sponsored permanent residency paperwork. Chenhalls has provided legal services to the district with regard to employees on H-1B visas since 2017. Jennifer Nissen, the attorney of record on the district's H-1B visa cases, has provided these services to the district since 2014.

Chenhalls has worked closely with Human Resources on H-1B visa cases and have extensive knowledge of district operations which facilitate efficient processing of H-1B visa cases. Switching law firms would be detrimental to district operations as efficiencies would be diminished, which would result in delays in getting international teachers into classrooms.

The exception to bid has been approved on the basis of continuity, services must be provided by this contractor for continuity (Administrative Policy 6320).

The contract shall run from September 1, 2026, through August 31, 2029, and the total cost of the contract will not exceed \$1,500,000.00.

The total cost of the contract in Year 1 will not exceed \$500,000.00. Encumbrances for future fiscal years will be made on or near the new fiscal year.

Budget Code: STF-0-0-ATT-HR-ECTS.(Contracted Services) \$1,500,000.00

Exception Authorization to Enter into a Contract with Effective School Solutions LLC for Intensive Therapeutic Services

The Administration is requesting authorization to enter into a contract with Effective School Solutions LLC for intensive therapeutic services. Contractor will be used to deliver Tier 3 intensive therapeutic services from one, FTE licensed therapist to a cohort of 10-12 students at a site to be determined by MPS. The ESS therapist will be embedded full-time in the school community and provides individual and group therapy, family therapy, parent/caregiver support meetings, and summer and crisis support for the cohort.

This service fills a district need to provide comprehensive therapeutic support within an intensive service delivery model. This contract will serve as an important pilot program to assess the efficacy of this service delivery.

The Exception to Bid has been granted on the basis of Unique Design (Administrative Policy 6320). Effective School Solutions offers a unique service that combines licensed therapeutic support for both students and their families, including psychiatric diagnostic evaluation, crisis stabilization, and year-round access for students and families via structured summer support program.

The contract will run from September 1, 2026 through August 30, 2029, and will not exceed

\$457,000. \$148,000 will be encumbered for Year 1, with Years 2 and 3 encumbered on or near the anniversary date of the contract.

Budget Code: SSU-0-U-EEN-DW-ECTS.(Ex Ed & Supportive Svcs – Contracted Services)..... \$457,000.00

Exception Authorization to Issue a Purchase Order to Indeed, Inc. to Provide Online Job Postings for Highly-Skilled, Classified, and Certificated Positions

The Administration is requesting authorization to issue a purchase order with Indeed, Inc. to provide online job posting for highly-skilled classified and certificated positions.

This partnership supports the district's priorities as we continue to recruit highly qualified staff to improve student academic achievement and district climate and culture.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services (Administrative Policy 6320).

The total cost will not to exceed \$80,600.00.

Budget Code: SCF-0-0-ATT-HR-EODU\$80,600.00

Exception Authorization to Issue a Purchase Order to the International Baccalaureate Organization for Annual Program Fees

The Administration is requesting authorization to issue a purchase order to the International Baccalaureate Organization (IBO) for annual program fees required to maintain authorization and participation in Milwaukee Public Schools' Career-Related Programme (CP), Diploma Programme (DP), Middle Years Programme (MYP), and Primary Years Programme (PYP). These annual fees provide participating schools with continued access to the International Baccalaureate curriculum framework, instructional resources, assessments, professional support, and authorization required to operate IB programmes.

The purchase supports the following International Baccalaureate schools:

Academia de Lenguaje y Bellas Artes (ALBA)

Academy of Accelerated Learning

Casimir Pulaski High School

MacDowell Montessori School

Marvin Pratt Elementary School

Morse Middle School

Ronald Reagan High School

Rufus King International Middle School

Wedgewood Park International School

Annual International Baccalaureate fees are a required component of maintaining authorization and ensuring that students continue to have access to internationally recognized academic programming. The requested purchase represents the annual fees for the schools listed above.

The purchase will be made as an Exception-to-Bid (ETB) in accordance with Administrative Policy 6320 based on the One-of-a-Kind and Continuity exceptions. The International Baccalaureate Organization is the sole provider of official IB authorization, curriculum, assessments, and related services, and continuation of these services is necessary to maintain the District's existing IB programmes.

The purchase order will cover a 12-month term from September 1, 2026, through August 31, 2027, and the total cost shall not exceed \$135,062.00.

Budget Code: GEN-0-SBD-EO-ECTS (Advanced Academics)\$135,062.00

Exception Authorization to Enter into a Contract with Kelly Services, Inc. to Provide Fully Licensed Teachers to Support Staffing Needs for the 2026-2027 School Year

The Administration is requesting authorization to enter into a contract with Kelly Services, Inc. Through this agreement, Kelly Services will recruit and provide fully licensed teachers to fill critical classroom vacancies across the District. Teachers secured through the contract will be assigned by the Human Resources

Department based on district staffing priorities, with an initial focus on nineteen identified priority schools experiencing the most significant teacher shortages.

Schools impacted by shortages are Auer, Clarke, Hopkins-Lloyd, Keefe, Siefert, Brown, Douglas, Jackson, LaFollette, Storms, Hartford, Sherman, Obama, Vincent, Alliance, Green Tree, Italian Immersion, Milwaukee School of Sign Language, and Wisconsin Conservatory of Lifelong Learning.

This partnership will provide MPS with an immediate source of qualified educators, allowing the District to more quickly fill vacant teaching positions while continuing its ongoing recruitment efforts. By placing licensed teachers in classrooms, the contract will reduce reliance on substitute teachers and other temporary staffing arrangements, improve instructional continuity, and provide students with consistent access to qualified educators.

The exception to bid has been approved on the basis of emergency purchase, services are needed urgently to provide staff for the 2026-2027 school year (Administrative Policy 6320).

The contract will run from September 1, 2026, through August 31, 2027, and the total cost of the contract will not exceed \$500,000.

Budget Code: GEN-0-I-BDL-DW-ECTS..... \$500,000.00

Exception Authorization to Issue a Purchase Order to Lamar Advertising, Airport & Transit Division for Transit Advertising to Promote Milwaukee Recreation Programs, Events, Facilities, and Community Offerings

The Administration is requesting authorization to issue a purchase order to Lamar Advertising, Airport & Transit Division for transit advertising services to promote Milwaukee Recreation programs, events, facilities, and community offerings during the 2026–2027 program year. This high-visibility advertising campaign will increase public awareness of Milwaukee Recreation opportunities and support outreach to residents throughout Milwaukee County.

Under this agreement, Lamar Advertising will produce, install, and maintain 10 Ultra Super King bus advertisements and 20 King bus advertisements featuring artwork provided by Milwaukee Recreation. These advertisements will remain in place for 52 weeks on Milwaukee County Transit System (MCTS) buses. Because MCTS buses rotate throughout the county, the advertisements will receive broad exposure across Milwaukee County neighborhoods. In addition, Lamar Advertising will produce and install one (1) fully wrapped MCTS bus to promote the opening of the new Milwaukee Recreation Community Center (MRCC). The full bus wrap will remain in service for eight (8) weeks beginning in June 2027 and will be assigned to a fixed Silver Spring route and displayed during the MRCC ribbon-cutting event.

An exception to the competitive procurement process has been granted under Administrative Policy 6320 as a one-of-a-kind purchase. Effective February 1, 2024, Lamar Advertising became the sole-source provider for Milwaukee County Transit System advertising services.

The advertisement campaign will run from September 28, 2026, through September 26, 2027, at a cost not to exceed \$70,469.00

Budget Code: RMK-0-0-PRC-RC-EADV (Milwaukee Recreation-Advertising)..... \$70,469.00

Exception Authorization to Extend Contracts with Mental Health America of Wisconsin, Childrens Hospital of Wisconsin Community Services, Sebastian Family Psychology Practice LLC, Sixteen Street Community Health Centers Inc, Lutheran Social Services of Wisconsin & Upper Michigan Inc for School Community Partnership for Mental Health (SCPMH) Services

The Administration is requesting authorization to extend contracts with Mental Health America of Wisconsin, Children's Hospital of Wisconsin Community Services, Sebastian Family Psychology Practice LLC, Sixteen Street Community Health Centers Inc, and Lutheran Social Services of Wisconsin & Upper Michigan Inc to provide mental health services and supports to students/families/staff. These contractors provide collaboration, direct services to students and families, professional development, staff and parent training.

Contractors will provide direct/indirect mental health services to students, family members and staff within the SCPMH parameters and guidelines. Services may include therapy to students, professional development with staff, parent education, student education, teacher consultation, critical incident debriefing, connecting with other agencies with specialized competencies, mental health consultation. The schools served under these contracts will be selected and assigned at the discretion of MPS based on the needs of the district and the strengths and capacity of each vendor.

The original contracts ran from October 1, 2024 through September 30, 2026. These contract extensions will run from October 1, 2026 through September 30, 2027 (Year 3).

