

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
MARCH 9, 2026**

Special meeting of the Board of School Directors called to order by President Zombor at 5:43 p.m.

Present — Directors Ferguson, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.  
Absent and Excused— Directors Fons and Jackson – 2.

The Board Clerk read the following call of the meeting:

March 6, 2026

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 Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for consideration of the following items of business:

**SPECIAL BOARD MEETING  
5:30 P.M., MONDAY, MARCH 9, 2026  
ITEMS OF BUSINESS**

1. Action on a Request to Authorize Steps and Lanes Increases for Eligible Staffing Categories for FY27
2. Information on Health Care Coverage - 2027 Calendar Year
3. Action on a Request to Standardize Principal Employment Contracts to a 12-Month Term
4. Action on a Request for Approval of the Excessing, Redeployment and Retention Strategy and Timeline Plan
5. Work Session and Possible Action on the Board's Committee Structure
6. Consideration of Negotiation Strategy with Respect to Base Wage Proposals Exchanged With Bargaining Units
7. Consideration of and Possible Action on Employment Matters that Require a Closed Session

**PUBLIC HEARING AND PUBLIC ACCESS**

The Board will give public hearing on Items 1-5.

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

**(Item 1) Action on a Request to Authorize Steps and Lanes Increases for Eligible Staffing Categories for FY27**

**Background**

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For the upcoming school year, the district will continue to support and recognize the professional growth of teachers and staff by providing advancement through the established steps and lanes within the salary schedules. These structures acknowledge both years of service and continued education, encouraging employees to pursue additional certifications, coursework, and professional learning. By maintaining clear and accessible pathways for movement within the step and lane system, the district reinforces its commitment to valuing experience, investing in staff development, and supporting long-term career growth

for all educators and school personnel. The estimated cost for steps and lanes is \$10.4 million for the 26-27 SY.

#### **Strategic Plan Compatibility Statement**

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

#### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 6.19 - Positions: Staff

#### **Fiscal Impact Statement**

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The estimated cost for steps and lanes is \$10.4 million.

#### **Implementation and Assessment Plan**

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Upon Board approval, the Administration will begin working to prepare the FY27 Step and Lane increases to be brought back to the Board for final approval.

#### **Recommendation**

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The recommendation is that the Board authorize the Administration to prepare step and lane increases for FY27.

Director O'Halloran moved to direct the Administration to meet and confer with the applicable union partners regarding steps and lanes. The motion passed, the vote being as follows:

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

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### **(Item 2) Information on Health Care Coverage - 2027 Calendar Year**

#### **Background**

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MPS Administration is currently not recommending any plan design changes to healthcare. While healthcare costs are increasing across the nation by 5-13%, MPS's increase will be 5.8% on an approximate \$220 million dollar line item for the upcoming school year. Currently, we are not proposing any changes to plan design or employee healthcare benefits. Staff will continue to have access to the same healthcare plans and coverage options currently in place, with only the standard annual premium adjustments that occur each year. Maintaining stable healthcare benefits reflects the district's commitment to supporting and retaining our employees while providing predictability for staff and their families, even as overall healthcare costs continue to rise for the district.

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

#### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 6.19 - Positions: Staff

No action was taken on this item. Director Vannoy stood recused.

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**(Item 3) Action on a Request to Standardize Principal Employment Contracts to a 12-Month Term**

**Background**

The Administration is recommending extending 103 11-month principals to 12 months for the 26-27 SY and moving forward. Extending principals from 11-month to 12-month contracts will strengthen leadership capacity across the district and better align administrative time with the needs of our schools. Beginning contracts on July 20, 2026 provides principals with a longer runway to prepare for the school year, including staffing, interviewing, and recruiting both high-quality staff and students. It also allows principals to support expanded summer school programming and engage in meaningful professional development that strengthens instructional and operational leadership more effectively. Over the long term, the expansion of summer school participation will help strengthen district enrollment for state aid. A full 12-month schedule ensures consistent leadership presence, improves planning and operational readiness, and supports stronger school outcomes. The estimated cost of this change is approximately \$1.3 million.

**Strategic Plan Compatibility Statement**

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

**Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 2.05 - School Building Administration

**Fiscal Impact Statement**

The overall fiscal impact will be approximately \$1.3 million.

**Implementation and Assessment Plan**

Implementation will begin July 20, 2026.

**Recommendation**

The Administration recommends that the Board approve the standardization of all principal contracts to a 12-month term effective July 1, 2026.

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

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

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**(Item 4) Action on a Request for Approval of the Excessing, Redeployment and Retention Strategy and Timeline Plan**

**Background**

Milwaukee Public Schools is facing a \$46 million deficit, necessitating excessing approximately 263.4 FTE positions or an approximate savings of \$30 million. The district's strategy emphasizes fiscal stability, statutory compliance, operational continuity, transparency, and fairness, while minimizing impact through voluntary separations, retirements, and redeployment. Reductions will occur within job-like classifications—for example, Secretary I or Manager II—following a two-step process: first, offering voluntary retirement to eligible employees, and second, applying union seniority date-based layoffs, with the newest hires affected first and the most senior employees retained. Prior to finalizing layoffs, HR will

conduct a structured redeployment review, matching impacted employees to existing vacancies based on seniority, licensure, qualifications, and equivalent positions, ensuring continuity in schools, protection of institutional knowledge, and a reduction in the number of layoffs. The Board will determine notice periods, with all options aligned to the fiscal year ending June 30, 2026, including a potential 90-day notice period starting April 1, 2026.

### **Milwaukee Public Schools (MPS) Excess Strategy & Timeline Fiscal Year Ending June 30, 2026 Guiding Principles**

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1. Ensure fiscal stability for FY26
2. Follow statutory and contractual obligations
3. Maintain operational continuity
4. Prioritize transparency and fairness
5. Minimize impact through voluntary separations/retirements and deployment

### **Order of Excessing (Part IV, Section E (Page 24)Q Employee Handbook)**

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Excessing will occur within job-like classifications within departments (e. g. . Secretary I . Manager I I . etc. ). not across unrelated classifications.

The order of excessing will be:

Step 1 : Voluntary Separation Phase

Offer voluntary retirement for eligible for retirement

Step 2: Seniority-Based Layoff

When applying excessing:

1. Apply reverse seniority based on *union hire date* with MPS
2. Newest hires affected first
3. Most senior retained
4. Seniority verified by HR prior to notice issuance

### **Deployment & Mitigation Strategy**

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Before finalizing layoffs. HR will conduct a structured redeployment review:

### **Deployment Review Process**

1. Identify all active school-based vacancies
2. Match excess-identified employees to:
  - a. Highest seniority given first options
  - b. Equivalent positions
  - c. Positions within licensure/qualification scope
  - d. Existing staffing cycle implementation if applicable
3. Offer transfer opportunities before issuing final layoff status
4. Document refusal/acceptance

This ensures:

- Reduced layoffs
- Protection of institutional knowledge
- Continuity in schools
- Demonstration of good-faith mitigation efforts

### **Board Decision: Notice Period Options and Impact Divisions**

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The Board must determine the notice period for impacted employees. Preferred option to align with the June 30, 2026 fiscal year end.

### **90-Day Notice**

Excess Letter Issued: March 24, 2026

Final Day of Employment: June 30, 2026 Division Excessing

| Department                                                 | FTE   |
|------------------------------------------------------------|-------|
| Office of Academics                                        | 25.00 |
| Office of Human Resources                                  | 12.00 |
| Office of Schools (Central Office\Non-Classroom Positions) | 183.4 |
| Office of Operations                                       | 25.00 |
| Office of Communications and Marketing                     | 2.00  |
| Office of Family and Community Partnerships                | 2.00  |
| Office of Finance                                          | 12.00 |
| Office of Superintendent/Executive Team                    | 2.00  |
|                                                            | 263.4 |

### **Recommended Excess Timeline**

#### **Phase 1 : Board Authorization**

March 9, 2026  
Board Meeting - Board approval of Excessing

#### **Phase 2: Retention Strategy (Voluntary Retirement)**

March 10-12, 2026  
Chiefs meet with managers and impacted staff  
Identify employees eligible for retirement  
Ask for volunteers for retirement to minimize layoffs  
*Deadline for Voluntary Notice- Tuesday March 17, 2026 (End of Business)*  
Notice of Intent to Retire must be submitted  
Send to Carol Eady and Alex Kestner

#### **Phase 3: Redeployment Strategy**

March 16--19, 2026  
HR reviews and matches affected employees to school-based vacancies  
Reconcile excess list with open positions  
Offer redeployment opportunities where possible  
Align redeployments with existing staffing cycles

#### **Phase 4: Formal Excess Notices**

March 24, 2026 - HR issues Excess Letters (90 -day notice) to impacted staff

#### **Phase 5: Final Employment Date**

June 30, 2026 - Final employment date for staff impacted by excess who were not redeployed or retained

### **Strategic Plan Compatibility Statement**

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

### **Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 6.19 - Positions: Staff

### **Fiscal Impact Statement**

This plan will provide an estimated savings of \$30 million for FY27.

### **Implementation and Assessment Plan**

Upon board approval this plan will become effective March 9, 2026.

**Recommendation**

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The Administration recommends the Board approve the Excessing, Redeployment and Retention Strategy and Timeline Plan as attached.

Director Zombor moved:

To approve the excessing redeployment, and retention strategy put forth by the Administration with the following requirement:

The Administration must provide to our union partners the Standard of Care used in preparing school budgets and the process for stand-up and supplemental budgets to allow for discussion with building representatives and School Engagement Councils over the next two weeks and final school budget approval prior to the start of Cycle A staffing process on Monday, March 24, 2026. This is to be provided no later than Friday, March 13, 2026.

The Board recessed from 6:58 p.m. to 7:08 p.m., whereupon Director O'Halloran moved a substitute:

To approve the motion as made by Director Zombor and to direct the Administration to provide in May, with the final budget approval, a series of metrics to evaluate the outcomes of this action.

Motion by Director O'Halloran passed, the vote being as follows:

Ayes — Directors Herndon, O'Halloran, Siemsen, Vannoy and President Zombor — 5  
Noes – Directors Ferguson and Reza – 2.

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**(Item 5) Work Session and Possible Action on the Board's Committee Structure****Background**

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Currently, there are five regular standing committees of the Board:

- the Committee on Family and Community Engagement;
- the Committee on Student Achievement and School Innovation;
- the Committee on Strategic Planning and Budget;
- the Committee on Legislation, Rules and Policies; and
- the Committee on Accountability, Finance, and Personnel

Through these committees, the Board receives informational reports from its Administrators and invited experts, gives hearing to the public, and deliberates on action items to make final recommendations.

Options for possible restructure were presented to the Board for consideration.

**Recommendation**

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That the Board determine how it wishes to proceed.

Director O'Halloran moved to choose Option #2 presented: create two Committees of the Whole: Operational and Instructional, which would meet monthly. Retain the Committee on Strategic Planning and Budget, with its current charge and meeting at the call of its Chair.

Director Zombor moved a substitute, to hold this item to the call of the Chair.

Director Zombor's motion passed, the vote being as follows:

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

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Director O'Halloran moved to retire to closed session to consider Items 6 and 7, pursuant to Wisconsin Statute 19.85(1)(e)(c)(f) and (g). The motion passed, the vote being as follows:

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

The Board retired to closed session at 9:32 p.m.

**(Item 6) Consideration of Negotiation Strategy with Respect to Base Wage Proposals  
Exchanged With Bargaining Units**

**Background**

The Board may convene in closed session to consider this item.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule  
Statement**

Admin Policy 6.20 - Contracts, Employee Benefits, and Compensation Plans

**Fiscal Impact Statement**

No fiscal impact.

**Recommendation**

The recommendation is that the Board move to a Closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e) for the purpose of considering negotiations strategy.

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**(Item 7) Consideration of and Possible Action on Employment Matters that Require a  
Closed Session**

**Background**

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

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule  
Statement**

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1.02 - Regular Board Meetings

**Recommendation**

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That the Board retire to closed session to consider this item.

The Board adjourned at 10:46 p.m.

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

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
MARCH 17, 2026**

Special meeting of the Board of School Directors called to order by President Zombor at 5:01 p.m.

Present — Directors Fons, Herndon, O'Halloran, Reza (5:07 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:

March 13, 2026

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 Room 155, 5225 W. Vliet Street, Milwaukee.

SPECIAL BOARD MEETING  
5:00 P.M., TUESDAY, MARCH 17, 2026

**ITEMS OF BUSINESS**

Action on a Request to Retire to Closed Session to Consider Performance  
Evaluation Goals of the Superintendent of Schools

**PUBLIC HEARING AND PUBLIC ACCESS**

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

This meeting will not be broadcast. Access is in-person only.

**EXECUTIVE SESSION**

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to a closed session to consider this item.

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

**(Item 1) Action on a Request to Retire to Closed Session to Consider Performance  
Evaluation Goals of the Superintendent of Schools**

**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 of Schools.

**Strategic Plan Compatibility Statement**

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

**Statute, Administrative Policy, or Board Rule  
Statement**

3.02 - Role of the Superintendent

**Recommendation**

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That the Board consider this item in closed session.

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

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

The Board retired to closed session at 5:05 p.m.

Director Reza joined the meeting at 5:07 p.m.

The Secretary left the closed session before the discussion began.

The Board adjourned at 6:30 p.m.

JILL M. KAWALA  
Assistant Board Clerk

# **BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MARCH 26, 2026**

Regular meeting of the Board of School Directors called to order by President Zombor at 5:56 p.m.

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

Absent and Excused— Director Reza – 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:

- Navanna Davis, a School Safety Assistant
- Sharon Hillery, a School Kitchen Manager from the River Trail School
- Russell Britton, a retired Carpenter from the Physical Plant Carpenter Shop
- Judith Leszczynski, a retired Paraprofessional from Zablocki School
- Michael McAndrews, a retired Teacher from Vincent High School
- Margaret Mitchell, a retired Teacher from GW Carver Academy of Math & Science
- Daniel Rasinske, a retired Teacher from Marshall High School

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## **AWARDS AND COMMENDATIONS**

### **(Item 1) Juneau Captures Its First WIAA Boys Basketball State Title - Presentation**

#### **Background**

The Juneau Pioneers boys basketball team captured its first state championship on Saturday, March 21, 2026, defeating Cambridge 62–54 at the Kohl Center in Madison, securing the WIAA Division 4 gold ball.

Juneau ended the 2025–26 season with an outstanding 28–1 record, including 27 consecutive wins. The team also earned the Milwaukee City Conference (MCC) Gold Division title and made its first-ever appearance at the WIAA State Tournament. The championship victory marked a significant milestone for the program and served as redemption following last season's regional finals loss to Cambridge.

The Pioneers were led by a strong upperclassmen core:

- Dooney Johnson (MCC Gold Division Player of the Year)
  - o Averaged 25 points, 9 rebounds, and 3.5 blocks during the state tournament
  - o Committed to playing Division I basketball at Gonzaga University
- Jaden Hardiman (First Team All-Conference)
  - o Averaged 10.5 points during the state tournament
  - o Delivered key scoring in the championship game, including decisive plays in the final

minutes

- Takis Tyler (First Team All-Conference)
  - o Averaged 14.5 points during the state tournament
  - o Played a pivotal role in the state semifinal victory over Regis

Head Coach Torre Johnson made history in his first season leading the program. A Juneau alumnus and former standout player, Coach Johnson previously served seven years as an assistant coach. His leadership guided the team to its first state title and one of the most successful seasons in school history.

- Juneau becomes the 24th Milwaukee City Conference (MCC) school to win a boys basketball state championship.
- This marks the first MCC boys basketball state title since Rufus King High School's back-to-back championships in 2003 and 2004.
- Juneau's victory is the first state championship in boys or girls basketball for any MCC school since Riverside High School's Division 1 girls title in 2013.
- It is also the first team state championship for an MCC school since Rufus King's girls track and field titles in 2016 and 2017.

The Juneau Pioneers' historic championship season reflects excellence in athletics, leadership, and perseverance. Their achievement brings pride to Juneau High School, the Milwaukee City Conference, and Milwaukee Public Schools.

The Board recessed from 6:01 to 6:04 p.m.

## APPROVAL OF MINUTES

The minutes of the special and regular board meetings of February 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**

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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.

#### **Safe Haven 2.0 Update**

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Distributed wallet-size reference cards for staff, with scripts and action steps for immigration agent situations

Updated website with additional resources and procedures, including off-campus interactions.

#### **Budget Update**

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Protecting Classrooms \* Keeping Schools Safe \* Investing in Achievement \* Restoring Fiscal Health

- Tough but necessary decisions saved \$30 million
- Working to support all employees receiving excess notices with a focus in finding classroom placements
- Managing, in some cases reducing class size

### **Record High MPS Graduation Rate**

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Record graduation rate: 72%  
Up from 64% in 2021  
Growth across all student groups

### **Other Noteworthy Events**

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Michael Harris Honored at 2026 BE Awards  
Public Schools Week  
WSMA Music Festival  
Women's History Month  
Read Across America  
Hunger Task Force  
Youth Apprenticeship Recruitment Celebration  
Women & Girls Adaptive Sports Event  
WI Court Appeal Hearing

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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**

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The Board Clerk has submitted the attached report.