The exception from the requirement of a competitive procurement process for these contracts has been granted on the basis of continuity of services (Administrative Policy 6320).

The total cost of these contract extensions will not exceed \$1,030,000 as follows:

Mental Health America of Wisconsin	\$150,000.00
Children's Hospital of Wisconsin Community Services	\$250,000.00
Sebastian Family Psychology Practice LLC	\$390,000.00
Sixteenth Street Community Health Centers Inc	\$ 50,000.00
Lutheran Social Services of Wisconsin & Upper Michigan Inc	\$190,000.00

Budget Code: OHM-0-I-MHS-DE-ECTS (Contracted Services, System Wide Costs)\$1,030,000.00

Exception Authorization to Issue a Contract to Wellpoint Care Network Inc for School Community Partnership for Mental Health (SCPMH) Services

The Administration is requesting authorization to enter into a contract with Wellpoint Care Network Inc to provide mental health services and support to students/families/staff. These contractors provide collaboration, direct services to students and families, professional development, staff and parent training.

Contractor will provide direct/indirect mental health services to students, family members and staff within the SCPMH parameters and guidelines. Services may include therapy to students, professional development with staff, parent education, student education, teacher consultation, critical incident debriefing, connecting with other agencies with specialized competencies, mental health consultation. The schools served under this contract will be selected and assigned at the discretion of MPS based on the needs of the district and the strengths and capacity of all vendors engaged in this service.

The Exception to Bid has been granted on the basis of continuity of services (Administrative Policy 6320).

The contract will run from September 1, 2026 through July 31, 2027, and will not exceed \$75,000.

Budget Code: OHM-0-I-MHS-DE-ECTS (Ex Ed Supportive Serv – Contracted Services)\$75,000.00

Exception Authorization to Issue a Purchase Order to Teachers First LLC for the Toddle Curriculum Planning Platform

The Administration is requesting authorization to issue a purchase order to Teachers First LLC for an annual subscription to the Toddle curriculum planning platform for Milwaukee Public Schools' International Baccalaureate (IB) programmes. Toddle is a comprehensive online platform that supports curriculum planning, lesson design, assessment, documentation of student learning, collaboration among educators, and parent communication while aligning with International Baccalaureate programme requirements and the Wisconsin Model Academic Standards. The purchase also includes Student Information System (SIS) integration, implementation support, unlimited professional learning, and ongoing technical support.

The purchase supports the following International Baccalaureate schools:

- Academia de Lenguaje y Bellas Artes (ALBA)
- Academy of Accelerated Learning
- Casimir Pulaski High School
- Edward A. MacDowell Montessori School

Gilbert Stuart School
 Lowell International Elementary School
 Marvin E. Pratt Elementary School
 Morse Middle School for the Gifted and Talented
 Ronald W. Reagan College Preparatory High School
 Rufus King International Middle School
 Wedgewood Park International School

The Toddle platform will support approximately 7,000–7,999 licensed student and staff users across 11 International Baccalaureate schools, providing a centralized curriculum planning system that promotes instructional consistency, collaboration, documentation of student

learning, and successful preparation for International Baccalaureate programme evaluations. The requested purchase will also ensure continuity of service for schools currently utilizing the Toddle platform while expanding access to additional participating IB schools.

The purchase will be made as an Exception-to-Bid in accordance with Administrative Policy 6320 based on the Continuity exception. Teachers First LLC is the exclusive provider of the Toddle platform and its associated licensing, implementation, and support services. Continuation of this platform is necessary to maintain consistency in curriculum planning and support existing International Baccalaureate programming throughout the District.

The purchase order will cover a 12-month term from September 1, 2026, through August 31, 2027, and the total cost shall not exceed \$121,000.00.

Budget Code: GEN-0-SBD-EO-ECTS (Advanced Academics)..... \$121,000.00

Exception Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System to Evaluate the Milwaukee Early Literacy League

The Administration is requesting authorization to extend a contract with Board of Regents of the University of Wisconsin System to evaluate the Milwaukee Early Literacy League. The contractor will analyze the results from the Milwaukee Early Literacy League and produce an evaluation report by September 1, 2027.

Contractor will also summarize fidelity of implementation and student progress data for key stakeholders in the form of reports, and participate in meetings to discuss data collection, fidelity of implementation, and student progress as specified under the Milwaukee Early Literacy League project logic model.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services with this vendor (Administrative Policy 6320).

The original contract ran from October 1, 2024 through September 30, 2025, and was subsequently extended for a second, one-year term (Year 2), from October 1, 2025 through September 30, 2026.

The Year 3 contract extension will run from October 1, 2026 through September 30, 2027, and the total cost shall not exceed \$231,750.

Budget Code: SDV-0-S-M47-AQ-ECTS

(Milwaukee Partnership Schools Grant – Contract Services)..... \$231,750.00

Exception Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System to Evaluate the Milwaukee Early Literacy League Project

The Administration is requesting authorization to extend a contract with Board of Regents of the University of Wisconsin System to evaluate the second year of the Milwaukee Early Literacy League Project.

Contractor shall provide formative data regarding the implementation of the activities from the Milwaukee Early Literacy League Learning to the project team members. The evaluation will focus on the metrics of early reading within the Milwaukee Early Literacy League. The evaluator will provide user-friendly data for

continuous improvement. The evaluator will focus on sustainability of collaborative practices and systems developed throughout the Milwaukee Early Literacy League project period.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity of services with this vendor (Administrative Policy 6320).

The original contract ran from October 1, 2024 through September 30, 2025, and was subsequently extended for an additional, one year term (Year 2), from October 1, 2025 through September 30, 2026.

The final extension will run from October 1, 2026 through September 30, 2027, and compensation shall not exceed \$177,160.

Budget Code: SDV-0-S-M47-AQ-ECTS (Milwaukee Partnership Schools Grant –
Contract Services).....\$177,160.00

Exception Authorization to Enter into a Contract with Forward Service Corporation for Jobs for America's Graduates (JAG) Program Services

The Administration requests authorization to enter into a contract with Forward Service Corporation ("FSC") to provide the Jobs for America's Graduates (JAG) program at South Division High School, Alexander Hamilton High School, and MacDowell Montessori School for approximately 150 to 180 at-risk students during the 2026-2027 school year.

The program will employ three (3) full-time JAG Specialists to provide career readiness instruction, leadership development, employability skills training, individualized student support, work-based learning opportunities, and twelve (12) months of post-graduation follow-up services designed to help students successfully transition to post-secondary education, military service, apprenticeships, or meaningful employment.

Forward Service Corporation administers Wisconsin's nationally accredited Jobs for America's Graduates (JAG) program and provides program oversight, curriculum, staff training, accreditation support, quality assurance reviews, technical assistance, and data reporting required to maintain program fidelity. The partnership supports student engagement, improves graduation outcomes, and strengthens workforce readiness through career exploration, employer partnerships, and leadership development opportunities.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 6320 based on continuity of services. Forward Service Corporation has successfully partnered with Milwaukee Public Schools to provide the nationally accredited Jobs for America's Graduates (JAG) program. Continuation of this partnership ensures uninterrupted services, maintains program accreditation, preserves established relationships with participating schools, and supports consistent outcomes for students.

The contract term shall be from September 1, 2026, through August 31, 2027, and total compensation under this contract shall not exceed \$75,000.00.

Budget Code:

GEN-H-I-BDH-SD-ECTS (General – South Division)\$25,000.00

GEN-H-I-BDH-MC-ECTS (General – MacDowell).....\$25,000.00

GEN-H-I-BDH-HA-ECTS (General – Hamilton).....\$25,000.00

Exception Authorization to Issue a Blanket Purchase Order to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue a blanket purchase order to the Milwaukee County Transit System for bus passes and tickets throughout the 2026-2027 school year.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity. (Administrative Policy 6320) 469

These bus passes and tickets are provided to students for various school activities. The total cost of these purchases will not exceed \$2,100,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation).....\$2,100,000.00

Exception Authorization to Extend the Contract with the University of Wisconsin Board of Regents to Offer College Courses to MPS High School Students through Dual Enrollment, Concurrent Enrollment, and M³ College Connections

The Administration requests authorization to extend the contract with the University of Wisconsin Board of Regents, on behalf of the University of Wisconsin–Milwaukee (UWM), to continue providing MPS high school students with opportunities to earn transferable college credits through Dual Enrollment, Concurrent Enrollment, and the M³ College Connections program. These programs enable students to earn both high school and transferable college credit simultaneously.

College courses will be delivered through one of the following instructional models:

UWM-employed instructors teaching courses on the UWM campus through the M³ College Connections program.

UWM-employed instructors teaching courses at one or more MPS high schools.

UWM-approved MPS high school teachers teaching UWM-approved courses at MPS sites.

Courses are offered during the UWM Fall, Spring, and Summer terms.

Through the M³ College Connections program, up to 100 MPS students will attend classes at the UWM campus one day per week and may earn up to six (6) transferable UWM college credits. Ethnic Studies courses will be offered during the Fall semester, and Educational Psychology courses will be offered during the Spring semester. Transportation and M-Passes will be provided, as needed, to support student participation.

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 initial contract term was September 1, 2024, through August 31, 2025, with two additional one-year extension options.

The final one-year extension for the period of September 1, 2026, through August 31, 2027, will not exceed \$340,000.00.

Budget Code:

TTC-0-I-CTE-DW-ECTS.....	\$190,000.00
GSP-0-S-CAC-EO-ECTS.....	\$150,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Professional Services Contracts:

Fund 10 - \$6,747,572.00

Fund 80 - \$ 70,469.00

Fund Categories:•

Fund 10 - General Fund•

Fund 27 - Special Education Fund•

Fund 38 - Non-Referendum Debt Service Fund•

Fund 46 - Long Term Capital Improvement Trust Fund•

Fund 50 - Food Service (Nutrition) Fund•

Fund 80 - Community Service Fund

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Having set this item aside for separate consideration, your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 5) Action on the Award of Professional Services Contracts

Background

RFB 5834 Authorization to Enter into a Contract with Adroit Advanced Technologies, Inc., Collaborative Student Transportation, LLC, Milwaukee Medical Transport LLC, United Medic Transportation LLC, WHC MKE, LLC dba zTrip for Human Service Vehicles or Van Type Transportation for Schools

The Administration is requesting authorization to enter into blanket contracts with Adroit Advanced Technologies, Inc., Collaborative Student Transportation, LLC, Milwaukee Medical Transportation LLC, United Medic Transportation LLC, WHC MKE, LLC dba zTrip for Human Service Vehicles (HSV) or Van Type Transportation for students throughout the metro-Milwaukee area, to and from school. This service will provide service for students who may require transportation to MPS schools and/or schools in the surrounding suburban districts. This service will provide both (1) Ambulatory and (2) Orthopedically Impaired (OI) requiring wheelchair transport.

The vendors were chosen pursuant to RFB 5834 which closed on May 6, 2026. The blanket contracts will run from August 28, 2026 through July 31, 2029.

The total cost of these contracts will not exceed \$12,900,000.

The three (3) year total cost of each of the blanket contracts will not exceed: Adroit Advanced Technologies, Inc.

Ambulatory	\$4,200,000.00	
Orthopedically Impaired (OI)		\$300,000.00

Collaborative Student Transportation, LLC		
Ambulatory	\$3,900,000.00	
Orthopedically Impaired (OI)		\$600,000.00

Milwaukee Medical Transportation LLC		
Ambulatory	\$1,230,000.00	
Orthopedically Impaired (OI)		\$ 270,000.00

United Medic Transportation LLC		
Ambulatory	\$ 900,000.00	

WHC MKE, LLC dba zTrip		
Ambulatory	\$1,290,000.00	
Orthopedically Impaired (OI)		\$ 210,000.00

Budget Code: 000-0-0-000-BL-ECTS(Contracted Services – Blanket Contract)...\$12,900,000.00

RFP 1081 Authorization to Extend Blanket Contracts to Follett Content Solutions, LLC and Mackin Educational Resources for Library Books and Library Materials

The Administration requests authorization to extend contracts with Follett Content Solutions, LLC and Mackin Educational Resources to supply library books and library materials throughout MPS. All schools throughout the district will be able to place purchase orders as needed throughout the term of each contract.

Contractor's were chosen pursuant to RFP 1081, which closed on October 24, 2022. In December 2022, the Board approved a contract with both Follett Content Solutions, LLC and Mackin Education Resources with a term of January 1, 2023, through December 31, 2025, (the "Initial Term"), with the possibility of two one-year extensions if certain performance metrics incorporated into the contract are met.

Performance metrics were met as follows:

Follett Content Solutions:		
Criteria for Renewal	Maximum Point	Evaluation Points
Provision of items within the specified timeframe	25	25
Quality of items furnished	25	25
Ability to meet the demand of request	20	20
Client satisfaction per survey data	10	9
Accuracy of invoicing for MPS District Orders	10	9
Reporting of products usages and inventory recommendation	10	10
Total:	100	98
Mackin Book Company DBA Mackin Educational Resources:		
Criteria for Renewal	Maximum Point	Evaluation Points
Provision of items within the specified timeframe	25	22
Quality of items furnished	25	25
Ability to meet the demand of request	20	19
Client satisfaction per survey data	10	7
Accuracy of invoicing for MPS District Orders	10	10
Reporting of products usages and inventory recommendation	10	10
Total:	100	93

The first extensions have a term of January 1, 2026, through December 31, 2026.

The second and final extensions will run from January 1, 2027, through December 31, 2027 and the total cost for each contract will not exceed \$1,200,000.00 for a total of \$2,400,000.

Budget Code: 000-0-0-000-BL-ECTS – Library Resources..... \$2,400,000.00

RFP 1084 Authorization to Extend Contract with P&A Administrative Services, Inc. DBA P & A Group to Provide Administration of Health Flexible Spending Account and Dependent Care Flexible Spending Account for MPS Employees

The Administration is requesting authorization to extend a contract with P&A Group. The flexible spending accounts are voluntary to employees. Employees elect the annual amount to contribute to the flexible spending accounts. The health flexible spending account allows employees to set aside tax-free dollars to be used for health expenses such as deductibles, copays for medical and prescription drugs, coinsurance, physician office visits, dental and vision care. The dependent care flexible spending account allows employees to set aside tax-free dollars to be used as reimbursement for work-related dependent care expenses.

Contractor was chosen pursuant to RFP 1084, which closed on July 8, 2022. In August 2022, the Board approved a contract with P&A Group with a term from January 1, 2023, through December 31, 2025, (the "Initial Term"), with the possibility of three one-year extensions if certain performance metrics incorporated into the contract are met.

Criteria for Renewal	Maximum Points	Evaluation Points
Claims processing (total) accuracy (Incidence of claims processed without any error) > 97%	40	40
Telephone response time > 90% in 30 seconds or less	20	20
Open call resolution turnaround time 100% in 48 hours	40	40

Total: 100 100
 The initial contract term was from January 1, 2023, through December 31, 2025 (Initial Term). The first extension will run from January 1, 2026, through December 31, 2026.

The second extension will run from January 1, 2027, through December 31, 2027, and will not exceed \$49,000.00.

Budget Code: DWC-00-EMB-DW-EDPC Contracted Services).....\$49,000.00

RFP 1085 Authorization to Extend Contract with National Vision Administrators, LLC (NVA) to Provide Vision Benefits to MPS Employees through a Fully Insured Vision Plan

The selected vision plan benefits provided to MPS employees, includes but not limited to, a 100% covered eye examination, an eyeglasses frame allowance of \$100 with standard glass or plastic lenses covered 100% or, in lieu of eyeglasses, a \$100 retail allowance on contact lenses. NVA's Eye Care Professional Network includes 95,489 providers at 17,711 locations. For MPS employees, there are on average two providers located within a 5-mile radius of their home.

Contractor was chosen pursuant to RFP 1085, which closed on July 12, 2022. In August 2022, the Board approved a contract with NVA with a term from January 1, 2023, through December 31, 2025, (the "Initial Term"), with the possibility of three one-year extensions if certain performance metrics incorporated into the contract are met.

Criteria for Renewal	Maximum Points	Evaluation Points
Claims processing (total) accuracy (Incidence of claims processed without any error)> 97%	40	40
Telephone response time > 90% in 30 seconds or less	20	20
Open call resolution turnaround time 100% in 48 hours	40	40
Total:	100	100

The initial contract term was from January 1, 2023, through December 31, 2025 (Initial Term). The first extension will run from January 1, 2026, through December 31, 2026.

The second extension will run from January 1, 2027, through December 31, 2027, and will not exceed \$749,800.00.

Budget Code: DWC-0-0-EMB-DW-EMDI Medical Insurance* District Wide)\$749,800.00

RFP 1109 Authorization to Extend Two Contracts with Delta Dental of Wisconsin, Inc., for Dental Insurance

The Administration is requesting authorization to extend the two contracts with Delta Dental of Wisconsin, Inc. ("Delta Dental") for the administration of the District's dental plans. The district partnered with Hays (Benefit Consultants) to develop and evaluate RFP 1109 for the administration of the self-funded dental Preferred Provider Plan (PPO) and the fully insured

Dental Health Maintenance Organization (DHMO) plan. Of the employees enrolled, 45% are in the PPO plan and 55% are in the DHMO plan. Delta Dental quoted a replication of the current self-funded PPO and the fully insured DHMO. Both plans designs would mean no disruption to employees.

Contractor was chosen pursuant to RFP 1109, which closed on April 4, 2023. The contract for the self-funded PPO plan will run from January 1, 2024, through December 31, 2026 (the "Initial Term"), with two one-year options to extend if certain performance metrics incorporated into the contract are met. The contract for the fully insured DHMO plan will run from January 1, 2024, through December 31, 2026 (the "Initial Term"), with two one-year options to extend if certain performance metrics incorporated into the contract are met.