#### **Committee Structure Discussions**

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We continue to assist the Board with gathering information and insights on how to best structure the work of the Board to meet the goals that we are trying to achieve as a district:

academic achievement;  
student, family, and community engagement; and,  
effective and efficient operations.

On March 9, 2026, we had a work session at the Special Meeting of the Board to discuss some possibilities for how the committees might be structured in the coming year. Over the past several months, we have seen an increased need for more special meetings and strategic planning and budget meetings, while at the same time we have seen less attendance and community participation at committee meetings.

In addition, the MGT Audit identified training for the Board in governance as one of the district's key objectives. In training facilitated earlier this year by Carl Cohn, former superintendent of Long Beach, CA, Dr. Cohn invited the Board to investigate its meeting structures, asking the question of Board members: Are your board meetings currently getting you the outcomes you hope to achieve? (Academic, Financial, Staffing, Community Satisfaction, Enrollment, etc.)

Districts across the nation have various meeting formats and structures and often consider changes as they see that the community's needs change. Our office is facilitating the Board conversation and providing some examples, however the Board will determine, with community feedback, what it needs to do its best work and to achieve its goals.

In an effort to bring more of the community's ideas, fears and perspectives to the forefront, on Monday, March 23, 2026, the Office of Board Governance hosted a virtual community conversation on how the structures currently work, what some of the challenges are, and what options have been considered to date for committee structures. Community feedback on the community experience and needs when it comes to the Board's meetings and committee structures was captured for reporting back to the Board.

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**Student Board Delegates**

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We held our onboarding session for our student delegates, and two of our delegates attended their first meeting this month. Our office provided students with a “Guide to Governance for Student Delegates,” which had a lot of the same information that we share with Board members but was also tailored to their use. We also made sure the students have name plates, headshots for the display boards, and have been added to all the meeting invitations.

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**JustFOIA Progress**

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We continue to make progress on our JustFOIA implementation. Our platform will make it easier for users to submit and track public records requests. It will also create a more streamlined process for our internal users to collect and submit responses. Our team is currently building the workflow into the platform and being trained in its use.

There will be three forms built into the platform: one for public records requests, one for constituent concerns and information requests, and one for communications and public comments to be shared with Board members.

The platform will also automate some of the tasks that currently add time to the timeline for responses.

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**Council of Great City Schools Legislative Policy Conference**

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Representatives from our office attended the Council of Great City Schools Legislative Policy Conference with urban school districts from across the nation. This was a great opportunity to find our common concerns and needs and to advocate for those needs on Capitol Hill.

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**Board Member Engagements and Activities**

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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 March:

Milwaukee Health Department/Centers for Disease Control Lead Screening Walkthrough  
Chinese New Year Celebration at Milwaukee Academy of Chinese Language  
Council of Great City Schools Legislative Policy Conference

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**Beyond the Boardroom**

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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 the Office of Board Governance a message.

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**Strategic Plan Compatibility Statement**

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

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**Statute, Administrative Policy, or Board Rule Statement**

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3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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

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**Background**

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Updates regarding federal activity and state budget progress will be provided.

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

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

#### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

#### **Statute, Administrative Policy, or Board Rule Statement**

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1.02 - Goals

#### **Fiscal Impact Statement**

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This item does not authorize expenditures.

#### **Implementation and Assessment Plan**

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

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### **(Item 3) Consideration of and Possible Action on Employment Matters that Require a Closed Session**

#### **Background**

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

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

#### **Statute, Administrative Policy, or Board Rule Statement**

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1.02 - Regular Board Meetings

#### **Recommendation**

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That the Board retire to closed session to consider this item.

*Item deferred to the end of the meeting.*

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**(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**

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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**

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Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule Statement**

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1.18 - Legal Representation

**Recommendation**

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That the Board retire to closed session.

*Item deferred to the end of the meeting.*

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**(Item 5) 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**

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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**

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

**Statute, Administrative Policy, or Board Rule Statement**

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3.02 - Role of the Superintendent

**Recommendation**

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That the Board consider this item in closed session.

*Item deferred to the end of the meeting.*

\* \* \* \* \*

## 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**

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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**

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Between February 14, 2026, and, March 14, 2026, Accountability and Efficiency Services completed one impartial hearing officer assignment and supported the Administration in reviewing cost estimates for various salary proposals. Accountability and Efficiency Services continued to support the Administration with advancing the Corrective Action Plan.

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

#### **Contract Compliance Services (CCS)**

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CCS remains committed to supporting MPS students during the 2025–2026 school year, with a continued focus on expanding meaningful, school-based work-based learning opportunities for 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 March, CCS is pleased to highlight the sponsorship of:

- Five internships in Aquaponics
- One Administrative Internship with North Division
- One Education Pathways Youth Apprentice Internship
- One Division of Facilities and Maintenance Services Youth Apprenticeship Sheetmetal Internship (Shop 901)

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 four school audits
- Issued one partnership school financial and compliance audit
- Completed two financial audit reviews for non-instrumentality charter schools
- 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**

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Goal 3, Effective and Efficient Operations

#### **Statute, Administrative Policy, or Board Rule Statement**

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3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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

The Board Clerk presented eight 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:

February 27, 2026, @ 9:00 a.m.  
 March 2, 2026, @ 2:00 p.m.  
 March 3, 2026, @ 8:00 a.m.  
 March 6, 2026, @ 9:00 a.m.  
 March 6, 2026, @ 10:30 a.m.  
 March 6, 2026, @ 11:30 a.m.  
 March 19, 2026, @ 10:00 a.m.  
 March 19, 2026, @ 11:00 a.m.

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

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

\* \* \* \* \*

## REPORTS OF STANDING COMMITTEES

There were no items set aside for separate consideration:

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

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

## COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

### **Classified Personnel Transactions**

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| Eth<br>Code | Name | Position | Date | Salary |
|-------------|------|----------|------|--------|
|-------------|------|----------|------|--------|

## NEW HIRES

|   |                           |                           |            |             |
|---|---------------------------|---------------------------|------------|-------------|
| 2 | Sean Clements             | Building Service Helper I | 02/09/2026 | \$18.41/hr  |
| 2 | Odell Eddmonds            | Building Service Helper I | 02/16/2026 | \$18.41/hr  |
| 2 | Imya Gordon               | Building Service Helper I | 02/09/2026 | \$18.41/hr  |
| 1 | Shawn Johnson             | Building Service Helper I | 02/23/2026 | \$18.41/hr  |
| 2 | Davonte Jones             | Building Service Helper I | 02/23/2026 | \$18.41/hr  |
| 2 | Sachel Knox               | Building Service Helper I | 02/16/2026 | \$18.41/hr  |
| 2 | Vickie Miller             | Building Service Helper I | 02/16/2026 | \$18.41/hr  |
| 4 | Guadalupe Morales Juarez  | Building Service Helper I | 02/16/2026 | \$18.41/hr  |
| 4 | Ivan Orduz                | Building Service Helper I | 02/16/2026 | \$18.41/hr  |
| 2 | Tenijah Whitson           | Building Service Helper I | 02/16/2026 | \$18.41/hr  |
| 4 | Pedro Guajardo            | Building Laborer          | 02/16/2026 | \$39.37/hr  |
| 2 | Charles Sutton III        | Building Laborer          | 02/16/2026 | \$39.37/hr  |
| 2 | LaTanya Kimmons           | Children's Health Asst.   | 02/25/2026 | \$27,886.32 |
| 5 | Tiffany Krebs             | Children's Health Asst.   | 02/04/2026 | \$22,755.00 |
| 2 | L Tanya Price             | Children's Health Asst.   | 02/25/2026 | \$22,755.00 |
| 2 | Latasha Triplett          | Children's Health Asst.   | 02/23/2026 | \$22,755.00 |
| 2 | Michelle Wilder           | Children's Health Asst.   | 02/03/2026 | \$25,687.18 |
| 2 | Princess Hanson           | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 2 | Razjhane Jackson          | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 2 | Temeka Jones              | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 4 | Adamari Lopez             | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 2 | Chanoa McInroy            | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 2 | Lakita McKnight           | Food Service Assistant    | 02/18/2026 | \$18.40/hr  |
| 2 | Quendell Patterson        | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 2 | Shuntaya Rogers           | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 3 | Mercedes Santos           | Food Service Assistant    | 02/02/2026 | \$21.72/hr  |
| 2 | Nakayla Watts Williams    | Food Service Assistant    | 02/02/2026 | \$18.40/hr  |
| 5 | James Panak               | Painter                   | 02/23/2026 | \$42.44/hr  |
| 4 | Angelina Adame            | Paraprofessional          | 02/23/2026 | \$22,873.70 |
| 4 | Ana Calderon              | Paraprofessional          | 02/23/2026 | \$22,873.70 |
| 2 | Erica Caldwell            | Paraprofessional          | 02/23/2026 | \$22,873.70 |
| 4 | Yuliza Castillo Rodriguez | Paraprofessional          | 02/23/2026 | \$22,873.70 |
| 2 | Brandy Davis              | Paraprofessional          | 02/23/2026 | \$23,432.23 |
| 2 | Kesean English            | Paraprofessional          | 02/09/2026 | \$22,873.70 |
| 2 | Tiffany Faulkner          | Paraprofessional          | 02/23/2026 | \$23,432.23 |
| 2 | Savannah Gibson           | Paraprofessional          | 02/02/2026 | \$26,796.39 |
| 4 | Sergio Herrera Colin      | Paraprofessional          | 02/02/2026 | \$22,873.70 |
| 2 | Tra Shamber Jones         | Paraprofessional          | 02/23/2026 | \$23,432.23 |
| 5 | Jeremy Leaming            | Paraprofessional          | 02/02/2026 | \$22,873.70 |
| 2 | Mekhi Marks               | Paraprofessional          | 02/09/2026 | \$22,873.70 |
| 4 | Jana Morales              | Paraprofessional          | 02/23/2026 | \$22,873.70 |
| 2 | Blessing Ndubuisi         | Paraprofessional          | 02/16/2026 | \$22,873.70 |
| 4 | Yamilette Orduna Cueto    | Paraprofessional          | 02/09/2026 | \$22,873.70 |
| 5 | Olivia Penner             | Paraprofessional          | 02/09/2026 | \$22,873.70 |
| 2 | D Andre Russell           | Paraprofessional          | 02/09/2026 | \$22,873.70 |
| 5 | Chelsea Serrano           | Paraprofessional          | 02/23/2026 | \$22,873.70 |
| 2 | Jovane Stewart            | Paraprofessional          | 02/02/2026 | \$22,873.70 |
| 2 | Terrell Wilks             | Paraprofessional          | 02/23/2026 | \$22,873.70 |
| 5 | Marc Weins                | Paraprofessional          | 02/23/2026 | \$28.39/hr  |
| 5 | Meryem Deghima            | Paraprofessional          | 02/23/2026 | \$36,854.24 |
| 5 | Matthew Pizur             | Plumber                   | 02/09/2026 | \$60.05/hr  |
| 2 | Carl Anderson             | School Safety Assistant   | 02/09/2026 | \$29,504.35 |
| 2 | Deonte Ayers              | School Safety Assistant   | 02/09/2026 | \$29,504.35 |
| 2 | Yasmine Bell              | School Safety Assistant   | 02/09/2026 | \$29,504.35 |

|   |                     |                                |            |             |
|---|---------------------|--------------------------------|------------|-------------|
| 2 | Amauriiiana Gibson  | School Safety Assistant        | 02/09/2026 | \$30,239.27 |
| 2 | Caryn Jines         | School Safety Assistant        | 02/09/2026 | \$29,504.35 |
| 2 | Niyyah Linder       | School Safety Assistant        | 02/09/2026 | \$33,591.22 |
| 2 | Yolanda Reed        | School Safety Assistant        | 02/09/2026 | \$29,504.35 |
| 4 | Catherine Rodriguez | School Secretary I 10 Month    | 02/13/2026 | \$30,480.15 |
| 2 | Patina Lawson       | School Secretary I 12 Month    | 02/16/2026 | \$45,871.46 |
| 5 | James Houck         | School Kitchen Manager Trainee | 02/18/2026 | \$18.83/hr  |
| 4 | Arthur Alvarado     | Steamfitter                    | 02/27/2026 | \$58.92/hr  |

## PROMOTION

|   |                     |                          |            |             |
|---|---------------------|--------------------------|------------|-------------|
| 5 | Scott Gleisner      | Painter Chargeman        | 02/23/2026 | \$42.82/hr  |
| 3 | Shondraya Andraski  | Paraprofessional         | 02/02/2026 | \$27,640.68 |
| 5 | Dylan Bennett       | Paraprofessional         | 02/02/2026 | \$29,316.27 |
| 2 | Daeshanel Humphries | School Safety Assistant  | 02/02/2026 | \$29,504.35 |
| 2 | Jasmine Hunt        | School Safety Assistant  | 02/02/2026 | \$29,504.35 |
| 2 | Mario Davis         | School Engineer I        | 02/16/2026 | \$67,173.42 |
| 2 | Travis Guy          | School Engineer I        | 02/02/2026 | \$63,011.14 |
| 2 | Charles Stevens     | School Engineer I        | 02/02/2026 | \$67,173.42 |
| 2 | Sheila Bentley      | School Kitchen Manager I | 02/16/2026 | \$39,896.53 |
| 2 | Beverly Foreman     | School Kitchen Manager I | 02/16/2026 | \$29,997.74 |
| 5 | Denise Kohnke       | School Kitchen Manager I | 02/16/2026 | \$30,897.11 |
| 2 | Carol Newsom        | School Kitchen Manager I | 02/16/2026 | \$39,896.53 |
| 4 | Thomas Orosco       | School Kitchen Manager I | 02/16/2026 | \$39,896.53 |
| 5 | Michelle Parr       | School Kitchen Manager I | 02/16/2026 | \$39,896.53 |
| 5 | Danette Storey      | School Kitchen Manager I | 02/16/2026 | \$39,896.53 |
| 5 | Michsel Skrivaneck  | Sheet Metal Chargeman    | 02/02/2026 | \$62.38/hr  |

## REHIRES

|   |                        |                             |            |             |
|---|------------------------|-----------------------------|------------|-------------|
| 2 | Jari Copeland          | Building Service Helper I   | 02/23/2026 | \$18.41/hr  |
| 2 | Dominique Powell       | Children s Health Assistant | 02/04/2026 | \$22,755.00 |
| 2 | Joe Pollard            | Food Service Assistant      | 02/02/2026 | \$18.40/hr  |
| 5 | Ali Al-Bassam          | Paraprofessional            | 02/23/2026 | \$25,120.81 |
| 4 | Dorcas Cirino          | Paraprofessional            | 02/16/2026 | \$26,796.39 |
| 2 | Charawn Fells          | Paraprofessional            | 02/09/2026 | \$31,849.13 |
| 2 | Latoya Neal            | Paraprofessional            | 02/02/2026 | \$33,494.41 |
| 2 | Frances Norris-Johnson | Paraprofessional            | 02/23/2026 | \$31,849.13 |
| 2 | Lillian Yarney         | Paraprofessional            | 02/23/2026 | \$22,873.70 |

**Certificated Appointments****Action on Certificated Appointments – Teacher**

|      |                                               |       |             |           |
|------|-----------------------------------------------|-------|-------------|-----------|
| 4,r  | Hansen Cardona,Sofia D<br>EARLY CHILDHOOD-0/3 | 01/BA | \$54,386.11 | 2/2/2026  |
| 5,r  | Harris,Reyann<br>WISCONSIN DPI GRANTS         | 01/BA | \$54,386.11 | 3/2/2026  |
| 2,r  | Klemish,Damian J<br>HEALTH - PHY ED           | 01/BA | \$60,381.68 | 2/9/2026  |
| 5,nr | Madaus,Stephanie<br>MULTICATEG. COMP. SEN     | 01/MA | \$75,622.39 | 2/23/2026 |
| 5,nr | McKay,Megan E.<br>ART                         | 01/BA | \$88,363.62 | 2/23/2026 |
| 5,nr | Nowak,Whitney L<br>WISCONSIN DPI GRANTS       | 01/MA | \$90,925.61 | 2/23/2026 |
| 4,nr | Perez,Maria Guadalupe<br>FOREIGN LANGUAGE     | 01/BA | \$54,386.11 | 2/23/2026 |

|      |                                                   |       |             |           |
|------|---------------------------------------------------|-------|-------------|-----------|
| 5,nr | Seppanen,Amanda M<br>ENGLISH                      | 01/MA | \$79,994.90 | 2/2/2026  |
| 5,r  | Sterbenz,Aurora<br>ART                            | 01/BA | \$54,386.11 | 2/9/2026  |
| 5,r  | Wiemer,Susan M<br>GEN ELEM & K8 - ALL GRADES      | 01/BA | \$74,373.26 | 2/9/2026  |
| 5,nr | Wittig-Stuckert,Denise C<br>MULTICATEG. COMP. SEN | 01/BA | \$62,380.97 | 2/23/2026 |