On the self-funded PPO plan, Delta Dental proposed an administrative service only (ASO) fee of \$2.30 per employee per month with a 5-year fee guarantee. The total cost of this contract is \$97,000 in the first one-year extension. Delta Dental also included other performance guarantees.

On the fully insured DHMO plan, Delta Dental proposed a monthly premium of \$37.63. for single coverage and \$124.36 for family coverage. The total cost of this contract in the first one-year extension is \$5,039,500.

The first extensions for both contracts will run from January 1, 2027, through December 31, 2027, and the total cost for the self-funded PPO plan in the first one-year extension will not exceed \$97,000.00. The total cost for the fully insured DHMO plan in the first one-year extension will not exceed \$5,039,500.00.

Details about the evaluation criteria may be found in the minutes of your Committee's meeting.

The total cost of the two contracts in the first one-year extension will not exceed \$5,136,500.00.

Budget Code: DWC-0-0-EMB-DW-EDNI (Employee Benefits-Dental)..... \$5,136,500.00

Cooperative Authorization to Issue a Contract to International Languages for Translation and Interpretation Services

The Administration is requesting authorization to enter into a contract with International Languages for translation and interpretation services for the Bilingual Education department. This contractor provides written translation services in a variety of languages to schools and departments across the District; and oral interpretation for district and school events.

MPS is a multilingual, multicultural school district. The services provided by International Languages support the District's need to make sure families of all language backgrounds are able to receive information about the District, their schools and their children in the language in which they are most comfortable reading and speaking. The interpretation services provided ensure important District events are as inclusive as possible.

The contract is supported under State of Wisconsin-Contract #505ENT-M25-INTERPTRANS-00.

The contract will run from September 1, 2026, through August 31, 2027 and will not exceed \$85,000.

Budget Code: BLG-0-0-INV-DW-ECTS (CONTRACT SERVICES BILNG/MTC)..... \$85,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Fund 10 - \$21,320,300.00
Fund Categories:•
Fund 10 - General Fund•
Fund 27 - Special Education Fund•
Fund 38 - Non-Referendum Debt Service Fund•
Fund 46 - Long Term Capital Improvement Trust Fund•
Fund 50 - Food Service (Nutrition) Fund•
Fund 80 - Community Service Fund

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

By consensus, your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 6) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts, Exception to Bid, Change Order, and Material Purchase Recommendation and Report of Job Order Contracting Contracts

Professional Services Contract

The Administration requests that the Board approve the following professional services contracts:

RFP #26-010 Central Station Monitoring Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Central Station Monitoring Services at Various MPS Sites.

Selected Firm: Securitas Technology Spending Authority Requested: \$350,000.00

Contract Period: August 28, 2026 – August 27, 2029 Budget Code: SCS 00 UTL DW ECTS

RFP #26-010 Security Guard Response Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Security Guard Response Services at Various MPS Sites.

Selected Firm: Securitas Security Services USA Spending Authority Requested: \$1,200,000.00 Contract Period: August 28, 2026 – August 27, 2029 Budget Code: SCS 00 UTL DW ECTS

RFP #26-023 Certified Woodchip & Landscape Mulch Supply and Installation Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Certified Woodchip & Landscape Mulch Supply and Installation Services at Various Recreation and MPS Sites.

Selected Firm: Natural Solutions LLC Spending Authority Requested: \$400,000.00

Contract Period: August 28, 2026 – August 27, 2029

Budget Code: Various

Equipment Purchase

Cafeteria Tables

Brown Street School

Prime Contractor

Duet Resource Group Inc. 224 South 1st Street Milwaukee, WI 53204

Base Bid of \$62,397.44

Funds are available for the Cafeteria Table project under account code FAR 0A EHS FM EMMB (Project 9893).

Pricing provided per UW Contract #23-5665.

Flood Replacement Furniture

Riverside High School

Prime Contractor

Hertz Furniture Systems LLC 300 Tice Boulevard Woodcliff Lake, NJ 07677

Base Bid of \$93,560.12

Funds are available for the Flood Replacement Furniture project under account code BLD 00 FLD DW ECNC (Project 9750).

Pricing provided per TIPS Contract – Furniture 230301.

Riverside High School

Prime Contractor

Hertz Furniture Systems LLC 300 Tice Boulevard Woodcliff Lake, NJ 07677

Base Bid of \$60,007.48

Funds are available for the Flood Replacement Furniture project under account code BLD 00 FLD DW ECNC (Project 9750).

Pricing provided per TIPS Contract – Furniture 230301.

Library Furniture

Andrew Douglas Campus

Prime Contractor

Complete Office of Wisconsin Inc. N115 W18500 Edison Drive Germantown, WI 53022

Base Bid of \$91,368.64

Funds are available for the Library Furniture project under account code FAR 0A EHS FM EMMB (Project 9892).

Pricing provided per UW Contract #23-5665.

School Expansion Furniture

Various MPS Sites

Prime Contractor School Specialty W6316 Design Drive Greenville, WI 54942

Base Bid of \$71,911.24

Funds are available for the School Expansion Furniture project under account code FAR 0A CCT FM ECNC (Project 10234).

Pricing provided per AEPA Contract #I026-A.

Exception to Bid

Recommended for the Board's approval at this meeting is the following MPS Standard (exception to bid) purchase order for Masters McQuay Joint Venture.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Master McQuay Joint Venture to provide parts and to repair the Chiller at North Division High School. The Purchase Order is in the amount of \$94,131.00.

Funds are available for the Chiller repair via account code DBS 00 EHS FM EMMB.

The exception from the requirement of a competitive procurement process for this contract has been granted to provide parts and repair the Chiller under this purchase order. It must be provided by this contractor due to continuity and delivery date time constraints (Administrative Policy 3.09(7)(E)(1)(b)(iv) and 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 Hein Electric Supply Company.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Hein Electric Supply Company to provide lighting for the investment project at Starms Discovery Learning Center. The Purchase Order is in the amount of \$112,446.00.

Funds are available for the Lighting project via account code FAR 0A EHS FM EMMB.

The exception from the requirement of a competitive procurement process for this contract has been granted to provide lighting under this purchase order. It must be provided by this contractor due to delivery date time constraints (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 Service Painting Corporation.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Service Painting Corporation to paint the Auditorium ceiling at Story School as part of the district-wide lead paint stabilization project. The Purchase Order is in the amount of \$165,000.00.

Funds are available for the painting of the Auditorium ceiling via account code CST 0A LAP FM ECNC.

The exception from the requirement of a competitive procurement process for this contract has been granted to paint the Auditorium ceiling under this purchase order. It must be provided by this contractor as they are responding to an emergency (Administrative Policy 3.09(14)).

Recommended for the Board's approval at this meeting is the following MPS Standard (exception to bid) purchase order for Service Painting Corporation.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Service Painting Corporation to paint various classrooms at Pulaski High School to accommodate the students moved from Lincoln Avenue School due to the fire. The Purchase Order is in the amount of \$175,000.00.

Funds are available for the painting of the various classrooms 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 paint the Auditorium ceiling under this purchase order. It must be provided by this contractor as they are responding to an emergency (Administrative Policy 3.09(14)).

Recommended for the Board's approval at this meeting is the following MPS Standard (exception to bid) purchase order for Built 414 Electric LLC.

The Administration recommends that the Board authorize the MPS Standard (exception to bid) purchase order for Built 414 Electric LLC to provide electrical work at Pulaski High School to accommodate the students moved from Lincoln Avenue School due to the fire. The Purchase Order is in the amount of \$160,000.00.

Funds are available for the electrical work 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 provide electrical work under this purchase order. It must be provided by this contractor as they are responding to an emergency (Administrative Policy 3.09(14)).

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: \$187,276.93

The Design Clarification Change Order includes revisions to Generator Location and associated site changes including the addition of a concrete pad, fencing, tree removal and adjustments to the adjacent sidewalks. Other changes include Structural modifications to accommodate ADA lift at the stage areas, electrical changes for access control, additional painting required at gypsum areas added for the saw cutting of the concrete beam location, and the addition of a door.

Total Amount of Change Order: \$85,409.00

Following Selective Demolition of the existing building, the Project Team performed a walk through to verify expectations for final finish conditions - patching and painting of walls, floor repair, wood trim repair, etc.

This walk through allowed the Project Team to compare the design intent to the actual conditions uncovered during Selective Demolition. The Design Clarification Change Order ensures that design intent is met.

Total Amount of Change Order: \$264,048.76

The Owner Requested Change Order is related to changes required to meet the requested Pool Dewatering System by DFMS Plumbing Shop and Pool Operations, including the addition of a permanent duplex pumping system, permanent hard pipe drain and level monitors.

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 the following contracts that were issued during the month of July, 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 = \$1,950,000.00

Equipment Purchases: Total Equipment Purchases Requested = \$379,244.92Exception to Bid: Total Exception to Bid Requested = \$706,577.00Change Order: Total Change Order Requested = \$536,734.69

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.