#### Action on Certificated Appointments – Permit Teacher

|      |                                                  |        |             |           |
|------|--------------------------------------------------|--------|-------------|-----------|
| 4,r  | Avila,Nancy<br>EARLY CHILDHOOD- SPEC ED          | XX/4W2 | \$54,386.11 | 2/2/2026  |
| 2,r  | Hardy,Arlene<br>KINDERGARTEN (4 YR OLDS)         | XX/4W2 | \$54,386.11 | 2/9/2026  |
| 2,r  | Johnson,Denzel H<br>EARLY CHILDHOOD- SPEC ED     | XX/4W2 | \$54,386.11 | 2/2/2026  |
| 5,nr | Karbowsky,Ashley M<br>ENGLISH AS SECOND LANGUAGE | XX/4W2 | \$54,386.11 | 2/9/2026  |
| 4,nr | Mendieta,Edgar<br>MULTICATEG. COMP. SEN          | XX/4W2 | \$54,386.11 | 2/9/2026  |
| 2,r  | Renix,Larisa J<br>MULTICATEG. COMP. SEN          | XX/4W2 | \$54,386.11 | 2/9/2026  |
| 4,r  | Rivera,Natanael<br>SPEC ED MULTICATEG.           | XX/4W2 | \$54,386.11 | 2/23/2026 |
| 2,nr | Thompson,Kathy J<br>GEN ELEM & K8 - ALL GRADES   | XX/4W2 | \$54,386.11 | 2/2/2026  |

#### Action on Certificated Appointments – School Social Worker

|     |                                           |       |             |           |
|-----|-------------------------------------------|-------|-------------|-----------|
| 2,r | Redd,Shameka R<br>SCHOOL SOCIAL WORK      | 01/2A | \$74,825.91 | 2/23/2026 |
| 4,r | Santiago Gonzalez,Delmalee<br>SOCIAL WORK | 01/2A | \$68,268.88 | 2/17/2026 |

|               |             |               | Native<br>American<br>(1) | African<br>American<br>(2) | Asian/<br>Pacific<br>Islander<br>(3) | Hispanic<br>(4) | White<br>(5) | Other<br>(6) | Two<br>or<br>More<br>Ethnic<br>Codes<br>(8) |
|---------------|-------------|---------------|---------------------------|----------------------------|--------------------------------------|-----------------|--------------|--------------|---------------------------------------------|
| <i>Counts</i> | <i>Male</i> | <i>Female</i> | <i>1</i>                  | <i>2</i>                   | <i>3</i>                             | <i>4</i>        | <i>5</i>     | <i>6</i>     | <i>7</i>                                    |
| Teachers      | 4           | 15            | 0                         | 5                          | 0                                    | 5               | 9            | 0            | 0                                           |
| SSW's         | 0           | 2             | 0                         | 1                          | 0                                    | 1               | 0            | 0            | 0                                           |
| Psychologists | 0           | 0             | 0                         | 0                          | 0                                    | 0               | 0            | 0            | 0                                           |
| Other         | 0           | 0             | 0                         | 0                          | 0                                    | 0               | 0            | 0            | 0                                           |
| TOTAL         | 4           | 17            | 0                         | 6                          | 0                                    | 6               | 9            | 0            | 0                                           |

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

#### Leaves of Absence

|                                                | Present Assignment             | Effective From |
|------------------------------------------------|--------------------------------|----------------|
| Personal Leave June 2026<br>Michelle Ihlenfeld | Itinerant/Specialized Services | June 15, 2026  |
| Personal Leave March 2026<br>Maria Belen Leon  | Forest Home                    | March 23, 2026 |
| Claire McHugh                                  | Recreation                     | March 5, 2026  |
| Illness Leave February 2026                    |                                |                |

|                              |                   |                   |
|------------------------------|-------------------|-------------------|
| Travis Graf                  | Morse             | February 17, 2026 |
| Gregory Love                 | Pulaski           | February 17, 2026 |
| Ashley Myhre                 | Kilbourn          | February 20, 2026 |
| Personal Leave February 2026 |                   |                   |
| Teresita Gonzalez            | Longfellow        | February 23, 2026 |
| Arlene Hardy                 | Franklin          | February 23, 2026 |
| Jessica LaBelle              | South Accelerated | February 11, 2026 |
| Katherine Shull              | Out of Assignment | February 13, 2026 |

### Certificated Resignations and Classified Retirements

#### Certificated Resignations

| Reason   | Yrs Svc | Eth Code | Name                 | Position   | Location     | Effective Date |
|----------|---------|----------|----------------------|------------|--------------|----------------|
| Retire   | 35.8    | 5        | Lisa Balistreri Geib | Teacher    | Fernwood     | 07/01/2026     |
| Retire   | 6.4     | 2        | David Bottum         | Teacher    | Lincoln Ave  | 06/16/2026     |
| Retire   | 32.5    | 2        | Vanessa Chandler     | Teacher    | Doerfler     | 06/16/2026     |
| Retire   | 18.5    | 5        | Elizabeth Howland    | Teacher    | Kluge        | 06/18/2026     |
| Personal | 2.6     | 5        | Corey McElroy        | Psych      | Morse MS     | 06/18/2026     |
| Personal | 10.0    | 4        | Mario Miranda        | Teacher    | Riverside    | 01/30/2026     |
| Retire   | 18.5    | 2        | Betty Palmer         | Teacher    | Parkview     | 06/16/2026     |
| Retire   | 28.0    | 5        | Amy Prince           | Teacher    | Grantosa     | 06/16/2026     |
| Retire   | 31.4    | 5        | Rebecca Skurulsky    | Psych      | Special Svcs | 03/06/2026     |
| Personal | 8.6     | 5        | Alanna Steeves       | SSW        | 53rd Street  | 02/24/2026     |
| Retire   | 16.5    | 5        | Rochelle Weidensee   | Teacher    | Riverside    | 06/19/2026     |
| Retire   | 31.5    | 5        | Erin Witty           | Em Trn Spc | Central Svcs | 06/18/2026     |

#### Classified Resignations

|            |      |   |                     |              |                 |            |
|------------|------|---|---------------------|--------------|-----------------|------------|
| Personal   | 0.4  | 2 | Trekylia Ayers      | CHA          | Goodrich        | 02/11/2026 |
| Personal   | 1.0  | 2 | Nytia Blackmon      | Safety Asst  | School Safety   | 02/04/2026 |
| Retire     | 30.4 | 2 | Antonia Buford      | FSA          | Craig           | 02/12/2026 |
| Retire     | 3.2  | 4 | Jenny Cabezas       | FSA          | Mitchell        | 01/30/2026 |
| Personal   | 1.5  | 5 | Benjamin Chartier   | Para         | Bay View HS     | 02/04/2026 |
| Retire     | 27.3 | 5 | Maria Clancy        | Para         | Parkside        | 06/15/2026 |
| Retire     | 22.1 | 2 | Edward Easley       | Engineer IV  | Roosevelt       | 03/30/2026 |
| Personal   | 0.1  | 2 | Sharon Goodwin      | FSA          | Hayes           | 01/15/2026 |
| Personal   | 0.2  | 2 | Mariah Greer        | Plan Asst II | Central Svcs    | 02/04/2026 |
| Personal   | 2.4  | 4 | Jahaira Hernandez   | BSH I        | Hayes           | 02/17/2026 |
| Retire     | 4.6  | 2 | Patricia Hilliard   | SWA II       | JMAC            | 04/29/2026 |
| Retire     | 8.0  | 5 | Mark Hinkens        | Boiler Att   | Audubon         | 02/03/2026 |
| Retire     | 32.0 | 2 | Calvin Jackson      | BSH II       | MACL            | 04/30/2026 |
| Personal   | 3.4  | 2 | Sherry Jackson      | FSA          | Emerson         | 03/05/2026 |
| Retire     | 29.4 | 5 | Jeff Kanderski      | Syst Admin   | Technology      | 03/20/2026 |
| Retire     | 15.6 | 5 | Kimberley LaMothe   | Mgr III      | Human Resources | 02/27/2026 |
| Personal   | 6.3  | 2 | Shakira Martin      | Engineer I   | River Trail     | 02/13/2026 |
| Personal   | 22.3 | 2 | Rashedi Moore       | CHA          | Central Svcs    | 02/20/2026 |
| Personal   | 0.4  | 5 | Austen Niccolai     | Para         | Humboldt Park   | 01/14/2026 |
| Personal   | 17.2 | 2 | Marques Robertson   | Para         | Clemens         | 02/05/2026 |
| Other Work | 0.1  | 5 | William Robinson    | FSM Train    | Garland         | 02/09/2026 |
| Personal   | 9.0  | 4 | Elisabeth Soto Ruiz | CHA          | Honey Creek     | 02/20/2026 |
| Personal   | 2.1  | 2 | Shaomi Smith        | FSA          | Ronald Reagan   | 01/28/2026 |

|            |     |   |                |        |         |                |            |
|------------|-----|---|----------------|--------|---------|----------------|------------|
| Retire     | 3.4 | 2 | JoAnn Johnson  | Walker | FSA     | Thurston Woods | 02/13/2026 |
| Other Work | 7.2 | 5 | Luke Zabkowicz |        | IT Tech | Central Svcs   | 02/20/2026 |
| Personal   | 2.0 | 4 | Ximena Londono | Zapata | FSA     | Ronald Reagan  | 01/25/2026 |

Other District – 0 (Classified 0 Certificated 0 )  
Other Work – 2 (Classified 2 Certificated 0 )  
Personal – 17 (Classified 14 Certificated 3 )  
Retirement – 19 (Classified 10 Certificated 9 )

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

### **Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 6.19 - Positions: Staff

### **Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY26 budget.

### **Implementation and Assessment Plan**

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

### **Committee's Recommendation**

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

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

\* \* \* \* \*

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

#### **Administrative Appointments**

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

|         |                     |                                                                                   |                                       |
|---------|---------------------|-----------------------------------------------------------------------------------|---------------------------------------|
| (5)(nr) | Linda Dahl          | Analyst II, Facilities Plan                                                       | Schedule 03,<br>Range 06A             |
| (2)(r)  | Nicholas Craft      | Office of the Chief of Operations<br>Accountant II, Finance                       | \$85,000<br>Schedule 03,<br>Range 04A |
| (5)(nr) | Ariana Hones        | Office of the Chief of Finance<br>Associate II, Recreation Supervisor             | \$73,000<br>Schedule 03,<br>Range 04A |
| (3)(r)  | Michael Sengyothinh | Office of the Chief of Family & Community<br>Partnership<br>Planning Assistant II | \$70,000<br>Schedule 03,<br>Range 02A |
|         |                     | Office of the Chief of Academics                                                  | \$68,000                              |

|         |                      |                                                       |                                       |
|---------|----------------------|-------------------------------------------------------|---------------------------------------|
| (5)(r)  | Audra Stanislawski   | Associate II, Recreation Supervisor                   | Schedule 03,<br>Range 04A<br>\$67,000 |
|         |                      | Office of the Chief of Family & Community Partnership |                                       |
| (2)(nr) | Gianna Holschbach    | Associate I, Family and Community Engagement          | Schedule 03,<br>Range 03A<br>\$65,118 |
|         |                      | Office of the Chief of Family & Community Partnership |                                       |
| (4)(nr) | Maria Solano-Pacheco | Planning Assistant II, College & Career               | Schedule 03,<br>Range 02A<br>\$62,000 |
|         |                      | Office of the Chief of Academics                      |                                       |

The Superintendent recommends that the following individuals be appointed to the classification indicated, to be effective 03/16/2026 through 06/30/2026.

|        |             |                                                 |                                        |
|--------|-------------|-------------------------------------------------|----------------------------------------|
| (2)(r) | Sika Banini | Interim Assistant Principal III, North Division | Schedule 03,<br>Range 12C<br>\$115,000 |
|        |             | Office of the Chief of Schools                  |                                        |

**Recommended LTE Contracts (To be effective upon approval of the Board)**

|         |                    |                                                       |                            |
|---------|--------------------|-------------------------------------------------------|----------------------------|
| (5)(r)  | Jason Lucchesi     | Restricted Plumber for Plumbing Shop 913              | \$80.00                    |
|         |                    | Office of the Chief of Operations                     |                            |
|         |                    | 03/02/26 to 06/30/26                                  |                            |
| (5)(nr) | Jessie Vance       | Special Education Teacher                             | \$70.00/hr student contact |
|         |                    | Office of the Chief of Schools                        | \$50/hr prep               |
|         |                    | 03/04/26 to 06/16/26                                  |                            |
| (2)(r)  | Eric Coleman       | Lead Title IX Investigator/Compliance Coordinator     | \$50.00                    |
|         |                    | Office of the Chief of Family & Community Partnership |                            |
|         |                    | 02/02/26 to 06/30/26                                  |                            |
| (2)(r)  | Morgan Coleman     | Lead Title IX Investigator/Compliance Coordinator     | \$50.00                    |
|         |                    | Office of the Chief of Family & Community Partnership |                            |
|         |                    | 02/02/26 to 06/30/26                                  |                            |
| (2)(r)  | Lena Patton        | Lead Title IX Investigator/Compliance Coordinator     | \$50.00                    |
|         |                    | Office of the Chief of Family & Community Partnership |                            |
|         |                    | 02/02/26 to 06/30/26                                  |                            |
| (5)(nr) | Karen Steen        | School Psychologist                                   | \$50.00                    |
|         |                    | Office of the Chief of Academics                      |                            |
|         |                    | 02/02/26 to 06/30/26                                  |                            |
| (4)(nr) | Carlos de Arteaga  | Auditing and Investigative Support                    | \$45.00                    |
|         |                    | Office of the Chief of Accountability & Efficiency    |                            |
| (5)(nr) | Jacqueline Meifert | Mentor                                                | \$40.00                    |
|         |                    | Office of the Chief of Schools 01/02/26 to 03/01/26   |                            |
| (5)(r)  | Elizabeth Harrison | Department of Specialize Services                     | \$40.00                    |
|         |                    | Office of the Chief of Academics 03/31/26 to 06/15/26 |                            |
| (2)(r)  | Bridgett Todd      | E-Rate Administrative Tasks                           | \$38.13                    |

|         |                |                                                        |         |
|---------|----------------|--------------------------------------------------------|---------|
|         |                | Office of the Chief of Operations 02/01/26 to 06/30/26 |         |
| (2)(nr) | Natalie Gross  | Planning Assistant                                     | \$32.00 |
|         |                | Office of Board Governance 03/02/26 to 09/02/26        |         |
| (5)(nr) | Laura Naughton | 03/16/26 to 06/30/26<br>Induction Support, Grantosa    | \$30.00 |
|         |                | Office of the Chief of Schools                         |         |
| (5)(r)  | Robert Howell  | 01/05/26 to 06/19/26<br>Engineer Training              | \$30.00 |
|         |                | Office of the Chief of Operations                      |         |
| (5)(r)  | Herman Wolf    | 02/09/26 to 06/30/26<br>Engineer Training              | \$30.00 |
|         |                | Office of the Chief of Operations                      |         |
| (2)(r)  | Darrol Wright  | 02/09/26 to 06/30/26<br>SURGE Mentor                   | \$30.00 |
|         |                | Office of the Chief of Schools                         |         |
| (5)(r)  | Michael Bruno  | 02/09/26 to 06/30/26<br>SURGE Mentor                   | \$30.00 |
|         |                | Office of the Chief of Schools                         |         |
| (5)(r)  | Nancy McGrew   | 01/01/26 to 06/30/26<br>School Wide Teacher Assistance | \$20.00 |
|         |                | Office of the Chief of Schools                         |         |
|         |                | 01/01/26 to 06/30/26                                   |         |

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**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            |

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**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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**Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 6.19 - Positions: Staff

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**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY25 budget.

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**Committee's Recommendation**

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 the Award of Exception-to-Bid Contracts****Background****Exception Authorization to Enter into a Contract with Cream City Futsal, LLC for Soccer Officials for Milwaukee Recreation Soccer Leagues**

The Administration is requesting authorization to enter into a contract with Cream City Futsal, LLC to provide soccer officials for Milwaukee Recreation soccer leagues. The leagues include Adult Sports, Youth Sports (Elementary and Middle School), Summer Stars, Twilight Indoor, and Late-Night Sports.

Cream City Futsal shall provide comprehensive officiating services for all recreation-run soccer leagues, including recruiting, training, assigning, and scheduling qualified officials. The contractor will manage assignment changes and substitute coverage as needed, compensate all officials directly, and provide weekly assignment schedules to Milwaukee Recreation.

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)(c)).

This contract will run from March 27, 2026 through March 26, 2027. The total cost of the contract will not exceed \$96,760.00.

**Budget Code:**

|                           |             |
|---------------------------|-------------|
| RYS-0-0-PRC-RC-ECTS ..... | \$48,766.00 |
| RMS-0-0-PRC-RC-ECTS ..... | \$9,334.00  |
| RTW-0-0-MCC-RC-ECTS ..... | \$10,560.00 |
| RAS-0-0-MCC-RC-ECTS ..... | \$28,100.00 |

**Exception Authorization to Extend a Contract to von Briesen & Roper, S.C., for Legal Services**

The Administration is requesting authorization to extend the contract with von Briesen & Roper, S.C. (von Briesen) for legal representation on various employment matters.

The City Attorney's Office for the City of Milwaukee serves as legal counsel for the Milwaukee Board of School Directors. On March 18, 2022, the City Attorney notified the district that it would be beneficial to seek outside legal counsel regarding certain ongoing cases. von Briesen is a large law firm with the capacity and expertise to provide excellent representation and has been used by MPS since 2022. Many school districts across the state of Wisconsin are also represented by von Briesen.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity as the current cases are still ongoing (Administrative Policy 3.09(7)(e)(1)(c)).