Committee's 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.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7) Report with Possible Action On Limited-Term Employees, January 2026-June 2026

Background

Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, shall present a report on all Limited-Term Employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during January through June 2026 is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

N/A

Committee's Recommendation

Your Committee reports having received the foregoing report with its consent agenda. Although this item was noticed for possible action, no action is required.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 8) Action on a Request to Approve Revisions to the Previously-Approved Employee Handbook

Background

An Employee Handbook is more than a collection of policies and procedures, it is a reflection of who we are as an organization and the culture we strive to create. It establishes clear expectations, promotes consistency and fairness, and provides employees with a shared understanding of our values, responsibilities, and commitment to one another. By clearly communicating how we work together, support our students and families, and uphold professionalism, respect, accountability, and integrity, the handbook helps create a workplace where employees feel informed, valued, and empowered to succeed. It serves as an important foundation for building trust, strengthening our organizational culture, and ensuring that every employee contributes to a positive and supportive work environment.

As the District's operations, practices, and legal requirements have evolved, it has been necessary to update the Employee Handbook to ensure it remains current and relevant. The Milwaukee Board of School Directors approved revisions to the handbook last in 2016, 2017, and 2023.

In collaboration with our union partners, district leaders, and legal counsel, the Employee Handbook has been comprehensively revised. The attached Employee Handbook reflects these collaborative updates and is seeking approval by the Milwaukee Board of School Directors.

Key additions/revisions include but not limited to:

1. MPS Vision / Core Beliefs
2. Building Committees
3. Reference Policy Updates
4. Professional Responsibilities and Expectations
5. Employee Rules of Conduct
6. Workday/Lunch/Breaks

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

Upon approval by the Board, the Administration will proceed with implementation, which includes,

- (1) updating the Employee Handbook on the MPS website;
- (2) providing information about the revised Employee Handbook in the MPS Express;
- (3) working with the Department of Communications and Outreach to communicate this update to all staff through various resources;
- (4) assisting district administration in understanding the revisions, so they can answer the questions of their staff; and
- (5) having all MPS staff sign off on acknowledgement of the Employee Handbook.
- (6) annual review of the Employee Handbook with a working committee of staff.

Committee's Recommendation

Your Committee recommends that the Board approve the revisions to the Employee Handbook, as presented in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Update with Possible Action on Annual Audit Activities Within the Office of Accountability and Efficiency

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

District Policy po0181.001 charges the Office of Accountability and Efficiency (OAE) with administering the Board's audit activities. The OAE is providing an update on annual audit activities.

FY26 Approved Activities

1. Year-End Financial Audit
2. Performance Audits
 - Public Records Request Review
 - HR Foreign Country Recruitment
3. Follow-Ups
 - Student Expulsion
 - Accounts Payable
 - Payroll Internal Controls
4. Evaluations
 - FMS Billing
5. Hotline Activities
6. School Audits
 - 5 Partnership program audits and management letter
 - 11 Charter School audits
 - 18 traditional school audits
 - 5 new principal audits

Approved Activities – Status

1. Year-End Financial Audit (Completed)
 2. Performance Audits Fleet Audit (2026-020)
 - Public Records Request Review (In progress)
 - HR Foreign Country Recruitment (In progress)
 3. Follow-Ups
 - Student Expulsion (FY27 Plan)
 - Accounts Payable (FY27 Plan)
 - Payroll Internal Controls (Completed)
 4. Evaluations
 - FMS Billing (Not Started)
 5. Hotline Activities and Reviews (42 recorded tips)
 6. School Audits
 - 5 Partnership program audits and management letter (Completed)
 - 11 Charter School audits (Completed)
 - 18 traditional school audits (Completed: 20)
 - 5 new principal audits (Completed: 9)
- 56 total reports issued in FY26 92% completion rate

Additional Activities

- Chief Auditor Retired
- Onboarded 2 Performance Auditors I
- Relocated from CS 266 to 162
- External Audit Report Reviews
- District Risk Assessment

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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(Item 10) Quarterly Report with Possible Action on Fiscal Transparency

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

During the first quarter of fiscal year 2027, the Office of Accountability and Efficiency advanced fiscal transparency initiatives through publication of historical vendor payment data for FY2015-FY2026, expansion of publicly available financial resources, and implementation planning for recurring transparency reporting.

Key accomplishments include:

- Publication of vendor payment datasets.
- Publication of archived five-year forecasts.
- Continued development of procurement transparency reporting.
- Review of ADA accessibility requirements affecting transparency initiatives.

The full report is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Implementation and Assessment Plan

Work will continue during the second quarter to expand procurement reporting, publish recurring transparency data sets, and evaluate opportunities for improved reporting and process efficiency.

The next quarterly update will be presented in late fall or early winter 2026.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action on Academic Standards

Your Committee reports having received the following information. No action is required.

Background

As required by the Wisconsin Department of Public Instruction, the school board includes a notice of adopted academic standards on its agenda at the start of the school year. The academic standards addressed are:

1. Wisconsin Academic Standards:

Wisconsin Standards for English Language Arts (2020): focus on ensuring every student has the ability to comprehend and create text because it is the primary way we share information and ideas.

Wisconsin Standards for Mathematics (2021): demonstrates a commitment to our students for high expectations for knowledge, skills and deep understanding of mathematics and a critical shift resulting in students having strong math identities.

Wisconsin Standards for Science (2017): Based on the National Next Generation Science Standards (NGSS), these standards identify the science and engineering practices, disciplinary core ideas, and crosscutting concepts students should develop throughout K–12. District implementation is supported through STEM instruction and Project Lead the Way initiatives.

Wisconsin Standards for Social Studies (2018): Provide a foundation for what students should know and be able to do at each grade level while supporting inquiry, civic engagement, historical thinking, geography, economics, and the behavioral sciences. Implementation is supported through district-adopted instructional materials.

Wisconsin Model Early Learning Standards (WMELS) (2014): Focus on student-initiated and teacher-initiated activities for early learning success.

Wisconsin Standards for World Languages (2019): Support equitable access to meaningful learning outcomes for all world language learners.

Wisconsin Career and Technical Education Standards (2024): Prepare students for college, careers, and high-demand industries by developing technical knowledge, employability skills, and career readiness across multiple career pathways.

2. English Language Development (ELD) Standards (WIDA 2020): Expand multilingual learners' language capabilities, integrating language and content learning.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

* * * * *

(Item 2) Report with Possible Action on the 2026-27 Partnership with Forward Scholars

Your Committee reports having received the foregoing report. Although this item was noticed for possible action, no action is required.

Background

Forward Scholars is a community volunteer tutoring program dedicated to helping K-3rd grade students who are not yet reading at grade level. Launched in 2022, the program initially served 163 students across 5 MPS schools. Since then, they have expanded to 9 schools.

For the 2026-27 school year, Forward Scholars will work with the following schools: Lloyd Barbee Montessori Elementary School, Bryant Elementary School, Cass Street Elementary School, Forest Home Elementary School, Greenfield Bilingual Elementary School, Oliver Wendell Holmes, Byron Kilborn Elementary School, Ninety Fifth Street Elementary School, and Gilbert Stuart Elementary School.

In partnership with MPS school staff to identify students not yet reading at grade level and pair them with dedicated, trained community volunteers for personalized, one-on-one tutoring twice a week. With their credentialed literacy specialists guiding the program, fostering literacy growth, confidence, and a love of reading.

Meet the Team

Leadership & Support Staff

Our diverse team brings many years and types of professional experience to our program. We are highly motivated to intentionally develop meaningful relationships and are committed to the success of each one of our Forward Scholars students.

Site Coordinators

Our site coordinators are credentialed teachers who coach and support our dedicated community volunteers. They create individualized lesson plans and prepare the materials that fuel each student's success.

Board of Directors

Comprised of community leaders that share a determination to provide literacy access for all children in Milwaukee.

What We Do

Forward Scholars uses Book Buddies, a research-backed tutoring framework, to deliver data-driven, individualized instruction that directly addresses early reading and writing gaps. In close partnership with school staff, we identify students who are not yet at grade level and match them with trained, committed community volunteers. Students receive one-on-one tutoring twice weekly throughout the school year, with instruction designed and coached by credentialed Forward Scholars staff. Our model centers on strong, trust-based relationships with students, families, and schools—because lasting literacy growth happens when children are seen, valued, and understood.

Partner Schools

We are proud to serve students at eight Milwaukee Public Schools and two charter schools in Milwaukee.

Forward Scholars Partnerships 2025-2026

*Bruce-Guadalupe Community School - 1028 S. 9th Street

Bryant Elementary - 8718 W. Thurston Avenue

Forest Home Avenue - 1516 W. Forest Home Avenue

Gilbert Stuart Elementary - 7001 N. 86th Street

Greenfield Bilingual - 1711 S. 35th Street

*Hmong American Peace Academy (HAPA) - 4601 N. 84th Street

Lloyd Barbee Montessori - 4456 N. Teutonia Avenue

Maple Tree Elementary - 6644 N. 107th Street

Ninety-Fifth Street - 3707 N. 94th Street

*Oliver Wendell Holmes - 2463 N. Buffum Street

*New for 2025-26 school year!

Demographics & Data

We completed our fourth year of partnership with MPS, and served students at eight MPS schools this year. Next year we will serve students at nine MPS schools.

2022-2023 School Year

- 6 programs in 5 schools
- 163 students served
- 172 community volunteers as tutors & subs
- 4 staff members (3.5 FTE)

2023-2024 School Year

- 9 programs in 7 schools
- 298 students served

- 250 community volunteers as tutors & subs
- 8 staff members (7 FTE)

2024-2025 School Year

- 9 programs in 9 schools
- 267 students served
- 285 community volunteers as tutors & subs
- 10 staff members (7 FTE)

2025-2026 School Year

- 10 programs in 10 schools
- 300 students served
- 315 community volunteers as tutors & subs
- 12 staff members (9 FTE)

Program Results 2025-2026

School Year	Spelling Pre-Assessment	Spelling Post Assessment	Change	Word Reading Pre-Assessment	Word Reading Post-Assessment	Change
2025-26	40%	71%	+31%	29%	78%	+49%
2024-25	38%	68%	+30%	22%	69%	+47%
2023-24	48%	80%	+32%	29%	74%	+45%

Next Steps

Growing Our Impact in 2026–2027

- New Signature Fundraising Event
- Two New Site Coordinators
- New Board Members
- New Leadership: Program Director & Team Lead

Launching the 2026–2027 School Year

- August 17–25: Staff Professional Development & Planning
- August 26–27: Volunteer Tutor Training
- August 28: Forward Scholars Begins Work in MPS Schools
- September 2-15: Assessment Window

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

n/a

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(Item 3) Report with Possible Action on the MPS Academic/Literacy Plan

Your Committee reports having received the foregoing report. Although this item was noticed for possible action, no action is required.

Background

In the 2025-26 school year, Administration presented monthly with updates to the 2025-26 Academic Plan. Administration responded to questions regarding the literacy portion of the 2025-26 Academic Plan, outlined the district's assessments for the school year, provided updates on the recommendations from the MGT audit, and included feedback from stakeholders in presentation during the second semester. In January of 2026, MPS staff received the new HMH V3 materials and HMH's onsite support, as well as the collaborative work in the offices of Schools and Academics regarding literacy. Throughout the second semester, Administration shared updates regarding professional development for school based staff, the work of the Literacy Leadership Team, and our continued collaboration with HMH, MGT, ASC and MTEA. Tonight, the Administration will recap the 2025-2026 school year's progress and give a preview of key components of the K5-5 Literacy plan, the new 9-12 adoption and the literacy support given for middle school and other content areas.

25-26 K5-5 Literacy Implementation

2526 Learnings

What Worked

- Strategic Focus Area for District
- Aligned teacher PD
- Aligned principal PD
- Collaborative Learning Walks
- HMH modeling days

Next Steps

- Deepen what's working in K5-5
 - Extend literacy implementation to K-12
 - Invest further in leader development
- Implementation for 2627

Our North Star

90% of this year's Kindergarten class (FY26) will be readers on their 4th grade NAEP Academic Priorities

How will MPS strive toward it's North Star?

- High-quality instructional materials implementation in literacy in Sy 2526 and all core subject areas adopted by January 2027
 - Daily access to high-leverage instructional practices in Tier 1 instruction for literacy, mathematics, and all core subjects, with an emphasis on promoting student thinking
 - High-quality professional learning for principals, instructional facilitators, and teachers to develop school-based academic leadership.
 - Student access to Tier 2 and Tier 3 instructional opportunities, creating sound intervention systems at the school level.
- 26-27 Principal Development
District sessions - Leadership Focus - Whole-district learning: data, practice, principal panel, ongoing leadership strand
Learning community session - Data Focus: Co-led with rotating principals: data review, Academic Superintendent-directed time
Affinity Group session - Community Focus: Leader-directed time within each affinity group 26-27 Alignment and Coherence
 Office of Academics; Office of Schools; Office of Family, Community and Partnerships Expect Great Things meetings twice monthly:
 System-wide coherence
 Expect Great Things Summit
 A district-wide investment in high-quality, evidence-based instruction

In partnership with CORE Learning & UnboundEd
 Aligned to Science of Reading & National Math Standards
 Deliberate focus on English Language Learners and students with IEPs
 Three pathways: literacy, math, & leadership Anchored in strong tier 1 instruction

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

n/a

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COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director O'Halloran presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Action on a Request to Adopt Administrative Policies 0176, Labor Relations; 5460 Graduation Requirements; 5850 Social Events; and Section 9000 Community Relations and Recreation

Background

In July 2026 the Board adopted its newly revised Administrative Policies and Bylaws. Certain individual policies were not included in the adoption, as they were still under review by the policy drafting team.

Through collaboration with our union partners and after consultation with legal counsel, the following policies are now presented for adoption:

0176.001 - LABOR RELATIONS

LEGAL STATUS

- A. "Collective bargaining" is defined as the performance of the mutual obligation of the employer and its employees in a collective bargaining unit to meet and confer at reasonable times, in good faith, with the intention of reaching an agreement or to resolve questions arising under such an agreement.
- B. The Board shall meet and confer with any recognized bargaining unit with respect to wages. Any agreement reached shall be put in writing and presented to the Board for approval.
- C. The Board may meet and confer with any recognized bargaining unit or other employee group with respect to other working conditions; however, the Board is not required to meet and confer on subjects reserved to management, except as those subjects affect the employees' base wages. Nor does the law require the Board to accede to any demand made by a bargaining unit or employee group, as only the Board has been granted by statute the final authority to establish policies for the school system.

BOARD AGENTS

- A. The Board is ultimately responsible for meeting the obligations of this policy; however, the Board delegates to the Superintendent the authority to meet and confer with recognized bargaining units.
- B. The Superintendent shall have supervisory authority over the labor negotiations staff.

- C. The Board reserves the right to employ persons outside of the District as needed to assist in labor-relations activities.

RECOGNIZED BARGAINING UNITS

- A. In accordance with Wisconsin Statutes, the Wisconsin Employment Relations Commission certifies bargaining units as the exclusive representatives of the various classifications of personnel. The Board recognizes the following as certified bargaining units:

1. Milwaukee Teachers Education Association (MTEA)
2. Psychologists Association of the Milwaukee Public Schools (PAMPS)

The superintendent or his/her designee shall also maintain an up-to-date list of those positions not included in any recognized bargaining unit.

DISCLOSURE OF TERMS

The Administration shall provide full disclosure of the terms, as well as the fiscal and policy implications, of the District's wage agreements with all collective bargaining units to the Board before said agreements come before the Board for approval.

5460 - GRADUATION REQUIREMENTS

It shall be the policy of the Board to acknowledge each student's successful completion of the instructional program appropriate to the achievement of District goals and objectives as well as personal proficiency by the awarding of a diploma at fitting graduation ceremonies.

A student must earn twenty-two (22) credits, including the credit requirements set by State statute, to be eligible to receive a diploma, provided all other requirements as determined by the State and the Board are met. The Board requires the following credit requirements for a diploma:

For the Classes of 2027, 2028, and 2029

English	4 credits
Mathematics	3 credits
Science	3 credits
Social Studies	3 credits
Health	0.5 credits
Physical Education	1.5 credits
Personal Financial Literacy	0.5 credits (Class of 2028 and beyond)^
Fine Arts	1.0 credit
World Languages	2.0 credits

English Language learners may substitute English as a Second Language courses in place of world language courses^^

College-and-career-readiness coursework 1.0 credit

Any combination of approved college and career readiness coursework totaling one (1) credit^^^

Electives 2.5 credits

^ For the class of 2027 at select high schools, 0.5 credit of personal finance will be required as one of the college and career readiness courses.

^^ Students who test out of English as a Second Language during high school are not required to take additional World Language credits, but are still required to meet the total of twenty-two (22) credits for graduation.

^^^ For example, if a student takes an AP or IB course (e.g., AP English), that course may be counted for both the graduation requirement of 4.0 credits of English and also for the college and-career readiness requirement.

For the Class of 2030 and Beyond

English	4 credits
Mathematics	3 credits
Science	3 credits
Social Studies	3 credits
Health	0.5 credits
Physical Education	1.5 credits

Personal Financial Literacy 0.5
credits (Class of 2028 and beyond)*

Fine Arts 1.0 credit

World Languages 2.0 credits

English Language learners may substitute English as a Second Language courses in place of world language courses**

College-and-career-readiness coursework 1.0 credit

Any combination of approved college and career readiness coursework totaling one (1) credit***

Electives 2.5 credits

* Beginning with the class of 2026 at select high schools, 0.5 credit of personal finance will be required as one of the college and career readiness courses.