The initial contract had a term of April 22, 2025, through April 21, 2026, (the "Initial Term"). This contract will run from April 22, 2026, through April 21, 2027 (Year 2) and will not exceed \$1,000,000.00.

Budget Code: INJ-0-0-DIJ-HR-ECTS (Contract Services)..... \$1,000,000.00

**Exception Authorization to Issue a Contract to AA Fierro & Associates LLC for Spanish Language Curricula, Lessons, and Professional Development**

The Administration is requesting authorization to enter into a contract with AA Fierro & Associates LLC for Spanish language curricula, lessons, and professional development. Contractor will be used to deliver reading Spanish language arts curricula which consist of structured literacy lessons in Spanish, structured literacy lessons in English for the early alphabetic phase, and professional learning connected to the use of the resources provided.

Presently, the District does not have an updated science of reading Spanish language arts curricula, and thus we find ourselves needing supplemental resources.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(c)).

The Contract will run from April 1, 2026 through June 30, 2026, and will not exceed \$111,697.

Budget Code: BLG-0-0BLG-BI-ECTS (Bilingual Education – Contracted Services).....\$111,697.00

#### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

#### **Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 3.09 - Purchasing and Bidding Requirements

#### **Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments.

#### **Implementation and Assessment Plan**

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

#### **Committee's Recommendation**

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

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

\* \* \* \* \*

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

##### **Background**

State Authorization to Issue a Contract to Total Communications Inc for District-Wide Telephone System Upgrade and Hardware Replacement

The Administration is requesting authorization to enter into a contract with Total Communications Inc for the District-wide telephone system upgrade/hardware replacement. Total Communications will be implementing a comprehensive, districtwide upgrade of our Voice Over IP (VOIP) telephone system to ensure reliability, security, and long-term sustainability. The project includes replacing obsolete hardware in our data centers and implementing virtualization software to modernize and strengthen the infrastructure supporting the phone system. These components are reaching end-of-life status, meaning they will no longer be supported by the vendor for hardware, software, firmware, or security updates. Replacing this equipment is essential to maintain reliable telephone communications, protect against emerging cybersecurity threats, and ensure uninterrupted access to critical safety, business, and instructional communications across the district.

Subsequently, we are upgrading the core Mitel VOIP platform and associated applications to current, fully supported software versions. We will also be implementing Mitel Revolution to enhance emergency communication, alerting, and notification.

At the school level, existing telephone gateways are being replaced with updated hardware and upgraded configurations. Ongoing security patching of gateways, applications, and servers will further strengthen cybersecurity protections and system stability across the district.

The items and activities under this purchase are covered by NCPA (National Cooperative Purchasing Alliance) Contract #01-169 and Mitel Sourcewell Contract #120122-MBS. The contract will run three years from April 1, 2026 through March 31, 2029.

The total cost of goods purchased from Total Communications Inc will not exceed \$727,754.56.

Budget Code:TSV-0-0-TLN-DW-ENCQ (Technology–Equipment)..... \$607,754.56

|        |              |        |              |        |               |       |
|--------|--------------|--------|--------------|--------|---------------|-------|
| Year 1 | \$ 60,000.00 | Year 2 | \$ 60,000.00 | Year 3 | \$ 727,754.56 | Total |
|--------|--------------|--------|--------------|--------|---------------|-------|

**RFP 1056 Authorization to Extend a Contract with FEI Behavioral Health Inc. to Provide Employee Assistance Plan Benefits**

The Administration is requesting authorization to extend the contract with FEI Behavioral Health Inc. (FEI) to provide the employee assistance plan (EAP) benefits to MPS employees, dependents and household members.

FEI offers on-demand help (Master's level counselors) 24 hours a day, 7 days a week, 365 days a year, to employees, dependents and household members. The FEI contract provides EAP members with 6 counseling sessions per individual, per year. All counseling sessions are free to eligible members. FEI also contracts with two of the leading legal service companies in the United States and with the leading financial services company to provide personal legal, financial assistance and referral services to EAP members. Finally, FEI contract includes unlimited hours for crisis and trauma support to help employees cope with the aftermath of critical events such as natural and human made disasters and tragedies, violence and death, and significant workplace change.

The services through the EAP will continue to help fulfill the needs of district employees, dependents and household members with a holistic approach on life and transitions. There is still a high need for support in mental health and wellbeing, financial and legal assistance areas. The EAP also provides assistance with family concerns such as childcare and aging parents.

Contractor was chosen pursuant to RFP 1056, which closed on October 5, 2021. The Initial Term of the contract shall run from April 1, 2022, through March 31, 2025. The contract was extended for the first contract extension from April 1, 2025, through March 31, 2026. The second contract extension shall run from April 1, 2026, through March 31, 2027. Certain performance guarantees are associated with the contract.

The total cost of the contract in the second extension will not exceed \$156,000.

Budget Code: OHM-0-I-MHD-DE-ECTS (Grants) ..... \$156,000.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 3.09 - Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments.

**Implementation and Assessment Plan**

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

**Committee's Recommendation**

By consensus, your Committee recommends that the Board authorize the 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 5) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts Recommendation and Report of Job Order Contracting Contracts**

**Professional Services Contracts**

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- Northwestern Elevator II Co. for Elevator & Lift Testing at various MPS sites; Code: Various = \$162,596.00
- Ayres Associates Inc. for Design Services for Playfield Improvements - Division 1 - Holt Playfield; Code: FAR 00 RFI RC ECNC = \$355,420.00
- Ayres Associates Inc. for Design Services for Playfield Improvements - Division 2 - Ohio Playfield; Code: FAR 00 RFI RC ECNC = \$303,220.00
- GRAEF-USA Inc. for Sports Field Master Plan - Milwaukee Recreation at various sites; Code: STS 00 RFI RC ECNC = \$119,700.00

**Report of Job Order Contracting Contracts**

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

- Eddy's Landscaping, Phase 2, 2026 Green Infrastructure Upgrades at Emerson Elementary School = \$918,112.90
- BEAR Construction, Phase 2, Funnel Ball Installation at Allen Field = \$5,506.38

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 3.09 - Purchasing and Bidding Requirements

**Fiscal Impact Statement**

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This item authorizes expenditures for:

Professional Services Contracts:

Total Professional Services Contracts Requested = \$940,936.00

Job Order Contracts:

Total Job Order Contracting Contracts = \$923,619.28

**Implementation and Assessment Plan**

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Upon the Board's approval, the attached Professional Services Contracts, and report of job order contracting contracts will be executed.

**Committee's Recommendation**

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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 6) Action on Monthly Finance Matters: 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**

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Cooperative Authorization to Issue a Purchase Order to CDW Government LLC for Cisco Products, Licenses, and Support

The Administration is requesting authorization to make a one-time purchase from CDW Government LLC for Cisco products, licenses, and support. These items are considered critical network infrastructure that supports the district's secure internet connectivity and internal systems access. The purchase is for external routers at each data center to provide our direct connection to the internet and service provider; replacement of the tunnel router at Central Services which securely supports backend management of Business Plus and PeopleSoft systems that are not cloud-based; and for the VPN client which enables secure remote access to our internal network for authorized staff.

These components are reaching end-of-life status, meaning they will no longer be supported by the vendor for hardware, software, firmware, or security updates. Replacing this equipment is essential to maintain reliable connectivity, protect against emerging cybersecurity threats, and ensure uninterrupted access to critical business and instructional systems across the district.

The items and activities under this purchase are covered by various cooperative agreements, including CESA Purchasing (#41466), Wisconsin Cisco NVP Data Communications AR3227 (AR3227 505ENT-M21-DATACOM), and CESA Purchasing (022-G)

The total cost of goods purchased from CDW Government LLC will not exceed \$106,138.90.

Budget Code: TSV-0-0-TLN-DW-EEQ5 (Technology–Equipment)..... \$106,138.90

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

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

Contract: C033433

Von Briesen & Roper, S.C.

On April 22, 2025, the Milwaukee Board of School Directors and von Briesen & Roper, S.C. entered into Professional Services Contract number C033433, with a term of April 22, 2025 through April 21, 2026, to provide legal services and representation on an as needed basis in relation to employment matters. A Request to Change Contract (RCC) was approved October 31, 2025, to add additional funds due to an increased demand in services. An RCC was approved on February 4, 2026 to add funds of \$400,000 due to an increased demand for services.

|                                |                 |
|--------------------------------|-----------------|
| Original Contract Amount:..... | \$ 300,000.00   |
| RCC 10/31/25.....              | 300,000.00      |
| RCC 2/4/2026.....              | 400,000.00      |
| Ending Amount: .....           | \$ 1,000,000.00 |

Contract: B0001469

Houghton Mifflin Harcourt Publishing Co. (HMH)

On June 16, 2021, the Milwaukee Board of School Directors and Houghton Mifflin Harcourt Publishing Company (HMH) entered into Professional Services Contract number B0001469, with a term of July 1, 2021 through June 30, 2029 for the textbook adoption for grades K-8 Literacy including Bilingual and English as a Second Language (ESL). A Request to Change Contract (RCC) was approved on November 17, 2025 to add \$7,938,057.40 to update the instructional materials for the teaching of Tier 1 instruction aligned with the

science of reading for integrated reading-writing and explicit teaching of phonics. An RCC was approved on February 5, 2026, to add \$593,969.45 for instructional materials for ESL and Special Education teachers to support Tier 1 instruction aligned to the science of reading.

|                                 |                 |
|---------------------------------|-----------------|
| Original Contract Amount: ..... | \$12,000,000.00 |
| RCC 10/15/2025 .....            | 7,938,057.40    |
| RCC 2/5/2026 .....              | \$ 593,969.45   |
| Ending Amount: .....            | \$20,532,026.85 |

Contract: B0001556

#### Collaborative Student Transportation of Minnesota

On September 1, 2023, the Milwaukee Board of School Directors and Collaborative Student Transportation of Minnesota entered into Professional Services Contract number B0001556 ("Contract"), with a term of September 1, 2023 through July 31, 2026, to provide human service vehicles (HSV) or van transportation for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts. On March 13, 2025, a Request to Change Contract (RCC) was approved to add additional funds to cover the increased demand for services. On July 7, 2025, an RCC was approved to add funds of \$182,009.03. An RCC was approved on February 18, 2026, to add \$600,000 for an increased demand in services.

|                                 |                |
|---------------------------------|----------------|
| Original Contract Amount: ..... | \$1,200,000.00 |
| RCC 3/13/2025 .....             | 500,000.00     |
| RCC 7/7/2025 .....              | 182,009.03     |
| RCC 2/18/2026 .....             | 600,000.00     |
| Ending Amount: .....            | \$2,482,009.03 |

Contract: C032623

#### Stepping Stones Group LLC

On August 1, 2024, the Milwaukee Board of School Directors and Stepping Stones Group LLC Inc entered into Professional Services Contract number C032623 ("Contract"), with a term of August 1, 2024 through July 30, 2027 to provide licensed occupational therapists ("Ots"), occupational therapist assistants ("OTAs"), physical therapists ("PTs") and physical therapist assistants ("PTAs") on an as needed basis to provide student specific therapy services as identified in Individual Education Programs ("IEPs") or Section 504 plans. The therapy services to be provided include evaluation, development of an IEP with meaningful and measurable goals, development of an intervention plan, direct and indirect therapeutic interventions, attendance at IEP-team meetings, consultation with staff members, and all related documentation. On July 15, 2025, a Request to Change Contract (RCC) was approved to add funds of \$85,132.50 due to increased demand for services. On August 27, 2025, an RCC was approved to add \$19,785 due to increased demand for services. On October 1, 2025, an RCC was approved to add \$150,000 due to demand for services. On December 4, 2025, an RCC was approved to add \$300,000 due to an increased use of therapists. An RCC was approved on February 24, 2026, to add \$49,999 to include behavioral services.

|                                 |                |
|---------------------------------|----------------|
| Original Contract Amount: ..... | \$ 450,000.00  |
| RCC 7/15/25 .....               | 85,132.50      |
| RCC 8/27/25 .....               | 19,785.00      |
| RCC 10/1/25 .....               | 150,000.00     |
| RCC 12/4/25 .....               | 300,000.00     |
| RCC 2/24/226 .....              | 49,999.00      |
| Ending amount: .....            | \$1,054,916.50 |

**Contract: C032208****Loomis Armored US, LLC dba Loomis**

On March 1, 2024, the Milwaukee Board of School Directors and Loomis Armored US, LLC dba Loomis entered into Professional Services Contract number C033208, with a term of March 1, 2024 through June 30, 2027, to provide armored car services. A Request to Change Contract (RCC) was approved February 26, 2026, to add additional funds due to vendor price increase.

|                                |               |
|--------------------------------|---------------|
| Original Contract Amount:..... | \$ 770,000.00 |
| RCC 2/26/26.....               | 131,106.58    |
| Ending Amount: .....           | \$ 901,106.58 |

**Contract: C033318****Lincoln Contractors Supply, Inc.**

On January 3, 2025, the Milwaukee Board of School Directors and Lincoln Contractors Supply, Inc. entered into Professional Services Contract number C033318, with a term of January 3, 2025, through January 3, 2026, to provide light towers to various MPS athletic facilities during the football and basketball seasons. A Request to Change Contract (RCC) was approved December 11, 2025, to extend the contract through January 3, 2027 and add additional funds of \$24,750. An RCC was approved on March 5, 2026, to add funds of \$34,000 due to an increase in demand.

|                                |              |
|--------------------------------|--------------|
| Original Contract Amount:..... | \$ 24,750.00 |
| RCC 12/11/25.....              | 24,750.00    |
| RCC 3/5/26 .....               | 34,000.00    |
| Ending Amount: .....           | \$ 83,500.00 |

**Contract: C032985****Milwaukee Area Technical College (MATC)**

On August 30, 2024, the Milwaukee Board of School Directors and Milwaukee Area Technical College (MATC) entered into Professional Services Contract number C032985, with a term of September 1, 2024 through July 30, 2025, to provide MPS students the opportunity to earn high school and college credit while in high school through the M3 College Connections, Dual Enrollment (on MATC campus), or Concurrent Enrollment (at MPS high schools). A Request to Change Contract (RCC) was approved June 30, 2025, to extend the contract through August 8, 2025. On July 9, 2025, an RCC was approved to extend the contract through July 31, 2026 and to add funds of \$406,000. An RCC was approved on March 5, 2026, to add funds of \$214,000 due to an increase in demand and to provide a hospitality and internship experience with college credit in summer school.

|                                |                 |
|--------------------------------|-----------------|
| Original Contract Amount:..... | \$ 500,000.00   |
| RCC 7/9/25.....                | 406,000.00      |
| RCC 3/5/26 .....               | 214,000.00      |
| Ending Amount: .....           | \$ 1,120,000.00 |

**Monthly Financial Reports**

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 to the minutes of your Committee's meeting. No action is required.

**Donations**

The listing of donations offered to schools and departments is also attached.

| Location                                                                                      | Donor                                       | Amount   | Gift or Purpose                         |
|-----------------------------------------------------------------------------------------------|---------------------------------------------|----------|-----------------------------------------|
| <i>Monetary Donations</i>                                                                     |                                             |          |                                         |
| Albert E Kagel School                                                                         | Anthony E Caceres                           | 200.00   | Nutrition Program                       |
| Benjamin Franklin School                                                                      | Danita Green                                | 20.00    | PBIS Store                              |
| Clement Avenue School                                                                         | Box Tops for Education                      | 25.30    | General School Supplies                 |
| Elm Creative Arts School                                                                      | Jennifer A. Burk                            | 170.00   | Scholarship and Art Supplies            |
| Hamilton High School                                                                          | Versiti Blood Center                        | 250.00   | General School Supplies                 |
| Hopkins-Lloyd Community School                                                                | Beverly Conner                              | 80.00    | Support Fieldtrip and Athletics         |
| Meir School                                                                                   | Joan Schneider                              | 250.00   | Orchestra                               |
| Milwaukee School of Languages                                                                 | Box Tops for Education                      | 114.60   | General School Supplies                 |
| Milwaukee School of Languages                                                                 | German Immersion Foundation, Inc            | 440.00   | AAT6 Testing                            |
| Milwaukee School of Languages                                                                 | German Immersion Foundation, Inc            | 1,932.80 | STAMP                                   |
| Morgandale School                                                                             | Box Tops for Education                      | 69.70    | General School Supplies                 |
| Office of Academics - Curriculum and Instruction                                              | Educators Credit Union                      | 500.00   | Annual Montessori Event                 |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Kourosh Hassani                             | 20.00    | Mitten Tree Drive                       |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Kourosh Hassani                             | 25.00    | Mitten Tree Drive                       |
| Ronald Reagan High School                                                                     | Future Business Leaders of America          | 200.00   | New Chapter Donation                    |
| Ronald Reagan High School                                                                     | Milwaukee Area Retired Teachers Association | 300.00   | Music Program                           |
| Ronald Reagan High School                                                                     | Mark and Beth Bender                        | 1,000.00 | Theater/Forensics                       |
| Victory School                                                                                | Andrea & James Schloemer                    | 1,500.00 | Victory Store Supplies                  |
| Zablocki School                                                                               | Box Tops for Education                      | 27.40    | General School Supplies                 |
| <i>Total Monetary Donations</i>                                                               |                                             | 7,124.80 |                                         |
| <i>Non-Monetary Donations</i>                                                                 |                                             |          |                                         |
| Lloyd Barbee Montessori                                                                       | Kendra Spain                                | 65.00    | Hygiene Closet                          |
| Academia De Lenguaje Y Bellas Artes (ALBA)                                                    | Veronica I. Ramirez                         | 189.13   | Volleyball Fundraiser Supplies          |
| Bay View High School                                                                          | DonorsChoose                                | 203.58   | Literacy & Language                     |
| Bay View High School                                                                          | DonorsChoose                                | 966.99   | Life Skills, Students with Disabilities |
| Bay View Montessori School                                                                    | Craig & Anna Anderson                       | 57.00    | Case of Copy Paper                      |

| Location                        | Donor                  | Amount   | Gift or Purpose                                 |
|---------------------------------|------------------------|----------|-------------------------------------------------|
| Bethune Academy                 | DonorsChoose           | 73.84    | Classroom Essentials                            |
| Bradley Trade & Tech            | DonorsChoose           | 3,115.44 | Carhartt Winter Coat Drive                      |
| Browning School                 | DonorsChoose           | 25.43    | Classroom Essentials                            |
| Burbank School                  | Martin Luther Church   | 400.00   | Toys Books                                      |
| Burbank School                  | DonorsChoose           | 211.75   | Care During Uncertainty                         |
| Burbank School                  | DonorsChoose           | 389.36   | Dry Erase                                       |
| Burbank School                  | DonorsChoose           | 491.72   | Don't Hide the Books!                           |
| Burbank School                  | DonorsChoose           | 549.85   | Literacy & Language, Students with Disabilities |
| Burdick School                  | DonorsChoose           | 172.64   | Bringing the Outside Inside                     |
| Cass Street School              | DonorsChoose           | 21.11    | Classroom Essentials                            |
| Cass Street School              | DonorsChoose           | 31.98    | Classroom Essentials                            |
| Doerfler School                 | * Alli Begel           | 40.00    | Gift Cards                                      |
| Dr. B Carson Academy of Science | DonorsChoose           | 201.94   | Clothes for K5 Accidents                        |
| Fernwood School                 | DonorsChoose           | 264.27   | STEM                                            |
| Fifty-Third Street School       | DonorsChoose           | 10.52    | Classroom Essentials                            |
| Forest Home Avenue School       | DonorsChoose           | 24.21    | Classroom Essentials                            |
| Forest Home Avenue School       | DonorsChoose           | 285.59   | Spelling Bee Extravaganza                       |
| Fratney Street School           | Bill and Bev Mansfield | 650.00   | Winter Coats and Warm Clothing                  |
| French Immersion School         | DonorsChoose           | 144.09   | PBIS Prizes                                     |
| Gaenslen School                 | DonorsChoose           | 9.49     | Classroom Essentials                            |
| Gaenslen School                 | DonorsChoose           | 231.98   | Literacy & Language, Students with Disabilities |
| Goodrich School                 | DonorsChoose           | 17.03    | Classroom Essentials                            |
| Goodrich School                 | DonorsChoose           | 186.52   | The Smarty Pants                                |
| Goodrich School                 | DonorsChoose           | 203.28   | Laundry Supplies                                |
| Goodrich School                 | DonorsChoose           | 362.13   | Incentives and Prizes                           |
| Goodrich School                 | DonorsChoose           | 383.41   | Fine Motor Practice                             |
| Grant School                    | DonorsChoose           | 272.35   | It's Good To Be Odor Free                       |
| Greenfield School               | DonorsChoose           | 45.71    | Classroom Essentials                            |
| Greenfield School               | DonorsChoose           | 64.43    | Classroom Essentials                            |
| Hayes Bilingual School          | DonorsChoose           | 167.30   | Classroom Supplies!                             |
| Hayes Bilingual School          | DonorsChoose           | 395.25   | Life Skills                                     |
| Hayes Bilingual School          | DonorsChoose           | 448.12   | Literacy & Language                             |
| Hayes Bilingual School          | DonorsChoose           | 771.52   | Adventures Through Reading                      |
| Hi-Mount School                 | DonorsChoose           | 198.10   | Warmth Care & Hunger                            |
| King High School                | DonorsChoose           | 330.20   | IB Psychology Study Essential                   |
| King High School                | DonorsChoose           | 532.69   | Home Away From Home                             |
| Kluge School                    | DonorsChoose           | 19.64    | Classroom Essentials                            |
| Lloyd Barbee Montessori         | Anonymous              | 19.00    | Hygiene Closet-Deodorants                       |
| Longfellow Elementary           | DonorsChoose           | 209.50   | All Hands on Deck!                              |
| MacDowell Montessori            | DonorsChoose           | 132.19   | We Love Picture Books                           |
| MacDowell Montessori            | DonorsChoose           | 141.32   | We Love To Read                                 |

| Location                                                                                      | Donor                           | Amount   | Gift or Purpose                                 |
|-----------------------------------------------------------------------------------------------|---------------------------------|----------|-------------------------------------------------|
| MacDowell Montessori                                                                          | DonorsChoose                    | 146.99   | Our Bookshelf is Empty                          |
| MacDowell Montessori                                                                          | DonorsChoose                    | 172.09   | Storage for Books                               |
| Marshall High School                                                                          | DonorsChoose                    | 592.89   | STEM                                            |
| Milwaukee High School of the Arts                                                             | DonorsChoose                    | 13.58    | Classroom Essentials                            |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 9.49     | Classroom Essentials                            |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 17.03    | Classroom Essentials                            |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 133.37   | Calming Weighted Animal                         |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 133.54   | Fill Our Book Vending Machine                   |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 136.40   | Once Upon a Shelf                               |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 136.97   | Literacy & Language, Students with Disabilities |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 145.64   | See. Read. Love.                                |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 160.25   | Literacy & Language, Students with Disabilities |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 164.13   | Small Books, Big Imaginations                   |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 167.66   | Fill the Shelf With Books                       |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 172.64   | Read & See                                      |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 173.39   | Literacy & Language, Students with Disabilities |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 180.07   | We Love to Read                                 |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 180.43   | Learning To Read                                |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 183.97   | Help Us Flex                                    |
| Ninety-Fifth Street School                                                                    | DonorsChoose                    | 205.31   | Graphic Novel Upgrade                           |
| Obama School of Career and Technical Education                                                | Kerry Holeman                   | 19.99    | 2 Dozen Donuts for Fundraiser Sales             |
| Obama School of Career and Technical Education                                                | Kerry Holeman                   | 24.00    | 3 Dozen Donuts Fundraiser                       |
| Obama School of Career and Technical Education                                                | DonorsChoose                    | 41.24    | Classroom Essentials                            |
| Obama School of Career and Technical Education                                                | DonorsChoose                    | 114.30   | Classroom Essentials                            |
| Office of Academics - Specialized Services                                                    | Jim & Chris Coughlin            | 1,905.00 | Hoodies/Sweatshirts                             |
| Office of Academics - Specialized Services                                                    | ASC                             | 190.00   | Winter Outwear                                  |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Anonymous                       | 1,000.00 | Winter Apparel and Coats                        |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Stafford Rosenbaum              | 1,000.00 | Various Winter Apparel                          |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Bayview Montessori Upper Campus | 500.00   | 100+ Toys                                       |

| Location                                                                                      | Donor               | Amount           | Gift or Purpose                       |
|-----------------------------------------------------------------------------------------------|---------------------|------------------|---------------------------------------|
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Karen Goodstein     | 50.00            | Socks, Gloves, Hats, Etc..            |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Street Angels       | 1,500.00         | Various Winter Apparel                |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Ed Possing          | 50.00            | Hats, Mittens, Scarves                |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Samantha Henneberry | 350.00           | Coats, Jackets, Hats, Gloves          |
| Office of Communications and School Performance - Strategic Partnerships and Customer Service | Jan-Marie Weiler    | 50.00            | 50 Handmade Scarves                   |
| Office of Finance - Milwaukee Recreation                                                      | Jackie Herd-Barber  | 1,450.00         | 58 Pairs of Football Cleats           |
| Ralph Metcalfe School                                                                         | DonorsChoose        | 243.21           | Help Fuel Our Brains                  |
| Riverwest Elementary                                                                          | DonorsChoose        | 13.58            | Classroom Essentials                  |
| Ronald Reagan High School                                                                     | GE Healthcare       | 700.00           | USB Drives                            |
| Roosevelt Middle School                                                                       | DonorsChoose        | 18.40            | Classroom Essentials                  |
| Roosevelt Middle School                                                                       | DonorsChoose        | 345.47           | Rewarding Hard Workers                |
| Sherman School                                                                                | Dr. Madeline Levay  | 314.21           | Winter Coats                          |
| Story School                                                                                  | DonorsChoose        | 236.76           | Warmth Care & Hunger                  |
| Victory School                                                                                | Joseph Nadboralski  | 250.00           | Meijer Gift Card                      |
| Victory School                                                                                | DonorsChoose        | 268.67           | Creating With Materials               |
| Victory School                                                                                | DonorsChoose        | 722.33           | Health Sports & Wellness, Life Skills |
| Victory School                                                                                | DonorsChoose        | 743.17           | Multiplication Madness                |
| Vieau School                                                                                  | DonorsChoose        | 278.09           | Make Reading Fun                      |
| William Cullen Bryant School                                                                  | DonorsChoose        | 13.58            | Classroom Essentials                  |
| William Cullen Bryant School                                                                  | DonorsChoose        | 28.57            | Classroom Essentials                  |
| Zablocki School                                                                               | DonorsChoose        | 9.49             | Classroom Essentials                  |
| <i>Total Non-Monetary Donations</i>                                                           |                     | <i>29,382.50</i> |                                       |
| <i>Total Value of Donations</i>                                                               |                     | <i>36,507.30</i> |                                       |
| <i>* Donations from MPS Alumni</i>                                                            |                     | <i>40.00</i>     |                                       |

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

### **Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 3.06 - Fiscal Accounting and Reporting

### **Fiscal Impact Statement**

This item authorizes expenditures as indicated on the attachment.

### **Committee's Recommendation**

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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 7) Action on a Request to Enter into a Lease Agreement with FoodRight, Inc., at Golda Meir School Located at 227 West Pleasant Street**

#### **Background**

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FoodRight is a Wisconsin non-stock corporation with a mission of empowering youth to choose foods that sustain life-long health. In 2006, the founder of FoodRight observed through a needs assessment in the central Milwaukee area that the youth population had a consistently poor diet, high prevalence of obesity, and a lack of programming to address the issue. In response, an elevated home economics curricula to address the needs of today's youth was born. The Youth Chef Academy (YCA), a cooking-based nutrition education program was created based on behavior change theory and food acceptance research.

FoodRight is a Milwaukee-based nonprofit with a mission to empower youth to choose foods that sustain life-long health. They partner with schools to teach hands-on culinary and garden-based nutrition education in the classroom. Through standards-aligned curricula, K5-12th grade youth learn to cook and appreciate healthy, whole plant foods made using cuisines from around the world. Classroom learning is extended to families through meal kits and virtual lessons that teach the whole family to cook at home. Led by the communities they serve, FoodRight advocates for and initiates changes to policies and systems to create school environments where the healthy choice is the easy choice. More than 79% of students serviced are economically disadvantaged due to systemic racial inequities in education, health and food access. FoodRight works to eliminate these inequities through healthy food education and advocacy, so that all people have the skills to prepare and the ability to access wholesome, sustainably-raised foods that promote life-long health.

Food Rights Core Programs are as follows:

- \* Youth Chef Academy & Growing Chefs
- \* Good School Food
- \* Parent Ambassador Program

The Administration is requesting approval of a lease agreement commencing on June 1, 2025, and terminating May 31, 2030, with an annual lease rate of \$5 per year and an option to extend for two additional five-year terms. Draft lease documents are attached to the minutes of your Committee's meeting.

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

#### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 5.02 - Use of School Facilities

#### **Fiscal Impact Statement**

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There are no expenditures associated with this item. Total lease revenue for the lease term is \$25.00.

#### **Implementation and Assessment Plan**

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Upon Board approval, the attached lease agreement with FoodRight, Inc., at Golda Meir School, located at 227 West Pleasant Street shall be executed.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the attached lease agreement with FoodRight, Inc., at Golda Meir School, located at 227 West Pleasant Street.

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

\* \* \* \* \*

**(Item 8) Action on a Request to Approve the Fourth Amendment to Extend the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex located at 1712 South 32nd Street****Background**

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Carmen High School of Science and Technology (Carmen) is a college preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In June 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Walker Multiplex. The initial term of the lease agreement commenced on July 1, 2012, and ended June 30, 2017, with an option to extend two additional five-year terms. The lease term was amended at the June 29, 2017, Board meeting to allow for the extension to be exercised for two years so it would align with the charter contract term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term. In June of 2021, the Board approved the third amendment to the lease agreement for a 5-year term from July 1, 2021 through June 30, 2026.

The Administration is requesting approval of the proposed fourth amendment to the lease agreement with Carmen that will extend the lease term from July 1, 2021 through July 31, 2026, which will allow Carmen to hold its summer school program through July 31, 2026.

The lease rent revenue shall be as follows:

July 1, 2026 – July 31, 2026 = \$23,023.00

Documents pertaining to this item are attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 5.02 - Use of School Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item. Total lease revenue for lease term July 1, 2025 - July 31, 2026 with the additional month is \$299,249.00

**Implementation and Assessment Plan**

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Upon Board approval, the attached Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex will be executed.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the Fourth Amendment to the Lease Agreement with Carmen High School of Science and Technology at the Walker Complex.

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

\* \* \* \* \*

**(Item 9) Action on a Request to Approve the Fifth Amendment to Modify the Lease Agreement with Carmen High School of Science and Technology at the Northwest Secondary School Building Located at 5496 North 72nd Street**

**Background**

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Carmen High School of Science and Technology (Carmen) is a college preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Milwaukee Public Schools and Carmen have cultivated a long-term working relationship. In November 2012, the Milwaukee Board of School Directors approved a lease agreement between Milwaukee Public Schools and Carmen to operate a non-instrumentality charter school within the Northwest Secondary School Building. The initial term of the lease agreement commenced on July 15, 2013, and ended June 30, 2018, with an option to extend two additional five-year terms. The lease term was amended at the January 25, 2018, Board meeting to allow for the extension to be exercised for one year so it would align with the charter contract term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term. In July 2021, the Board approved the third amendment to the lease agreement for a five-year term. A request has been made to release the use of four classrooms on the second floor and utilize four classrooms on the first floor which adds 442 square feet to 133,379 leased square footage for a new total of 133,821 square feet. After the school year started and the Board approved the

fourth amendment in September, Carmen requested to revert back to the original terms from the previous amendment and utilize the four classrooms on the second floor and the 133,379 leased square footage. The remaining lease revenue has been recalculated for the remainder years of the lease term.

The Administration is requesting approval of the proposed fifth amendment to the lease agreement with Carmen that will extend the lease term to be from July 1, 2021 through July 31, 2026, which will allow Carmen to hold its summer school program through July 31, 2026.

The lease rent revenue shall be as follows:

July 1, 2026 – July 31, 2026 = \$60,622.00

Documents pertaining to this item are attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 5.01 - Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item. Total lease revenue for lease term 2025-2026, with the additional month is \$788,091.00.

**Implementation and Assessment Plan**

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Upon Board approval, the attached Fifth Amendment to the Lease Agreement with Carmen High School of Science and Technology will be executed.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the Fifth Amendment to the Lease Agreement with Carmen High School of Science and Technology.

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

\* \* \* \* \*

**(Item 10) Action on a Request to Approve the Fifth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School Located at 2500 West Oklahoma Avenue**

**Background**

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Carmen High School of Science and Technology (Carmen) is a college preparatory high school with a liberal arts curriculum that emphasizes science and engineering. Since 2015, representatives from Carmen and Casimir Pulaski High School (Pulaski) have worked together to align building space allocation at the high school to support program needs in an effort to continually support their knowledge-exchange partnership.

A lease agreement was approved between Milwaukee Public Schools and Carmen for a portion of Pulaski at the April 21, 2016, Board meeting. The initial term of the lease agreement commenced on July 15, 2016, and ended June 30, 2017, with an option to extend two additional five-year terms. The lease term was amended at the June 29, 2017, Board meeting to allow for the extension to be exercised for two years so it would align with the charter contract term. In January 2019, the Board approved the second amendment to the lease agreement for a two-year term. In June 2021, the Board approved the third amendment to the lease agreement for a five-year term. The fourth amendment to the lease reduced their leased space by 822 sf and was approved by the Board in March 2025. Carmen is further reducing their square footage by 1,899 sf and will utilize the current arrangement until June 30, 2026.

The Administration is requesting approval of the proposed fifth amendment to the lease agreement with Carmen that will reduce the annual rent due for the lease term from July 1, 2025, through June 30, 2026 to \$516,550.00.

The lease rent revenue shall be as follows:

July 1, 2025 – June 30, 2026 = \$516,550.00

Documents pertaining to this item are attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 5.02 - Use of School Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item. Total lease revenue for lease term is \$516,550.00

**Implementation and Assessment Plan**

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Upon Board approval the attached Fifth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School will be executed.

**Committee's Recommendation**

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Your Committee recommends that the Board approve the Fifth Amendment to the Lease Agreement with Carmen High School of Science and Technology at Casimir Pulaski High School.

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

\* \* \* \* \*

**(Item 11) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue a Contract to Cybersoft Technologies, Inc.**

**Background**

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

Cybersoft Technologies, Inc. to provide school menu solution and school nutrition reporting services, \$315,080.00.

**RFP-1158 Authorization to Issue a Contract with Cybersoft Technologies, Inc. to Provide School Menu Solution Services and School Nutrition Reporting Services**

The Administration is requesting authorization to issue a contract to Cybersoft Technologies, Inc. for the use of software SchoolCafe PrimeroEdge to provide School Menu Solution Services and School Nutrition Reporting Services.

Milwaukee Public Schools currently uses a software application for meal counting and claiming at the Point of Sale (POS) purchased in 2004 and a coordinating Back of the House (BOH) system purchased in 2010. These applications are used for ordering food and tracking meal components to support compliance with USDA meal regulations. The BOH system is supported by the current vendor only in the original form and the company does not plan to add additional features. The SchoolCafe PrimeroEdge School Menu Solution Services provides a state-of-the-art software platform for menu planning, recipe development, and interactive menus for easy access by parents, students and staff.

A USDA Child Nutrition Programs audit found that financial information specific to Department of Nutrition Services (DNS) (Fund 50) revenues and expenses is not easily accessible with the current system, and does not provide the tools/reports (i.e. Profit and Loss statements, Meals Per Labor Hour, expenses as a portion of revenues) with which to manage the daily business operation. This limitation impedes timely reporting for Fund 50 in both monthly and annually required reports. The SchoolCafe PrimeroEdge software is specifically designed for K-12 child nutrition programs. Real-time profit & loss dashboards alongside USDA funding and grant tracking, full-cycle budgeting, meal-claim management, purchase orders and labor control are provided.

***Strategy 2, Special Project;***

School Lunch Program: High quality meals are one of the most effective tools to increase student achievement. SchoolCafe PrimeroEdge services critically support School Nutrition Services' capacity to improve the quality of food services, resulting in increased participation. SchoolCafe PrimeroEdge School Menu Solution Services will support DNS goals of:

Providing high-quality, diverse, student-centered entrees and sides that meet the USDA requirements.

Offering multiple menu choices for diverse student groups.

Decrease the number of processed food products on the menu.

Display menu system that shares information regarding allergens in food products, carbohydrate counts, and other food restriction descriptions and pictures of food items.

MPS Department of Nutrition Services requests permission to enter into a contract with Cybersoft Technologies for SchoolCafe PrimeroEdge to provide state of the art BOH menu software with multiple updated features to better forecast food orders, track meal components to support compliance with USDA meal patterns, and seamlessly communicate dietary information in real time (calories, ingredients, carbohydrates and food allergy information) for students, parents, nurses and the community. Daily menus can be seen from a computer or phone app to allow for detailed information including list of ingredients in foods, food allergens, carbohydrate counts, and choices for the day.

Contractor was chosen pursuant to RFP 1158, which closed on January 9, 2026.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the contract to provide four additional one-year options after the initial term, to lock in competitive pricing.

The initial term of the contract shall run from April 1, 2026, through March 31, 2027. The contract total in the initial term shall not exceed \$315,080.00

Budget Code: LNC-0-0-LNH-DW-EEQ5 ..... \$315,080.00

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

### **Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 3.09 - Purchasing and Bidding Requirements

### **Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments.

### **Implementation and Assessment Plan**

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

### **Committee's Recommendation**

The Administration recommends that the Board waive Administrative Policy 3.09 and 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 12) Quarterly Report on District Audits and Reviews**

Your Committee reports having received the following report. This item was not noticed for action.

### **Background**

This Quarterly 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.

The following updates were provided. The full presentation may be found attached to the minutes of your Committee's meeting.

- Implementation Update: February 2025 MGT Operational Audit
- Implementation Update: June 2025 CGCS Review of Human Resources
- Implementation Update: June 2025 MGT Instructional Review

### **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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**Statute, Administrative Policy, or Board Rule Statement**


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Admin Policy 2.10 - Administrative Reports

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**Fiscal Impact Statement**


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N/A

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**Implementation and Assessment Plan**


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N/A

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**(Item 13) Report on Vendor's Compliance with Contract Requirements for Historically Underutilized Business (HUB), Communities in Need (COIN), and Student Engagement Program**

Your Committee reports having received the following report. This item was not noticed for action.

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**Background**


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The Department of Contract Compliance Services within the Office of Accountability and Efficiency is charged with administering the Board's commitment to supplier diversity, providing opportunities to the unemployed/underemployed in our community, and student employment and career engagement, as forth in Administrative Policies 3.10 and 3.13.

The attached report details historical performance within the context of ESSER funding and opportunities for programming ahead.

Contract Compliance Services (CCS) ensures contractor compliance and performance aligned with Board Policies 3.09, 3.10 and 3.13 advancing equity, meaningful student engagement, and high-quality education for all MPS students.

- Integrates compliance into the contracting process by assigning HUB, COIN, and Student Engagement requirements to District contracts \$50,000 and above
- Partners with Facilities & Maintenance and Procurement to align requirements with strategic sourcing and Board policy
- Monitors compliance in real time following Board action through the Contract Compliance Reporting System (CCRS)
- Builds contractor capacity by educating and supporting small and diverse businesses through vendor sessions and community outreach

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**Policy 3.10 Historically Underutilized Business (HUB) Program**


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A Historically Underutilized Business (HUB) is a for-profit business that is at least 51% owned, controlled, and managed by individuals from designated underrepresented groups and certified by an approved agency for participation in MPS contracting and procurement. The HUB designation promotes equitable participation in MPS opportunities.

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**Recognized Certifications from Local and Private Agencies**


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- Disadvantaged Business Enterprise (DBE)
- HUBZone
- LGBTQ+ Business Enterprise (LGBTE)
- Minority Business Enterprise (MBE)
- SBA 8(a)
- Small Business Enterprise (SBE)
- Service-Disabled Veteran-Owned Small Business (SDVOSB)
- Women Business Enterprise (WBE)

- Woman-Owned Small Business (WOSB)

### **FY 25 HUB Participation Summary**

- The District has set an annual target of 25% HUB participation.
- Contract Compliance Services (CCS) monitored 173 contracts—including construction, goods & services, and professional services
  - The district achieved 13% HUB participation in FY25
  - Fifteen (15) contracts were awarded to self-performing HUB contractors.
  - 31% of the contracts included HUB participation requirements.
- A decrease in HUB participation occurred, primarily due to the completion of ESSER-funded projects during fiscal years 2022–2024
- FY24 and FY25 declines reflect reduced contract volume rather than changes in monitoring or payment practices.

HUB Participation Total: \$19,225,035

### **Policy 3.13 Communities In Need Initiative (COIN)**

MPS workforce preference program requiring construction contractors to hire COIN-certified Milwaukee residents who meet federal free and reduced lunch income eligibility

### **FY25 COIN Summary**

The District has set an annual target of 25% of annual workforce hours to be performed by COIN-certified participants.

| Fiscal Year | Total Workforce Hours | COIN Hours | Non-COIN Hours | COIN% |
|-------------|-----------------------|------------|----------------|-------|
| FY22        | 343,956               | 75,110     | 268,846        | 21%   |
| FY23        | 269,413               | 70,080     | 199,333        | 26%   |
| FY24        | 48,968                | 10,414     | 38,554         | 21%   |
| FY25        | 24,962                | 9,225      | 15,736         | 36%   |

### **Policy 3.09 Student Engagement Program**

The Student Engagement Program is designed to increase contractor participation in career education and paid employment opportunities for MPS students. The program supports informed career and postsecondary decision-making and contributes to the growth of the local business community. Contractors must (1) participate in career education activities that directly engage students and (2) provide paid student employment offering meaningful work experience.

| Fiscal Year | Hours Assigned | Hours Complete | Avg. Assignment (hrs.) | Student Wages |
|-------------|----------------|----------------|------------------------|---------------|
| FY22        | 71,000         | 45,950         | 493                    | \$561K        |
| FY23        | 85,200         | 70,040         | 495                    | \$952K        |
| FY24        | 69,700         | 59,700         | 402                    | \$895K        |
| FY25        | 48,600         | 35,530         | 354                    | \$532K        |

### **Policy 3.09 Career Education Program Summary**

- Completion levels may vary based on contract expenditures and funding availability.
- Hours are based on vendor-reported data and reflect verified submissions received during each fiscal year.

| Fiscal Year | Hours Assigned | Hours Completed |
|-------------|----------------|-----------------|
| FY22        | 2,065          | 1,109           |
| FY23        | 2,300          | 1,917           |
| FY24        | 2,180          | 1,683           |
| FY25        | 1,830          | 796             |

### **FY25 Student Engagement Program Highlights**

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137 internal internships created; special thanks to the Department of Finance, Technology, School to Work Transition Program(STWP) and Hamilton, North Division, Reagan, South Division, and Vincent High Schools.

We recognize all approved Alternative Placement Sites, with special recognition for Arts@Large and Lead2Change for exceeding Student Employment Program requirements.

We recognize all contractors and vendors in the Student Employment Program, with special recognition to Allcon, Concentra, WilSurge, and Coakley Brothers for exceeding program requirements.

### **FY 25 Career Education Highlights**

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We recognize all contractors and vendors in Career Education participation, with special recognition to Learning Exchange, Imagine Learning, and BEAR Construction for exceeding program requirements.

Our contractors and vendors volunteered at MPS Job Fairs, the STEAM Fair, the MPS Spelling Bee, mock interviews with STWP and various high school career fairs.

We recognize the Department of CTE and STWP for their ongoing support of our Career Education Program.

### **Expanding Opportunities Ahead**

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- Internal expansion of internship opportunities
- Revising COIN policy to formalize student engagement and workforce transition opportunities
- Launch of the Student Engagement HUB in the OAE Suite
- Board engagement opportunity: Meet and observe our student interns across district placements
- Expansion of student engagement through an internal departmental shadowing pilot

### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 3.10 - Historically Underutilized Business Program

\* \* \* \* \*

## **COMMITTEE ON LEGISLATION, RULES AND POLICIES**

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

### **(Items 1-6) Work Session on Policy Review Summary Report**

Your Committee reports having received the following report.

### **Background**

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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.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

### **Statute, Administrative Policy, or Board Rule Statement**

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1.1 - Amendments to the Rules

### **Fiscal Impact Statement**

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This item has no fiscal impact.

### **Implementation and Assessment Plan**

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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**

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#### **Section 8000, Operations and Support Services**

Having been set aside for separate consideration, your Committee reports the following:

Policy 8120 is recommended for approval as presented

Policies 8121, 8141, and 8145 were held in Committee

Policy 8700 is recommended for approval as presented

Your Committee further reports that

Policy 8601 was withdrawn from consideration

The balance of the policies in Section 8000 are recommended for approval

#### **Other Policies**

Your Committee makes the following recommendations with respect to other policies considered at this meeting:

|         |                                           |                       |
|---------|-------------------------------------------|-----------------------|
| 5451.01 | Wisconsin Academic Excellence Scholarship | To adopt as presented |
| 5411    | Third Grade Promotion and Retention       | To adopt as presented |
| 9141    | School Engagement Councils                | To adopt as presented |
| 9501    | Charter Schools                           | To adopt as presented |

9150 School Visitors

To adopt as presented

\* \* \* \* \*

**(Item 7) Action on a Request to Amend Administrative Policy 9.13, Records Retention and Destruction and Adopt Retention Schedules****Background**

On December 16, 2015, the Milwaukee Board of School Directors adopted Administrative Policy 9.13, Records Retention and Destruction, to codify guidelines for the management of the district's records.

Since then, the Wisconsin Public Records Board has made significant changes to the state records retention schedules.

The current policy does not codify when or how records may be destroyed once they are no longer needed, and, in fact, the current policy prohibits records from being destroyed. This has resulted in inefficiencies in many schools and offices, with outdated and/or duplicate copies of the same records taking up valuable and scarce storage and workspace.

As part of the district's policy review project work, our NEOLA partners have presented a draft policy on records retention that is far more streamlined.

The attached draft revisions to our current records retention and destruction policy incorporates the language recommended by NEOLA and allows our departments to begin destroying records that are no longer relevant to the current needs of the district. This item also requests adoption of the most recent retention schedules approved by the Wisconsin Public Records Board.

**ADMINISTRATIVE POLICY 9.13  
PUBLIC RECORDS AND RECORDS RETENTION**

**(1) INTRODUCTION**

(a) Milwaukee Public Schools accumulates thousands of pages of records every year. Questions arise frequently regarding record retention and destruction and the interpretation of statutes relating to the transfer of records.

(b) Records are a basic tool of transacting business on behalf of Wisconsin's governmental agencies and are the foundation for governmental accountability. Records management is both required and regulated by Wisconsin law. This policy provides guidelines for complying with legal, fiscal, and archival requirements for records retention, as well as guidance regarding cost-effective management of the District's records.

**(2) PURPOSE**

The purpose of the District's record retention schedule is to:

- provide Milwaukee Public Schools with uniform guidance for the retention and disposition of common records;
- ensure that Milwaukee Public Schools retains records as long as needed in order to complete the transaction of business and comply with the law;
- provide Milwaukee Public Schools with legal authorization to dispose of expired records on regularly scheduled bases after minimum retention periods are met; and
- promote cost-effective records management.

**(3) DEFINITIONS**

(a) "Records" means any material on which written, printed, drawn, spoken, visual, or electromagnetic information is recorded or preserved, regardless of physical form or characteristics, which has been created by, kept in custody of, is under control of,

or has been filed with any department, agency, board, commission, officer, or employee of the Milwaukee Board of School Directors, except library materials kept for public use or examination. "Record" includes, but is not limited to, handwritten, typed, or printed pages, maps, charts, photographs, films, recordings, tapes (including computer tapes), computer printouts, and any machine-readable record. A record also includes any record that is produced or collected under a contract or agreement entered into by and between the District and an independent contractor.

b) "Archive" means records more than two years old with permanent administrative or historical value.

c) Materials that have copyright protection are not considered records.

#### (4) RECORDS MAINTAINED

Records are held by designated custodians. A list of the district's records custodians shall be ~~made public, posted for public inspection in accordance with state statute. The Board Clerk/Chief Officer is the district's records custodian for the purposes of administration of this policy and is authorized to prepare related administrative procedures.~~

#### (5) ACCESS

Members of the public may request access to records by making their requests, either in writing or in person, to the Office of Board Governance at Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, 53208. Written requests by mail should be sent to the Office of Board Governance at P.O. Box 2181, Milwaukee, WI, 53201-2181. Requests may also be made by email.

#### (6) RETENTION AND DESTRUCTION OF RECORDS

(a) Wisconsin Statute 19.32(6) requires that school districts retain public records, other than student records, for seven (7) years, unless a shorter period is fixed by the Public Records Board (PRB) in a records retention schedule subsequently adopted by the Board.

~~(b) The Milwaukee Public Schools District shall retain records in accordance with the Wisconsin Records Retention Schedule for School Districts and the information Technology and Related Records schedule, as prepared by the Wisconsin Department of Instruction Public Records Board. Before destroying any records, regardless of which records schedules the school board adopts, a district is required to give the State Historical Society at least 60 days written notice so it can determine if any of those records should be preserved. The State Historical Society can grant permission for a district to destroy records before the end of the 60-day period., with the exceptions of:~~

1. surveillance footage, which may be automatically purged after 45 days
2. student Records covered by Administrative Policy 8.42; and
- ~~2. records held by the City of Milwaukee Election Commission.~~

~~(b) This modified schedule shall be defined as the MPS School District Records Retention Schedule.~~

(c) Proposed changes to this schedule shall be subject to approval by the ~~State Wisconsin Public Records Board~~ and to the subsequent approval of the Board.

(d) Records may be retained longer than required by the retention schedule if they are useful as a district resource.

(e) Records ~~shall~~ must be retained longer than required by the retention schedule if:

- the records are required for financial or performance audit or reporting;
- the records are relevant to litigation or legal proceedings in which the District is or likely to become involved, including litigation holds and subpoenas; or
- a request for the records that was made pursuant to Wisconsin Public Records law has been received but not completed.

(f) Records to which access was denied under Wisconsin Public Records law shall be maintained for at least 90 days after the denial of the request.

(g) The district will retain public records in accordance with the preceding general records schedules. In the event that the preceding general records schedules adopted do not define the retention period for a particular record, the record shall be retained for seven (7) years.

**(7) RECORDS CONVERSION ~~CONVERSION OF PAPER RECORDS~~**

~~District records shall not be destroyed.~~ District records may be converted, as follows:

- (a) District records that currently exist in paper or other hard format may be converted to digital format ~~by the process of scanning~~, so long as
  - 1. the digitized scanned-version is saved on a network drive that has been approved by the Department Division of Technology and in a manner that is accessible by the District; and
  - 2. the digitized scanned-version is saved in a manner that can be accessed, retrieved, reproduced, or transmitted in compliance with state and federal records laws.
- (b) Upon conversion to digital format, the digital version of the record shall be considered the official district record.
- (c) When a record that originally existed in ~~paper~~ hard format is converted to digital format, the retention period for the record shall begin anew.
- (d) It shall be necessary to retain only one copy of a record. Additional paper copies of a single record may be destroyed when they are no longer needed.

**(8) RECORDS DESTRUCTION**

(a) Before destroying any records, and regardless of the adopted schedules, a written notice shall be given to the State Historical Society at least 60 days written notice so it can determine if any of those records should be preserved. The State Historical Society can grant permission for a district to destroy records before the end of the 60-day period.

(b) The choice of destruction methodology should be based on the risk posed by the sensitivity of the data being destroyed and the potential impact of unauthorized disclosure. Records must be destroyed in a manner that ensures that confidential information will no longer be accessible or retrievable.

**(8) RECORDS IN OTHER FORMATS**

~~Video and electronic surveillance records with no discernable incident shall be retained according to the MPS Record Retention Schedule or longer, if administratively necessary. If there is a discernable incident with evidentiary value, then the record shall be kept 120 days or as long as legally necessary.~~

**(9) MPS RECORDS MANAGEMENT ADVISORY COMMITTEE**

~~An MPS Records Management Advisory Committee shall be established. Upon establishment of this Committee, all issues related to the development and maintenance of the District's records management programs, retention and destruction standards, and revisions to this policy shall be vetted through this Committee.~~

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 9.13 - Records Retention

**Fiscal Impact Statement**

This item does not authorize expenditures.

**Implementation and Assessment Plan**

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Upon Board approval, the Office of Board Governance will publish the revised policy and retention schedules.

**Committee's Recommendation**

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- The Office of Board Governance recommends that the Board
1. Approve the proposed revisions to Administrative Policy 9.13, Records Retention and Destruction; and
  2. Adopt the attached retention schedules

\* \* \* \* \*

**COMMITTEE ON FAMILY AND COMMUNITY ENGAGEMENT**

Director Ferguson presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

Your Committee reports having received the following report. This item was not noticed for action.

**(Item 1) Report on Milwaukee Public Schools Department of Recreation and Community Services****Background**

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The Milwaukee Public Schools Department of Recreation and Community Services (Milwaukee Recreation) was established in 1911 to enrich the lives of Milwaukee's youth, teens, adults and seniors through recreational and educational opportunities.

Throughout the years, the department has worked to position itself as a leading provider of community recreation services. A team of approximately 109 full-time employees and nearly 1,600 part-time employees hired annually as instructors, leaders, field attendants, umpires and referees work to program more than 100 schools and community locations on an annual basis.

Primary functions of the department include Before and Afterschool Programs; Citywide Programs; Youth Sports; Interscholastic Athletics and Academics; Playgrounds and Community Centers; and Operations. During the Fall/Winter of 2025-26, Milwaukee Recreation provided multifaceted programming for individuals of all ages throughout the City of Milwaukee.

**Project Update**

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An construction update on the Milwaukee Recreation Community Center and Browning Playfield was given.

**Deferred Maintenance Needs**

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**High Priority Maintenance**

- Tennis – 12 sites
- Playgrounds – 10 sites
- Basketball – 9 sites
- Splash Pads – 5 sites

**Building Projects**

- O.A.S.I.S. Renovation

- Beulah Brinton Renovation
- Maintenance Facility

**Sports Field Improvement Projects**

- Soccer
- Baseball
- Football
- Softball

**Fieldhouse ADA/Deferred Maintenance Renovations**

Sites with playground programming, splash pads, or high levels of programming – 9 sites

**Dream – Build – Play Projects**

- 2026 Projects (Metcalf Playfield, Cass Playfield, and Browning Playfield)
- 2027 Projects (Holt Playfield, Ohio Playfield, Lowell Playfield, and 53<sup>rd</sup> Street Playfield)

**Ongoing Projects**

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**Building Projects**

MRCC – Completion Spring 2027  
Green Bay Field House – Completion Spring 2026

**Playfield Construction**

Browning Playfield – Completion Spring 2027  
Metcalf Playfield - Completion Summer 2026  
Cass St. Playfield – Completion Late Summer 2026  
Burnham Parking Lot – Completion Late Summer 2026

**Design & Community Engagement – Holt Playfield – Construction 2027**

Ohio Playfield - Construction 2027  
53<sup>rd</sup> Street Playfield - Construction 2027  
Lowell Playfield - Construction 2027

**Design & Community Engagement      Deferred Maintenance Projects**

OASIS – HVAC  
Playgrounds – Juneau, Sijan, Lewis and Hawthorn Glen – Construction 2027  
Tennis Courts – Riverside and Wick - Construction 2027  
Basketball – Juneau Playfield - Construction 2027

**Planning Projects**

Playfield Signage

**Recreation Facility Studies**

---

**Recreation Field Study**

Study: Field Conditions, Uses and Location for field sports  
Needs:

- Recreation Needs
- Interscholastic Needs
- Locations
- Standards
- Maintenance Practices

**Maintenance Facility**

Study: Location & Deferred Maintenance Needs

## Needs:

- Structural Issues & Modernizing Facilities
- ADA Compliance
- Equipment Storage
- Vehicle Storage
- Staff Workspaces

**Beulah Brinton Community Center**

Study: Renovation/Expansion

## Needs:

- Structural Issues
- Modernizing Facilities
- ADA Compliance
- Existing Building Refresh
- Evaluate Expansion

**O. A.S.I.S. Senior Center**

Study: Deferred Maintenance Needs

## Needs:

- Safety Upgrades
- Building Components
- Roofing
- Window
- Lighting

**Milwaukee City Conference**

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**WIAA Appeal**

Successful appeal of the proposal to move Rufus King and Reagan into the Southeast Conference.  
Final decision made by WIAA Board of Control on March 10.

**Double State Champion**

Rufus King Cheer and Stunt won two WI Association of Cheer and Pom Coaches Championships.  
Earned their sixth championship in four years

**Winter Sports Championships**

Girls Basketball: Golda Meir (Gold Div.) & Vincent (Blue Div.)  
Boys Basketball: Juneau (Gold Div.), Golda Meir (Blue Div.), & Bay View (White Div.)  
Boys Swim: Rufus King  
Wrestling: Rufus King (Boys) & Rufus King (Girls)  
• (Rufus King): finished fourth in her weight class at state

**Recreation Updates**

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**Road to Fifteen**

Effective Jan. 4, 2026, impacting 1,689 staff  
Average hourly increase: \$1.97  
Current average wage: \$18.72

**21st Annual Daddy/Daughter Dance**

Record attendance at 1,100.  
8 sponsors totaling over \$50,000 in monetary and in-kind donations.  
Second year at the Baird Center.

**Skiing & Snowboarding Club**

38 middle school and high school students registered

Five-week program in partnership with SOS Outreach  
All equipment including snowsuit, helmet, gloves, and goggles included.

### **Urban Agroforestry \$15,000 Grant**

Michael Fields Agricultural Institute  
Hawthorn Glen as demonstration site on benefits of integrating trees & shrubs into  
agricultural/community landscapes.

### **Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

### **Fiscal Impact Statement**

NA

### **Implementation and Assessment Plan**

NA

\* \* \* \* \*

### **(Item 2) Report on Community Partnerships and Faith Leaders Breakfast**

Your Committee reports having received the following report. This item was not noticed for action.

### **Background**

On Saturday, February 7, 2026, an inaugural community partnership breakfast convened more than 80 leaders from across Milwaukee, including representatives from community organizations, faith leaders, nonprofit partners, and state and local officials. The gathering created an opportunity for participants to discuss how community institutions can work collectively to support students, families, and staff, while strengthening connections between schools and the broader community.

The conversation focused on identifying ways partners can contribute to student success, family engagement, and coordinated community support. Participants shared perspectives on existing services, potential partnership opportunities, and ways community institutions can help reinforce positive outcomes for young people both inside and outside of school.

As a result of the meeting, several partners expressed interest in maintaining regular communication and engagement with the district. Many of these organizations have now been added to the district's regularly scheduled community newsletter distribution to ensure they receive ongoing updates, information about initiatives, and opportunities to remain engaged. Expanding communication in this way helps strengthen relationships, improve coordination of services, and ensure community partners remain informed and connected to the district's work in support of students and families.

Looking ahead, there is an intention to continue this engagement through an annual community partnership breakfast. In addition, an additional convening is anticipated later this year to continue the conversation and provide space for collective brainstorming on how community partners can further align efforts, expand support for students and families, and strengthen the network of resources available throughout Milwaukee.

### **Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

### **Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 9.04 - Community Involvement in Decision Making

### **Fiscal Impact Statement**

NA

## Implementation and Assessment Plan

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NA

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### (Item 3) Update on MPS Enrollment Marketing Plan

Your Committee reports having received the following report. This item was not noticed for action.

#### Background

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The district has implemented a comprehensive enrollment marketing strategy designed to increase awareness, strengthen engagement, and convert interest into enrollment. Early results indicate strong progress, with kindergarten applications up 22% and high school enrollment applications up 15% compared to last year. These gains reflect a coordinated approach that includes a new website design with conversion monitoring, targeted digital, social media, and traditional advertising focused on non-district families, expanded video storytelling, and increased earned media coverage highlighting district successes and opportunities.

In addition to these efforts, the district is advancing several forward-looking strategies to sustain and grow enrollment. These include establishing a clear standard of care for family engagement, expanding experience-based marketing opportunities that allow families to see and feel the district's programs firsthand, and developing hospital and early childhood partnerships to connect with families earlier in their decision-making process. The plan also emphasizes transition marketing to support and retain families as students move from early childhood to elementary, elementary to middle school, and middle school to high school. Together, these strategies support a year-round enrollment campaign designed to build awareness, strengthen community trust, and ensure families consistently see the value of choosing the district.

#### Initial Success: 2025-26 H.S., Kindergarten Enrollment

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##### Kindergarten Enrollment

- Applications up 22%
- 1,609 (2025-26)
- 1,971 (2026-27)

##### High School Enrollment

- Applications up 15%
- 3,034 (2025-26)
- 3,501 (2026-27)

#### New/Enhanced Core Marketing Strategies In Place

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Website redesign and conversion monitoring  
 "Earned media" (news coverage)  
 Digital, social and traditional ads, including for non-MPS families  
 Video production and promotion  
 Direct messaging and list-based marketing  
 Community engagement, trust building

#### Future Strategies

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1. Standard of care for marketing for all schools
  - All websites to new format
  - Investment Schools
2. Experience based marketing because experiences change perceptions
3. Hospital partnerships and early childhood

- Newsletter
- Direct outreach for kindergarten
- 4. Elementary to middle school to high school transition marketing
  - Adapting best practices
- 5. Year-round campaign and perception measurement
  - Canvassing efforts in partnership with MTEA

#### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

#### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 8.10 - School Admissions

#### **Fiscal Impact Statement**

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N/A

#### **Implementation and Assessment Plan**

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N/A

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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 Recommendation to Relocate the Deaf and Hard of Hearing (DHH) Program from Milwaukee Sign Language School (226)**

##### **Background**

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During the April 20, 2023, Board Meeting, Resolution 2223R-018 on the creation of a DHH Task Force for major review of MPS DHH program was approved. It was further recommended that the Administration provide regular reports to the board during meetings of the Committee on Student Achievement and School Innovation (SASI), beginning on June 8, 2023.

After two years of taskforce meetings, surveys, program comparisons and in accordance with Administrative Policy 7.05 (1) "The grouping and housing of instructional levels in school facilities throughout the Milwaukee Public School system, and the administration of the instructional program shall be according to plans developed by the Administration and approved by the Board," the Administration requests a program relocation.

##### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

##### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 7.13 - Exceptional Education Programs

### **Fiscal Impact Statement**

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n/a

### **Implementation and Assessment Plan**

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Upon Board approval, Administration will relocate the students currently in DHH program for grades K5-5th to Neeskara School (283) and the middle school students, grades 6 and 7, will attend the existing DHH program at Golda Meir School (176).

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the relocation of the Deaf and Hard of Hearing Program from Milwaukee Sign Language School (226) to Neeskara School (283) for the 2026-27 school year.

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

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### **(Item 2) Action on a Recommendation to Relocate the Italian Immersion Program from Victory K-8 and Milwaukee Italian Immersion Schools (387) to Hi-Mount Community School (217)**

#### **Background**

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Administration is requesting approval to relocate the current Italian immersion program from Victory K-8 to Hi-Mount Community School starting with K5, beginning in the 2027-2028 school year, with plans for grade level expansion. Restarting with five-year-old kindergarten, allows Milwaukee Public Schools (MPS) to ensure strong instructional alignment, predictable enrollment, and long-term program protection. The committee, consisting of community members, members of higher education institutions and MPS met and developed the following timeline:

#### **2024-25 school year**

- Conversation began regarding the sustainability of the program, due to the declining enrollment in the Italian Immersion program at Victory. Families were surveyed at Victory and Administration took the recommendations into consideration.

#### **2025- 2026 school year**

- The committee continued to meet with the community and Administration and families in both Victory K-8 and Hi-Mount Community school communities, as preparations began to bring the item for Board consideration.

#### **March 2026**

- Board action to formally relocate the Italian Immersion program from Victory to Hi-Mount is being requested

#### **April-June 2026**

- Share detailed information with families at Victory and Hi-Mount regarding the program's next steps

#### **July 2026**

- Begin recruitment at Festa Italiana (Friday - Sunday, July 10-12, 2026 at the Henry Maier Festival Park, 200 N Harbor Drive)

#### **August - September 2026**

- Focus on program readiness and enrollment development.

- Activities include community interest assessment, curriculum planning, and school-based logistics.

#### **November 2026**

- Join the Kindergarten Enrollment Fair committee
- Hold Informational Sessions

#### **December 2026**

- Post and recruit teaching staff for the program

#### **February 2027**

- Have a booth at the Kindergarten Enrollment Fair

#### **March - June 2027**

- Continue to recruit students

#### **September 2027**

- Launch of the Italian Immersion program beginning with K5 at Hi-Mount Community School
- Ongoing monitoring and planning for grade-level expansion.

In accordance with Administrative Policy 7.05 (1) “The grouping and housing of instructional levels in school facilities throughout the Milwaukee Public School system, and the administration of the instructional program shall be according to plans developed by the Administration and approved by the Board.”

#### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

#### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 7.12 - Foreign Languages

#### **Fiscal Impact Statement**

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n/a

#### **Implementation and Assessment Plan**

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Upon Board approval, Administration will implement the plan based on the timeline.

#### **Committee’s Recommendation**

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Your Committee recommends that the Board approve the relocation of the Italian immersion program from Victory School to Hi-Mount School to begin with five year old kindergarten in the 2027-28 school year.

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

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#### **(Item 3) Report with Possible Action on MPS Montessori Strategic Plan**

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

#### **Background**

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The Montessori Strategic Plan, which was adopted on March 28, 2019, and revised on May 26, 2022, is a framework for structural supports for our eight Montessori schools, educating more than 3,500 students.

An update on the implementation of the Montessori Strategic Plan will be presented; covering items that have been completed, what is being worked on at this time, and providing an outline of future work.

### **Previous Work**

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- Holding monthly Montessori principal meetings
- Facilitating Montessori Advisory Committee meetings
- Participated in the MPS Kindergarten Enrollment Fairs
- Hosted Montessori Morning open house
- Launched Montessori-inspired Second Step lessons for Lower Elementary
- Completed scoring consistency guidance for k3-grade 6
- Affirmation of Montessori Strategic Plan by district audit
- Aligned Montessori grading cycles in Infinite Campus
- Executed the Montessori Lesson Study Process
- Analyzed the State Report Cards

### **Teacher Credentialing**

---

- Currently fully staffed, with 27 staff members enrolled in credentialing programs
- Pipeline includes 1 Primary and 4 Secondary teachers-in-training
- No Spanish-speakers currently in the pipeline
- Retention survey projects 4–10 elementary vacancies
- Investigating Elementary cohort at Grant Gordon to begin January 2027

### **Preschool Learning Research Study**

---

- Researched by Angeline Lillard
- Highlights the effectiveness of high-quality Montessori education
- Represents the second extended Montessori study conducted within MPS
- Researcher has expressed interest in continuing the study with MPS

### **Montessori Strategic Plan**

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- Recruiting teachers at the American Montessori Society conference
- Creating handmade materials
- Coordinating the Montessori Summer School program
- Developing a Montessori Facilities Minimum Standard of Care
- Collaborating with First Nations Studies
- Hosting the NCMPS Annual Conference

### **Strategic Plan Compatibility Statement**

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

### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

### **Fiscal Impact Statement**

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n/a

### **Implementation and Assessment Plan**

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n/a

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**(Item 4) Transmittal of and Possible Action on the Achievement Gap Reduction Program's Mid-Year 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.

**AGR Schools**

|                |             |             |              |
|----------------|-------------|-------------|--------------|
| Brown          | Burbank     | Clarke      | Clemens      |
| Congress       | Fifty-Third | Franklin    | Hi-Mount     |
| Hopkins-Lloyd  | Jackson     | Keefe       | LaFollette   |
| Metcalfe       | Neeskara    | Pratt       | Sherman      |
| Siefert        | Starms Disc | Starms ECC  | Story        |
| Westside       | Cass        | Elm         | Fratney      |
| Gaenslen       | King Jr.    | MACL        | Victory      |
| Obama          | WCLL        | Barton      | Browning     |
| Bruce          | Bryant      | Carson      | Eighty-first |
| Engleburg      | Grantosa    | Hampton     | Hawthorne    |
| Kluge          | Lancaster   | Maple Tree  | Milw. Sign   |
|                |             |             | Language     |
| Parkview       | River Trail | Stuart      | Thoreau      |
| Thurston Woods | Townsend    | Allen-Field | Doerfler     |
| Forest Home    | Grant       | Greenfield  | Hayes        |
| Lincoln        | Longfellow  | Lowell      | Mitchell     |
| Rogers         | Zablocki    | LaCausa     | Emerson      |

**aimswebPlus Assessment: Student Achievement**

**Schools Improving Reading Benchmarks**

Kindergarten – 3%  
 Grade 1 – 22%  
 Grade 2 – 32%  
 Grade 3 – 37%

### **iReady My Path and Teacher Assigned Lessons (Reading)**

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#### **Average % of Lessons Passed per Student**

|                                 | Kindergarten | Grade 1 | Grade 2 | Grade 3 |
|---------------------------------|--------------|---------|---------|---------|
| iReady My Path Lessons          | 68%          | 79%     | 85%     | 83%     |
| iReady Teacher Assigned Lessons | 68%          | 75%     | 87%     | 79%     |

### **Literacy: Strategic Coaching and**

Post quiz scores rose 10.36 percentage points  
 Effect size of .41  
 > 0.25 statistically significant

### **Coaching**

156 visits Counting Collections  
 160 visits iReady  
 6-week student centered coaching cycles in 21 AGR Schools  
 PLCs

### **Accomplishments and Next Steps**

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#### **Accomplishments**

District coaches provided targeted students-centered coaching support to 33 AGR teachers  
 Completed districtwide and AGR walkthroughs  
 Added additional resources to a Google Classroom specifically for AGR teachers

#### **Next Steps**

Continue to provide districtwide training specific to small group reading instruction and math  
 Continue to engage in districtwide and AGR walkthroughs  
 Continue to add resources to the AGR Google Classroom  
 Monitor strategies for AGR

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

### **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

### **Fiscal Impact Statement**

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N/A

### **Implementation and Assessment Plan**

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N/A

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### **(Item 5) Report with Possible Action on Graduation Rates**

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

## **Background**

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The Milwaukee Public Schools four-year graduation rate grew from 65.2% for the class of 2022 to 67.9% for the class of 2024, and 71.6% for the class of 2025.

The data show long-term growth across all racial-ethnic groups represented in the district: Asian, Black, Hispanic, Native American, White and multiracial students.

Early analysis suggests growth in the graduation rate is a combination of the following:

- Academic and Career Planning
- Academic Instruction
- Alternative Education
- College and Career Access Centers
- Continuous Transcript Reviews and Counseling
- Credit Recovery
- Dual Enrollment
- M-Cubed Partnership
- Monitoring Student Data and Providing Support
- Preventing Dropouts
- Reading and Math Scores (only recently ACT increase)
- Summer School
- WISE state system and Data Quality Monitoring and Data Cleanup in Infinite Campus

## **High School Completion Rate (4-Year) All Students**

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| 2021  | 2022  | 2023  | 2024  | 2025  |
|-------|-------|-------|-------|-------|
| 63.8% | 65.2% | 65.50 | 67.90 | 71.60 |

## **Moving Forward**

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- Continuing Identified Strategies, Programs, Partnerships, and Systems
- Utilizing the TEAM GEAR UP Grant
- Ensuring Students are On-Track
- Refining Data Systems to Support Student Success
- Strengthening Academic Rigor
- Continuing Alternative Pathways to Graduation
- Increasing Student Engagement

## **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

## **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 7.37 - Graduation Requirements

## **Fiscal Impact Statement**

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n/a

## **Implementation and Assessment Plan**

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n/a

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## **(Item 6) 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**

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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.

Tonight, Administration will share key progress indicators, information on the HMH learning walks, the scheduled coaching/modeling days and our collaboration.

## **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

## **Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 7.01 - Teaching and Learning Goals

## **Fiscal Impact Statement**

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n/a

## **Implementation and Assessment Plan**

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n/a

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## **(Item 7) Report with Possible Action Regarding the Climate Justice Curriculum Advisory Committee and District Sustainability Team**

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

## **Background**

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At its meeting on February 27, 2020, the Milwaukee Board of School Directors referred Resolution 1920R-016 to the Committee on Student Achievement and School Innovation (SASI). At its March 17, 2020, meeting, the Board adopted Resolution 1920R-016. In response to the Board's action, the Administration is providing its regular quarterly report relative to implementing the resolution. The Board's original action directed that a Climate Justice Curriculum Advisory Committee and a District Sustainability Team be established to carry out implementation of the resolution. The Office of Academics is leading the Climate Justice Curriculum Advisory Committee, and the Office of Operations is leading the District Sustainability Team. To ensure alignment to the resolution and consistency, there is cross-representation between them.

The District's Sustainability Action Plan: A Roadmap to Healthy and Sustainable Schools is attached to the minutes of your Committee's meeting and was presented for approval as part of the district's strategic initiatives.

## Background

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### 1920R-016- "Our House is on Fire" (2020)

-Integrate climate justice curricula and sustainability practices into all aspects of MPS' work and functions; develop a sustainability action plan for the district.

### 2223R-007-Uniting with the City and County to Meet Intergovernmental Panel on Climate Change and Climate Justice Targets (2022)

-Cut greenhouse gas emissions by 45% by 2030 and 80% by 2050

## Plan Development Timeline

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December 2024 – District sustainability Committee formed  
 January 2025 – Green Schools National Network hired & kickoff  
 February 2025 – Data collection period with focus groups, surveys, & district data  
 March 2025 – Green School National Network generated baseline report  
 May 2025 – State of Sustainability Roadshow  
 June – August 2025 – First draft of sustainability action plan developed  
 August 2025 – Held Sustainability Leadership Summit  
 September – December 2025 – Iterative process to refine draft and present to School Board

## Data Collection and Community Feedback

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### Collected From:

|                          |                          |                            |
|--------------------------|--------------------------|----------------------------|
| Facilities & Maintenance | Community Partners       | Curriculum & Instruction   |
| Principals               | Educators                | MPS School Board Directors |
| Office of Academics      | Finance                  | MKE Recreation             |
| School Services          | Student Advisory Council |                            |

## GreenPrint Framework

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GreenPrint Framework - A GreenPrint for becoming a healthy, equitable, and sustainable school.

## DISTRICT SUSTAINABILITY ACTION PLAN

- ❖ 5 year plan
- ❖ Reflects community vision for the future of our schools, students and staff
- ❖ Endorses whole-school, whole-district transformation for healthy, sustainable and resilient schools where all children thrive
- ❖ Nine priorities across leadership, facilities & operations, and curriculum & instruction
- ❖ Endorsed by the District Superintendent Dr. Brenda Cassellius and Milwaukee Mayor, Cavalier Johnson

## IMPACT SYSTEM - LEADERSHIP

### Priority #1

*Leadership strategically supports the integration of sustainable practices and learning opportunities across MPS systems*

Strategic Goal 1: Develop and launch a centralized sustainability dashboard.

Strategic Goal 2: Designate and support MPS leaders that are focused on implementing sustainability initiatives.

Strategic Goal 3: Establish and maintain a Green Revolving Fund that supports sustainability programs and projects.

**Priority #2**

*Build district-wide leadership capacity for sustainability leadership through ongoing professional development, support, and resources*

Strategic Goal 1: Strengthen sustainability leadership among staff through targeted training.

Strategic Goal 2: Empower site-based green teams and foster collaboration.

Strategic Goal 3: Deepen partnerships to accelerate sustainability.

**Priority #3**

*Ensure consistent and visible communication that reinforces sustainability culture and accountability.*

Strategic Goal 1: Adopt sustainable building standards and guidelines to ensure that all school buildings meet basic standards of health, safety, and sustainability.

Strategic Goal 2: Improve indoor environmental air quality across all district facilities.

**IMPACT SYSTEM: FACILITIES AND OPERATIONS****Priority #4**

*Investigate and implement practices that improve the responsible management of district resources to support environmental stewardship and operational efficiency.*

Strategic Goal 1: Pursue solid waste management practices that align with zero waste best practices to reduce landfill-bound waste through a focus on waste reduction, reuse, recycling, and composting.

Strategic Goal 2: Implement energy efficiency programs, equipment, practices, and design to reduce the district's carbon emissions by 45% (from 2010 baseline) by 2030.

**Priority #5**

*Promote safe and healthy learning environments that support student health and the pursuit of academic excellence.*

Strategic Goal 1: Adopt sustainable building standards and guidelines to ensure that all school buildings meet basic standards of health, safety, and sustainability.

Strategic Goal 2: Improve indoor environmental air quality across all district facilities

Strategic Goal 3: Expand regular access to nature based schoolyards and green outdoor spaces for all students.

**Priority #6**

*Prioritize a nutritious, planet friendly, and culturally relevant menu that improves children's health, fosters environmental stewardship, and promotes social equity.*

Strategic Goal 1: Prioritize a nutritious, planet friendly, and culturally relevant menu that emphasizes planet forward meals and increases scratch cooking on-site.

Strategic Goal 2: Integrate experiential food education that connects food to the curriculum, engages students in growing food and cooking meals, and educates students on the connections between health, agriculture, and the environment.

**IMPACT SYSTEM: CURRICULUM & INSTRUCTION****Priority #7**

*Strategic integration of environmental literacy and sustainability education across existing curriculum in multiple content areas and grade levels.*

Strategic Goal 1: Conduct a curriculum audit to identify where environmental literacy and sustainability education are being taught, and opportunities for integration.

Strategic Goal 2: Establish an Environmental and Sustainability Curriculum Academic Advisory Committee.

Strategic Goal 3: Evaluate the impact of integrating environmental literacy and sustainability into the curriculum on student engagement and sustainability mindset.

### **Priority #8**

*Utilize schoolyards, school buildings, and the surrounding community spaces as extensions of the classroom.*

Strategic Goal 1: Develop and maintain ready-to use K-12 resources and materials that support authentic solution-oriented learning.

Strategic Goal 2: Provide ongoing professional development opportunities for educators.

### **Priority #9**

*Prepare students for emerging careers in the environmental sector and sustainable workforce.*

Strategic Goal 1: Provide work-based learning opportunities for students in grades 9-12 that contribute to building a more sustainable society and economy.

Strategic Goal 2: Adopt the Seal of Climate Literacy to recognize high school students for their knowledge and skills to act on the challenges of a changing climate.

## **Implementation and Accountability**

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### ❖ What's next

- District Sustainability Committee to meet to develop implementation plan
- Form student advisory council to ensure student voice is at the forefront
- Host Sustainability Leadership Summit

### ❖ Who is leading the charge?

- MPS Sustainability Team
- District Chiefs
- Key facilitators selected by Chiefs-department managers and directors will make up District Sustainability Committee
- Green Schools National Network-supported by grant funds

## **District Sustainability Committee Charge**

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### ❖ First four months

- District Sustainability Committee (DSC) will convene to finalize the implementation plan and identify:
  - Indicators and evidence of progress for each action
  - Where progress is already being made
  - What resources are needed to advance the goal i.e. staff time, partnerships, grants, budgets
  - Potential cost savings and increased efficiencies across the district

### ❖ Annually

- Meet quarterly to measure progress, identify challenges and develop solutions
- Report out quarterly to Superintendent and update School Board twice a year

## **Adopt MPS Sustainability Action Plan**

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The actions we take today will create lasting benefits for our students, our schools, and our entire community. Explore this plan and embrace its vision, so we can build a healthier, sustainable future where all children thrive.

**Strategic Plan Compatibility Statement**

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

**Statute, Administrative Policy, or Board Rule Statement**

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Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

**Fiscal Impact Statement**

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NA

**Implementation and Assessment Plan**

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NA

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**(Item 8) Report on the District Multilingual Multicultural Advisory Committee**

Your Committee reports having received the following report. This item was not noticed for action.

**Background**

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The District Multilingual Multicultural Advisory Committee brings together parents, teachers, administrators, school staff, and community members to advise, promote, and build the capacity of multilingual/multicultural programming in Milwaukee Public Schools (MPS). Families have the opportunity to share their views about English Language (EL) programs and ensure that EL programming is planned, operated, and evaluated with their involvement and consultation.

**DMMAC Objectives**

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Parents gain a better understanding of language programs and services offered in Milwaukee Public Schools.

New bilingual and ESL program teachers will further develop their instructional practice as it relates to language instruction.

English as a Second Language (ESL) and bilingual programming is offered where needed.

**Objective #1**

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Parents gain a better understanding of language programs and services offered in Milwaukee Public Schools.

Proposed actions:

- Develop Clear Program Descriptions
- Develop Recorded Training
- Provide Mandatory Training
- Conduct Outreach
- Provide Targeted Support

**Objective #2**

---

New bilingual and ESL program teachers will further develop their instructional practice for language instruction.

Proposed actions:

- Identify the Target Teacher Group
- Develop Universal Messaging
- Provide Targeted Professional Development

**EL Enrollment**

|                                             | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-26 | 2025-26 |
|---------------------------------------------|---------|---------|---------|---------|---------|---------|
| # ELs Enrolled<br>on 3 <sup>rd</sup> Friday | 8,808   | 9,033   | 9,397   | 10,127  | 11,145  | 11,155  |

**Objective #3**

Strategically expand and offer English as a Second Language (ESL) and bilingual programs where data indicates a demonstrated need.

DMMAC proposes that the Department of Strategic Partnerships and Customer Service, Multilingual & Multicultural Education (MME), and LAU Compliance staff collaborate to identify and analyze relevant data sources to monitor bilingual and ESL program enrollment. This effort will help determine emerging English Learner (EL) programming needs and ensure timely, targeted support.

**Strategic Plan Compatibility Statement**

Goal 2, Student, Family and Community Engagement

**Statute, Administrative Policy, or Board Rule Statement**

Admin Policy 9.11 - School Engagement Councils

**Fiscal Impact Statement**

N/A

**Implementation and Assessment Plan**

N/A

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**REGULAR ITEMS OF BUSINESS****(Item 1) Reports of the Board's Delegates**

The Board received the reports of its delegates to the Library Board, CESA #1, and the District Advisory Council (DAC)

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

In support of the MPS Vision and Mission, and in collaboration with district and community partners, the President's activities during March 2026 included the following:

- Continued work on the Chief Executive Officer evaluation process, ensuring clear expectations, accountability, and alignment with district priorities. Summative Evaluation Letters will be completed this month.
- Observed a meeting regarding Assistant Principals' questions regarding staffing reductions.
- Participated in all March collective bargaining sessions with MTEA and PAMPS.
- Participated in weekly planning meetings with the Administration, Office of Accountability and Efficiency, and Office of Board Governance to address emerging issues and ensure alignment on district priorities.

- Convened a meeting with the Office of Accountability and Efficiency and the Administration to collaborate on short-term solutions to help address the position control issues identified in the MGT audit.

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## UNFINISHED BUSINESS

### (Item 1) Work Session and Possible Action on the Board's Committee Structure

#### **Background**

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In advance of its April Organizational Meeting, the Board will hold a work session to consider its committee structure. Consideration of this item was previously given at the March 9, 2026, Special meeting of the Board where it was held to the call of the Chair.

Currently, there are five regular standing committees of the Board:

- the Committee on Family and Community Engagement;
- the Committee on Student Achievement and School Innovation;
- the Committee on Strategic Planning and Budget;
- the Committee on Legislation, Rules and Policies; and
- the Committee on Accountability, Finance, and Personnel

Through these committees, the Board receives informational reports from its Administrators and invited experts, gives hearing to the public, and deliberates on action items to make final recommendations.

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

#### **Statute, Administrative Policy, or Board Rule Statement**

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2.01 - Standing, Special, and Functional Committees

#### **Recommendation**

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That the Board determine how it wishes to proceed.

Director Fons moved to keep the current committee structure and to direct the Office of Board Governance to plan for the Organizational Meeting accordingly. The motion failed, the vote being as follows:

Ayes — Directors Ferguson, Fons, and Herndon— 3

Noes — Directors Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor – 5.

Director Jackson moved to

1. maintain the charge of the Strategic Planning and Budget Committee;
2. replace all other standing Committees by dividing the Board's work into Two Standing Committees - instruction and operations;
3. direct the Office of Board Governance to bring revisions to the Board's rules to reflect these changes at the next appropriate meeting of the Board.
4. direct the Office of Board Governance to host a monthly community circle meeting on the Board's work for the next Board year.

The motion passed, the vote being as follows:

Ayes — Directors Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor — 5.  
Noes — Directors Ferguson, Fons, and Herndon — 3.

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## ITEMS DEFERRED

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

- Consideration of and Possible Action on Employment Matters that Require a Closed Session
- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters
- 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 Statutes 19.85(1)(c)(f) and (g). The motion passed, the vote being as follows:

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

The Board retired to closed session at 7:53 p.m.

Director Ferguson left the closed session at 7:53 p.m.

Director Herndon left the closed session at 8:15 p.m.

The Board adjourned at 9:16 p.m.

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