** Students who test out of English as a Second Language during high school are not required to take additional World Language credits, but are still required to meet the total of twenty-two (22) credits for graduation.

*** For example, if a student takes an AP or IB course above and beyond the graduation requirement (e.g., English), that course will count for the college and-career readiness requirement.

To earn a high school diploma, a student must successfully complete a civics assessment in accordance with State statute.

Students shall complete the Free Application for Federal Student Aid (FAFSA) unless waived by the Chief Academic Officer for students who are unable to access parental financial information, are undocumented, or whose parents allow them to abstain.

All District schools must adhere to the core credit requirements as shown above, and no school will be allowed to require additional credits in order to earn a District diploma. Individual schools, however, may require additional courses or projects for completion of specific program certifications (e.g., Honors, International Baccalaureate, career and technical education) which may be designated on the District diploma.

In addition to the above requirements, must also have completed one of the following three (3) course-embedded options, to be appropriately noted on a transcript:

Online learning;

Community-service experience;

Service learning.

All students shall successfully complete the necessary requirements for Academic and Career Planning (ACP) documented in the state approved software (115.28(59), Wis. Stats.), as well as the required activities for their academic and career plan from when they enter a District high school.

A student graduating prior to 2028 must also have participated in curriculum relating to financial literacy in order to earn a diploma.

In accordance with State law, a Board may not grant a high school diploma to any student unless, during the high school grades, the student has been enrolled in a class or has participated in an activity approved by the Board during each class period of each school day, or the student has been enrolled in an alternative education program (defined in 115.28(7)(e)1, Wis. Stats.) or is participating in a Board-approved program that allows a student enrolled in the high school grades who has demonstrated a high level of maturity and personal responsibility and is deemed by the school administration to be eligible to leave the school premises for up to one (1) class period each day if the student does not have a class scheduled during that class period.

The Board authorizes the Superintendent to waive graduation requirements and receive a District diploma, except for the core requirements, in exceptional cases to suit the needs of a student subject to Wis. Admin Code, PI 18.03 and PI 18.04.

Physical Education Credits

Students in grades eleven (11) or twelve (12) who have participated in interscholastic athletics, marching band, cheerleading, or any physical activity where a log is kept and signed off on by an adult for at least fifty (50) hours over a minimum of six (6) weeks as defined on the District website, while enrolled in grades eleven (11) and twelve (12), and as documented by the high school Physical Education (PE) teacher, may be excused from 0.5 credits of the high school physical education requirement, provided they

take an additional 0.5 credit in English, social studies, mathematics, science, or health education, at their choosing.

Graduation Credit as a Middle School Student

The Board permits students in 7th or 8th grade to earn credit towards a high school diploma in any class taken that is approved by the Board for such purpose, provided that the student is academically prepared based on performance on approved student assessments. Any course designated for high school credit at the middle school level must be taught by a teacher with high school certification in the subject matter and must be taught using curriculum and assessments equivalent to those used in the subject at the high school level.

Credit may be earned in any of the core required course areas of English, social studies, mathematics, science, physical education, or health and/or meet one of the graduation requirements of an online course, service learning experience, or community service.

Courses taken by middle school students for high school credit shall appear on the students' high school transcript, along with the grade received; however, the grade and class will not be factored into the students' high school grade point average.

When classes are held at the high school, appropriate transportation shall be arranged by the student's parent prior to a student being enrolled in an approved course at the high school.

The Board directs the Superintendent to develop appropriate courses after determining annually whether sufficient student interest and appropriate staffing justifies offering such course(s). The Superintendent shall establish procedures to determine whether a middle school student is academically prepared to take any course approved for high school credit.

Alternative Education Diploma

The Board authorizes the Superintendent to establish an alternative diploma program for students who meet the requirements of State law but not the additional elective credit requirements established for attainment of a regular high school diploma from the District, nor the World Languages requirement. An alternative education program is defined as an instructional program, approved by the Board, that utilizes successful alternative or adaptive school structures and teaching techniques and that is incorporated into existing, traditional classrooms, or regularly scheduled curricular programs or that is offered in place of regularly scheduled curricular programs. "Alternative educational program" does not include a private school or a home-based private educational program. (See Policy 2451 - Program or Curriculum Modifications)

Any such program shall include a program allowing a student or former student to retake a course in which the student was not initially successful.

If applicable, the Individualized Education Program (IEP) Team and any other necessary members will review the student's academic progress and the alternative achievement standards for graduation criteria.

Students With Disabilities

Students with disabilities who properly complete the programs specified in their IEP and have received the recommendation of the IEP Committee may participate in graduation activities and may be awarded a diploma (provided the student satisfied the District's high school graduation requirements). (see Policy 5460.01 - Diploma Deferral)

GED Option 2 Program (GEDO #2)

An alternate path to a District diploma is the completion of the high school's GED Option 2 program. This program has strict enrollment requirements and allows a student who is at least seventeen (17) years of age to work towards successful completion of the GED testing program. Once the student completes all of the requirements, the student is awarded a District diploma and is eligible to participate in the subsequent graduation ceremony. Participation in this program is contingent upon DPI approval of the District's program and compliance with the requirements of Wis. Admin Code PI 5.

Certificate of Completion

English learners who have not completed unit requirements for graduation may be awarded certificates of completion.

Certificates of completion shall be awarded to students with disabilities with an IEP and have aged out of eligibility for services at the end of the academic year in which they turn twenty-one (21). (See Policy 5460.01 - Diploma Deferral)

Graduation Activities and Ceremony

A student may be denied participation in graduation activities for disciplinary reasons and/or for non-payment of fees. The Superintendent and high school principal may establish additional requirements for participation in the graduation activities and may organize said activities to have the appearance and decorum deemed reflective of the District. Each student must meet the credit graduation requirements and have their transcript validated by the school counselor prior to participation in their high school's graduation ceremony.

Policy Reporting and Review

The principal of the high school shall prepare a report describing the District's policies on high school graduation standards, including a list of courses required under State law and the number of hours in each school term required to earn one (1) credit for those courses. Additionally, any change to the District's policies shall also be reported to the Department of Public Instruction (DPI) or other appropriate agency after it has been approved by the Board and signed by the Board president, the Superintendent, and the principal.

It shall be the policy of the Board to periodically review and revise this policy specifying the criteria for awarding a diploma.

5850 - SOCIAL EVENTS

The Board recognizes the value of student social events in enhancing and enriching the educational experience for the children of this community.

The Board will make school facilities available and provide appropriate staff for the conduct of social events within the school facilities which have been approved by the principal.

School social events which take place outside school facilities must be approved by the Superintendent.

As voluntary participants in school social events, students shall be held responsible for compliance with the rules set forth for their conduct, and infractions of those rules will be subject to the same disciplinary measures applicable during the regular school program.

Participation in school events is not a right and may be denied to any student who has demonstrated disregard for the rules of the school.

The Superintendent shall develop administrative guidelines for the conduct of student social events which shall include:

- designation of a staff member who shall be the Board employee responsible for the event;
- provision for chaperonage, adult supervision, and/or police protection required by the circumstances of the event;
- provisions for the safety of all students and adults involved.

Section 9000 Community Relations and Recreation

In addition, Section 9000 policies are presented for adoption as they were inadvertently left out of the July 2026 adoption. The attached packet includes the most updated version of Policy 9502.001 on Community Schools. The policies presented for approval are:

- 9105.001 Recreation Program
- 9110.001 Parent Empowerment
- 9120 Public Information Program
- 9121.001 Sports And Special Events News Coverage
- 9130 Public Requests, Suggestions, Or Complaints
- 9140.001 Administration-Originated Advisory Committees
- 9141.001 School Engagement Councils

9142.001	Community Involvement In Decision Making
9150	School Visitors
9151	Use Of Cameras And Other Recording Devices In Locker Rooms
9160	Public Attendance At School Events
9211	District-Support Organizations
9250	Relations With Parents
9270	Home-Based, Private, Or Tribal Schooling
9500	Relations With Educational Institutions And Organizations
9501.001	Charter Schools
9502.001	Community Schools
9555	Partnerships With Business
9600	Staff/Student Participation In Community Events
9700	Relations With Non-School Affiliated Groups
9700.01	Advertising And Commercial Activities
9700.025	Public Solicitations In The Schools
9800	High School Diplomas To Veterans
9800.01	Recognition Of Veterans As Classroom Volunteers

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Committee's Recommendation

Your Committee recommends that the Board adopt the policies as attached but strike "and/or non-payment of fees" from po5460 Graduation Requirements.

Director Vanoy moved approval of the Administration's recommendations. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor —

7.

Noes — None.

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(Item 2) Action on a Request to Adopt Policy for an Annual Five-Year Forecast

Background

On June 18, 2026, the Board directed the Office of Accountability and Efficiency to draft a five year forecast policy to codify previous Board action. Attached is that proposed policy. The proposed policy reads:

6002.005 Five-Year Financial Forecast

It is the objective of the Board to ensure that District stakeholders are regularly informed of the District's financial condition. The Office of Accountability and Efficiency shall report annually in January the District's five-year financial forecast of State Fund 10 – General Fund with emphasis placed on the major cost drivers.

Strategic Plan Compatibility Statement

- Goal 3, Effective and Efficient Operations

Committee's Recommendation

Your Committee recommends the adoption of the five-year forecast policy as attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

Director Siemsen gave an oral report on the activities of CESA #1.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

In support of the Milwaukee Public Schools Vision and Mission, and in collaboration with district leadership, staff, families, and community partners, the President's activities during July and August 2026 included the following:

- Participated in weekly planning and coordination meetings with the Administration, Office of Accountability and Efficiency, and Office of Board Governance to address emerging district issues, review operational and budget priorities, support long-term planning efforts, and ensure alignment on Board initiatives and district goals.
- Participated in the Milwaukee Public Library Board of Trustees meeting and joined in recognizing retiring Library Director Joan Johnson for her extraordinary service and the lasting impact of her leadership on Library staff, patrons, and especially Milwaukee students. Deputy Director Jennifer Meyer-Stearns and the senior leadership team will guide the Library's day-to-day operations during this leadership transition, with the support of the Board.
- Attended the MPS New Educator Institute to welcome educators beginning their careers in Milwaukee Public Schools and thank them for choosing to serve MPS students and families.
- Participated in a WISN interview in support of the Salvation Army's annual Back-to-School Telethon, helping raise awareness of community efforts to ensure Milwaukee students have the school supplies and resources they need to begin the year ready to learn.
- Participated in the annual MPS Run Back to School, joining fellow Board members, students, families, educators, staff, and community members in celebrating the start of a new school year.
- Chaired the Audit Advisory Committee meeting, supporting the Board's ongoing oversight responsibilities and commitment to accountability, transparency, strong financial controls, and continuous improvement across district operations.

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NEW BUSINESS

(Item 1) Action on a Request to Waive Board Rule for Immediate Adoption of Administrative Policies 6152 Student Fees, Fines, and Charges and 6152.01 Waiver of Student Fees, Fines, or Charges and to Adopt the FY27 Student Fee Schedule

Background

At the July 28, 2026, Board meeting, Board Policies 6152 Student Fees, Fines, or Charges and 6152.01 Waiver of Student Fees, Fines, or Charges were pulled for further review. Following that review, the Administration is bringing both policies back to the Board for consideration, along with the FY27 Student Fee Schedule.

As part of the review of the FY27 Student Fee Schedule, the Administration examined fees assessed to students and families with a focus on ensuring equitable access to educational opportunities. With more than 90 percent of District students living below the poverty line, the Administration recognizes

the importance of ensuring that a student's ability to pay does not create a barrier to participation in their education. Accordingly, fees directly related to classes, educational programming, and graduation have been removed from the proposed schedule.

Policies Recommended for Adoption

6152 - STUDENT FEES, FINES, AND CHARGES

The Board may impose fees in accordance with DPI guidance

Any fine for reimbursement of lost or damaged property shall be imposed in accordance with Policy 7440 - Facility Security.

The Board shall annually adopt a schedule of approved fees, fines, and charges. No fees, fines, or charges may be imposed outside of the adopted schedule.

The Superintendent shall be responsible for the recording and collection of fees, fines, and charges. The Superintendent may waive fees, fines, or charges upon request, consistent with Policy 6152.01 - Waiver of school Fees, Fines, or Charges.

Materials Charge

A charge shall not exceed the combined cost of the material used, freight and/or handling charges, and nominal add-on for loss. Money received from the resale of such material shall be returned to the District's general fund with an accurate accounting of all transactions.

Fines

A fine will be assessed when school property, equipment, or supplies are damaged, lost, or stolen. The fine will be reasonable, seeking only to compensate the school for the expense or loss incurred.

Collection of Fees, Fines, and Charges

The Superintendent shall designate which staff members may collect fees, fines, or charges. Designated staff will be trained annually on appropriate collection methods. The Superintendent shall not permit or elicit the assistance of volunteers in efforts to collect unpaid fees, fines, or charges. The Superintendent may enter into professional services agreements for account receivable collections.

The Superintendent shall notify parents of students who have been assessed fees, fines, or charges via written communication, including but not limited to:

- first billing notice;
- statement of account receivable at thirty (30), sixty (60), and ninety (90) days thereafter;
- statement of account at June 30th;
- notice of intent to refer to debt collection.

Student/Parent Rights

In accordance with Policy 5780 - Student/Parent Rights, no student shall be denied any educational opportunity because of the inability to pay any fee, fine, or charge imposed by the District.

Nothing in this policy restricts the right of access of a parent or student to school records or to receive copies of such records, as required by Federal and State laws.

A student or the student's parent may request a waiver of any fee, fine, or charge and shall have access to an appeal process (see Policy 6152.01 - Waiver of School Fees, Fines, or Charges).

In accordance with Policy 3210 - Staff Ethics, the Board expects that staff will maintain the privacy and confidentiality of students and their parents when administering this policy.

6152.01 - WAIVER OF STUDENT FEES, FINES, OR CHARGES

The Board seeks to provide access to free and appropriate education while upholding fiduciary responsibility to conserve public funds through the adoption of approved fees, fines, and charges. The Board recognizes certain circumstances wherein fees, fines, and charges are beyond the reasonable reach of a student or the student's parent.

The Superintendent shall establish procedures for the waiver of fees, fines, and charges that include a process to appeal a denied waiver request.

Eligibility Standards

Subject to completion of required forms or direct certification through the Wisconsin Division of Children and Families database, students eligible for a waiver of school fees, fines, or charges include the following:

Students who qualify (in their individual capacity) for free lunches or breakfasts under the School Free Lunch Program Act and after submission and approval of the income-based application or direct certification through the Division of Children and Families State database.

Students who are experiencing homelessness pursuant to Policy 5111.01 - Homeless Students.

Students who are eligible to receive reduced price lunch or breakfast.

Students whose families are experiencing economic hardship.

Notification to Parents

Annually the substance of this policy shall be communicated in writing to the parent(s) of all students in the District.

Notices sent to parent(s) who owe fees, fines, or charges shall state:

the District may waive fees, fines, or charges for persons unable to afford them in accordance with this policy;

the procedure for applying for a waiver, and the name, address, and telephone number of the contact for information concerning a waiver.

Resolution of Requests for Waivers and Appeals

In accordance with procedures established by the Superintendent, the Principal shall review the waiver request and notify the requester of the decision within five (5) business days of the receipt of the request. If the waiver request is denied, the decision shall state the reason for the denial and shall include the right to appeal to the Superintendent, including the process and timelines for that action.

The Superintendent shall refrain from collection until the requester has been notified of the decision.

If the request for a waiver, the requester may appeal to the Superintendent within ten (10) business days of receipt of the decision.

The Superintendent shall review the appeal request and notify the requester of the decision within five (5) business days of the receipt of the appeal request. The appeal decision of the Superintendent is final.

FY27 Schedule of Fees, Fines and Charges

Relative to PO 6152, Student Fees, Fines, and Charges, it is the intent of MPS to not deny any student access to their general education and to increase access to co-curricular opportunities that enhance the learning and success of students. Any fee imposed must be in accordance with DPI guidance. Guidance can be found on the DPI School Fees webpage.

MPS allowable fees, fines, and charges	Amount
Athletics	\$25 per student per season
Field trips	Not to exceed actual cost
Yearbook	To be determined at each school
Prom/Homecoming/dances/Senior activities	To be determined at each school
Lost/damaged books (textbooks/library books)	Not to exceed actual replacement cost
Lost/damaged equipment	Not to exceed actual replacement cost
Damaged/destroyed property (desks/chairs/windows, etc.)	Not to exceed actual replacement cost
Vandalism	Not to exceed actual replacement cost

Schools may provide scholarships or set up funds to assist students and families that are unable to pay.

Note: Fees shall not be charged for: Transcript, diploma, or student records

Graduation costs including caps and gowns or costs to rent the facility

Any fees not listed in this fee schedule must receive the approval from the Superintendent/Superintendent designee and/or the Board.

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 Board approval the policy will be published and the Student FY27 Fee Schedule will be implemented.

Administration's Recommendation

The Administration recommends that the Board adopt Policies 6152, and 6152.01, and the FY27 Schedule of Fees, Fines and Charges.

Director Ferguson moved to waive Policy 0166 to accept public comment and to give immediate consideration to the item. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor —
7.

Noes — None.

Director O'Halloran moved to adopt the policies and the SY27 fee schedule as presented in the attachments. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor —
7.

Noes — None.

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following item from the Communications from the Board Clerk: Action on a Request to Retire to Closed Session to Confer with legal Counsel with Respect to Pending or Probable Litigation Matters.

Director Fons 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, Siemsen, Vannoy, and President Zombor —
7.

Noes — None.

The Board retired to closed session at 7:26 p.m. The Board adjourned from closed session at 8:04 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk