

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 31, 2025**

Special meeting of the Board of School Directors called to order by President Herndon at 4:02 p.m.

Present — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— Director Gokalgandhi – 1.

The Board Clerk read the following call of the meeting:

SPECIAL BOARD MEETING
4:00 P.M., Friday, January 31, 2025

1. Action on a Request to Retire to Closed Session to Consider Candidates for the Position of Superintendent of Schools

The Board may return to open session to take action relative to its final candidates for the position of Superintendent of Schools.

PUBLIC HEARING

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

EXECUTIVE SESSION

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.” If the Board determines that it will take action on matters discussed in the closed session, it will do so in open session. Otherwise, the Board may adjourn from closed session.

TINA OWEN-MOORE, ED LD
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session to Consider Candidates for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

On January 27 and 28, 2025, the Board conducted first-round interviews.

The purpose of this meeting is to consider the candidates for the position of Superintendent of Schools.

The Board may retire to a closed session for this purpose, pursuant to Wisconsin Statutes 19.85(1)(c), which allows the Board to convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.”

The Board may convene in closed session for the purpose stated above. The Board may return to open session to take action on matters discussed in closed session; otherwise, the Board may adjourn from closed session.

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

That the Board retire to closed session for this item.

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

Ayes — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None — 0.

The Board was in closed session from 4:24 to 4:27. Upon returning to open session, Director Zombor moved to designate Drs. Brenda Cassellius, Joshua Starr, and Andrae Townsel as finalists for the position of Superintendent of Schools.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Noes — None — 0.

The Board adjourned at 4:27 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 7, 2025**

Special meeting of the Board of School Directors called to order by President Herndon at 4:54 p.m.

Present — Directors Ferguson (5:04 p.m.), Garcia, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 8.
Absent and Excused— Director O’Halloran – 1.

The Board Clerk read the following call of the meeting:

**SPECIAL BOARD MEETING
4:45 p.m., Friday, February 7, 2025**

The purpose of this meeting is for the Milwaukee Board of School Directors to conduct interviews with finalists for the position of superintendent of schools. The Board expects to retire to closed session for this purpose.

The Board will not return to open session.

BROADCAST AND ACCESS INFORMATION

This meeting will not be broadcast. The public may access the meeting in person, in Room 155 of the Central Services Building. Should the Board take action to enter into a closed session, the public will be asked to leave the meeting.

PUBLIC HEARING

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

EXECUTIVE SESSION

The Board may retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c), for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

TINA OWEN-MOORE, ED LD
Board Clerk

(Item 1) Action to Retire to Closed Session to Interview Finalists for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

On January 27 and 28, 2025, the Board conducted first-round interviews.

On January 31, 2025, the Board took action to designate its final candidates.

The Board will retire to closed session to interview the finalists for the position of superintendent of schools. The Board will adjourn from closed session.

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

That the Board retire to closed session to conduct the interviews.

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

Ayes — Director Garcia, Gokalgandhi, Jackson, Leonard, Siemsen, Zombor, and President Herndon — 7.

Noes — None — 0.

The Board adjourned from closed session at 8:45 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 11, 2025**

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

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen,
Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

**SPECIAL BOARD MEETING
5:30 P.M., Tuesday, February 11, 2025**

The purpose of the meeting is to

1. confer with Legal Counsel with Respect to Implementing School Resource Officers (SROs) As a Result of Act 12
2. consider finalists for the position of superintendent of schools.

PUBLIC HEARING

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

EXECUTIVE SESSION

With respect to Item 1, the Board may retire to closed session pursuant to Wisconsin Statutes 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; and Wisconsin Statutes 19.85(1)(d) to consider strategy for crime detection or prevention.

With respect to Item 2, the Board may retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

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

TINA OWEN-MOORE, ED LD
BOARD CLERK

(Item 1) Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Background

The Board may retire to closed session, pursuant to:
Wis. Stat. 19.85(1)(d) to consider strategy for crime detection and prevention;
Wis. Stat. 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a close session

Recommendation

That the Board retire to closed session for consideration of this item.

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(Item 2) Action to Retire to Closed Session to Interview Finalists for the Position of Superintendent of Schools

Background

On June 30, 2024, the resignation of Superintendent Keith Posley became effective. On August 29, 2024, the Board approved a contract with Hazard, Young, Atea & Associates (HYA) to conduct a search for a new superintendent.

On September 26, 2024, the Board approved a salary range of \$275,000 – 350,000 and the position was posted for recruitment, with an application deadline of November 30, 2024.

In September and October 2024 HYA facilitated a community engagement effort that included interviews, focus groups, and a survey and used the feedback to create a candidate profile for the position.

The application process closed on November 30, 2024. On December 17, 2024, the Board considered the applications received and opted to re-open the application process, in order to deepen the candidate pool.

On January 11, 2025, the Board determined which candidates it wished to interview.

On January 27 and 28, 2025, the Board conducted first-round interviews.

On January 31, 2025, the Board took action to designate its final candidates.

On February 7, 2025, the Board began interviewing finalists for the position of superintendent of schools.

The purpose of this item is to continue the interviews.

The Board will adjourn from closed session.

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

That the Board retire to closed session to conduct the interviews.

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

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Noes — None.

The Board retired to closed session and adjourned at 7:15 p.m.

Tina Owen-Moore, Ed LD
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 20, 2025**

Special meeting of the Board of School Directors called to order by President Herndon at 7:45 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen,
Zombor, and President Herndon — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

**SPECIAL BOARD MEETING
7:00 P.M., THURSDAY, FEBRUARY 20, 2025**

1. Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12
2. Consideration of and Possible Action on an Employment Agreement with Dr. Brenda Cassellius

PUBLIC HEARING

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

EXECUTIVE SESSION

Relative to Item 1, the Board may retire to closed session, pursuant to Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; Wisconsin Statute 19.85(1)(d) to consider strategy for crime detection and prevention; and Wisconsin Statute 19.85(1)(g) to confer with legal counsel 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 Item 2, the Board may retire to closed session, pursuant to 19.85(1)(c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and pursuant to Wisconsin Statute 19.85(1)(e), as described above.

TINA OWEN-MOORE, ED LD
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session Relative to Implementing School Resource Officers (SROs) As a Result of Act 12

Background

The Board may retire to closed session, pursuant to the statutory provisions below. The Board may return to open session to take action on matters discussed in closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session for consideration of this item.

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(Item 2) Consideration of and Possible Action on an Employment Agreement with Dr. Brenda Cassellius

Background

The Board may retire to closed session to consider the terms of an employment agreement with Dr. Brenda Cassellius for the position of 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

The recommendation is that the Board retire to closed session for consideration of this item.

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

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor,
 and President Herndon — 9.
 Noes — None.

The Board retired to closed session at 7:51 p.m. The Board returned to open session at 9:10 p.m.

The question being on the implementation of School Resource Officers (SROs) as a result of Act 12, Director Siemsen moved to approve and authorize the funding necessary to comply with the February 20, 2025, court order issued with respect to Wisconsin Statute 62.90(8).

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor,
 and President Herndon — 9.
 Noes — None.

The Board adjourned at 9:10 p.m.

Tina Owen-Moore, Ed LD
 Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 27, 2025**

Regular meeting of the Board of School Directors called to order by President Herndon at 5:36 p.m.

Present — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
Absent and Excused — None - 0.

Before moving to the agenda, the Chair will asked for a moment of silence to commemorate the passing of the following members of the MPS community:

- Sharon Rae Durtka, a retired MPS Administrator
- Makai Neal, a 9th grade student at James Madison Academic Campus
- Jainadia Little, a K4 student at Milwaukee Academy of Chinese Language
- Mishiya Rodriguez, a 4th grade student at Neeskara school
- Kymani Bell, a 7th grade student at Starms Discovery school
- William Roddick, a retired teacher from Hamilton High School
- Lissie Roundtree, a retired paraprofessional from Rufus King Middle School
- Bridget Araiyo, a retired MPS Principal

APPROVAL OF MINUTES

The minutes of the special and regular board meetings of December 2024 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

Each month, the Interim Superintendent presents a report to the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. This report serves as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academic achievements, and outline areas where gains and growth are noted, ensuring that both successes and challenges are transparently communicated.

The content is aligned with the 2023-2028 Strategic Plan initiatives, ensuring that the reporting remains consistent with our overarching goals and vision. Through these updates, we aim to keep all stakeholders informed and engaged in our mission to advance the district's priorities.

Strategic Plan Key Initiatives:

- Rightsizing the District
- Student Achievement and Graduation
- Staff-Morale & Professional Learning
- Special Projects

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

Administrative Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

The Interim Superintendent gave an oral report.

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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

The Board Clerk/Chief Officer will present updates from the Office of Board Governance.

The report will include an update on the search for a superintendent of schools.

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities in February.

Superintendent Search

This was an exciting month, as we welcomed superintendent finalists to spend two days in the district visiting schools, meeting with stakeholder groups, addressing community members, and participating in final interviews. The OBG team really stepped up to show our guests hospitality – transporting candidates, scheduling meetings, making sure meals were available, greeting candidates and guests, setting up rooms, ensuring the QR codes were in place, and so much more. Our Board services team was even able to get several local businesses to donate Milwaukee gift items for a “Welcome-to-Milwaukee gift basket.”

We would like to give a special thank you to a few of the teams who showed up in big ways to make the days run smoothly. Our district communications team stepped up and helped us to coordinate media events, school visits, website updates and press communications; our safety teams were especially helpful with the large crowds and long days; the Advisory team to the Superintendents Student Advisory Council coordinated all of the student engagement activities; the technology services team helped us to coordinate the livestreaming; and the HYA team kept the questions flowing during the community forums.

We are excited to be moving forward with negotiations with Dr. Brenda Cassellius.

School Resource Officers

On February 17th, Dr. Owen-Moore attended the follow-up court hearing on behalf of the Board regarding the writ of mandamus filed against the Milwaukee Board of School Directors and the City of Milwaukee. At this hearing, Judge Borowski ordered that the costs of the SROs be divided equally between the City of Milwaukee and the District and that school resource officers be in place within 10 days.

The Office of Board Governance scheduled a special meeting immediately and the Board took action to appropriate the funds necessary to support the program.

Today, in court, Judge Borowski recognized the actions taken by the Board during those ten days and opted not to hold the district in contempt of court.

The Office of Board Governance will continue to support the Board and Administration, as they navigate the complexities of implementing Act 12.

MGT Operational Review

During February, the Office of Board Governance (OBG) and the Milwaukee Board of School Directors received the MGT Operational Review Report commissioned by Governor Evers. The OBG team met that week and did a SWOT Analysis of the report based on our office's functions and identified ways that we can better support the Board's work.

With the support of President Herndon, we are following that up with scheduled meetings for all Board members to receive an update directly from the MGT team on the operational review's findings, with a focus on actions the Board can take to better support the district's operations.

Following these meetings, the Board will be participating in the Board Self-Evaluation process through the Wisconsin Association of School Boards (WASB). This aligns with the Report's recommendations regarding Board training, which will give us a starting point for future Board development and support.

Media/ Communications

We continue to meet with local media representatives to share insights into how our office works and to learn how we can better meet their needs. These meetings are helping to bridge an important communications gap.

One of the other key recommendations from the MGT Operational Review was to better align Board and District communications. This month, we have been working with the Office of Communications to ensure we are getting shared messages out to our various constituents. We expect to continue in this regard in the coming months, especially as the district's Communications team is built up.

Transparent Reporting to the Board

To increase communications and transparency between the various offices of the Board, last summer the Board established weekly meetings between the Board President, the Chief Officer of the Office of Board Governance, the Senior Director of the Office of Accountability and Efficiency, and the Superintendent. These meetings continue and have been a great medium for ensuring that information is shared early and often. These meetings often become the source of information that gets shared through Fast Facts, a publication established to bring more transparency to the community and to answer questions that many people are asking.

Policy Work

The policy modernization process began in fall 2024 when leaders from the MPS Office of Board Governance met with Neola Associates to explore a partnership.

In November 2024, Neola Associates and MPS leaders presented the proposed collaboration at a School Board meeting. The presentation included an overview of the policy review and update process, along with a plan for ongoing updates. Board members had the chance to ask questions and dialogue about the initiative. By late 2024, MPS and Neola finalized their agreement, and the policy review and development process officially launched.

MPS leaders and Neola Associates have already held multiple planning meetings and have started to review the first two policy sections. Over the next 15 to 24 months, district department leaders will actively participate in the detailed review and revision process.

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

3.05 - 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

Background

There has been significant discussion at the legislative level about where cut scores related to student assessments should be set.

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."

Local and State level updates will be provided.

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

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditure.

Implementation and Assessment Plan

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

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(Item 3) Consideration of and Possible Action on an Employment Agreement with Dr. Brenda Cassellius

Background

The Board may retire to closed session to consider the terms of an employment agreement with Dr. Brenda Cassellius for the position of 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

1.02 - Goals

Recommendation

The recommendation is that the Board retire to closed session for consideration of this item.

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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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

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

Background

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

Accountability and Efficiency Services

Between January 18, 2025, and February 15, 2025, Accountability and Efficiency Services completed two constituent inquiries, one information request, and satisfied two impartial hearing officer (IHO) requests.

The OAE worked in collaboration with the Office of Finance to produce a Five-Year Forecast presented to the Board on February 13, 2025.

During the reporting period, the OAE has focused most of its effort and attention to the Corrective Action Plan (CAP) under DPI. The CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the 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)

This month, the CCS team focused on strengthening Student Engagement Programming. Eight student interns were successfully interviewed and hired for roles in counseling and student ambassador work in

partnership with the Silver Spring Neighborhood Center and South Division High School. These positions provide valuable work-based learning opportunities.

We continue to foster partnerships within the District and with external sponsors to advance these initiatives. CCS remains steadfast in supporting the District’s implementation of Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

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 of January 18, 2025, through February 14, 2025, include:

Audit Completions and Activities

- Corrective Action Plan updates: Updated Board Rule and Audit Committee Charter along with BG 2.12 and BG 1.18 and sent to City Attorney for their review and await their response.
- Issued two school audits and two charter school audits
- Scheduling one new principal school audit
- Issued one special investigative report
- Reviewed three charter school external auditor’s reports
- Developed new board member orientation audit presentation and presented to a new board member
- Conducting several ongoing investigations resulting from Fraud Hotline Tips

Other Activities

- Recorded the 41st fraud hotline tip this fiscal year, which is on pace to set a record for fraud hotline complaints received
- Provided analysis and feedback to the Procurement Department on certain contract services matters
- Participated in Miami-Dade County Public Schools Audit Services Association of Local Government Auditors (ALGA) Peer Review Team and issued report
- Participated in the RFP evaluation committee for the selection of the district’s external financial auditor covering FY25-FY27 completed and recommendation to be brought forward at upcoming AFP meeting

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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 one expulsion order 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 10, 2025, @ 9:00 a.m.

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

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor,
and President Herndon — 9.
Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance and Personnel, Item 3, Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days, was set aside at the request of the Administration.

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

Ayes — Directors Ferguson, Garcia, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 8.
Temporarily Absent – Director Gokalgandhi – 1 (out 6:10 to 6:12 p.m.)
Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director Garcia 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 Receipt of the Fiscal Year-End 2023 Audit Reports

Background

Baker Tilly has completed the attached June 30, 2023, year-end reports, which are being presented for the Board's consideration.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing their auditing procedures for the purpose of expressing an opinion on the district's financial statements. Internal control matters identified by Baker Tilly are reported to the District in the "Reporting and Insights From 2023 Audit, June 30, 2023." While this Communication presents the auditor's observations on, and makes recommendations regarding, various district management and internal control issues; it does not express an opinion on the effectiveness of the District's internal control.

Reporting and Insights from the 2023 Audit, June 30, 2023, also includes a report on the status of prior-year issues.

These reports are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.07 - Fiscal Audits

Fiscal Impact Statement

There is no fiscal impact

Committee’s Recommendation

Your Committee recommends that the Board:

1. accept the report documents, as attached to this item
2. direct the Administration to present quarterly updates on progress toward the FY23 Audit findings
3. direct the Office of Accountability and Efficiency, in collaboration with the Administration, to review the fund transfer and investment policies and bring back recommendations to improve the Board's oversight and approval of these activities no later than the June Board cycle.

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

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(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

Name	Position and Salary	Date	Salary
NEW HIRES			
2 Sheila Blanks	Building Service Helper I	01/13/2025	\$17.88 /hr
2 Casandra Edwards	Building Service Helper I	01/13/2025	\$17.88 /hr
4 Elisama Medina	Building Service Helper I	01/13/2025	\$17.88 /hr
2 Latia Moss	Building Service Helper I	01/13/2025	\$20.26 /hr
2 Johnny Stewart	Building Service Helper I	01/13/2025	\$20.26 /hr
2 Starlisa Brown	Children’s Health Assistant	01/02/2025	\$22,103.36
2 Shirley Clay	Children’s Health Assistant	01/02/2025	\$29,935.77
2 Jasmine Dancey	Children’s Health Assistant	01/13/2025	\$22,103.36
2 Elisha Lieblein	Children’s Health Assistant	01/02/2025	\$22,103.36
2 Tina Slade	Children’s Health Assistant	01/15/2025	\$22,103.36
2 Ariyana Trigg	Children’s Health Assistant	01/13/2025	\$22,103.36
6 Marilyn Copeland	Food Service Assistant	01/27/2025	\$17.88 /hr
2 Tanisha Palmore	Food Service Assistant	01/27/2025	\$17.88 /hr
2 Gregory Russell	Food Service Assistant	01/27/2025	\$17.88 /hr
2 Yezihalem Wondmu	Food Service Assistant	01/27/2025	\$17.88 /hr
3 Jimmy Her	IT Service Technician	01/28/2025	\$62,806.77
5 Zachery Hamilton	Network Service Technician	01/30/2025	\$60,412.05
2 Shakeena Allen	Paraprofessional	01/13/2025	\$23,580.88
2 Kysha Bender-Larry	Paraprofessional	01/13/2025	\$22,218.26
5 Olivia Breitzman	Paraprofessional	01/13/2025	\$22,218.26
2 Cahre Clayburn	Paraprofessional	01/06/2025	\$22,218.26
2 Starr Davis	Paraprofessional	01/06/2025	\$22,218.26
2 Dominique Dawson	Paraprofessional	01/06/2025	\$22,218.26
4 Destiny DeLaO Miller	Paraprofessional	01/27/2025	\$22,218.26
4 Miguel Galindo Vargas	Paraprofessional	01/27/2025	\$22,218.26
4 Nancy Gonzalez	Paraprofessional	01/27/2025	\$22,218.26
5 Lindsay Graffin	Paraprofessional	01/27/2025	\$22,218.26
2 Ashley Green	Paraprofessional	01/06/2025	\$22,218.26
2 Demonta Harris	Paraprofessional	01/27/2025	\$22,218.26
4 Sandra Hernandez	Paraprofessional	01/06/2025	\$22,218.26
2 Mahogany Ivory	Paraprofessional	01/27/2025	\$22,218.26

2 Kavon Jones	Paraprofessional	01/27/2025	\$22,218.26
5 Faybienne Kosacz-Ruffolo	Paraprofessional	01/27/2025	\$23,580.88
5 Rita Kroll	Paraprofessional	01/06/2025	\$27,668.74
2 Isaiah Lee	Paraprofessional	01/06/2025	\$22,218.26
4 Yarimar LinaresVelazquez	Paraprofessional	01/13/2025	\$22,218.26
2 Damon Milton-Taylor	Paraprofessional	01/13/2025	\$22,218.26
4 Rosa Panduro	Paraprofessional	01/27/2025	\$29,296.31
5 Karinna Piwek	Paraprofessional	01/27/2025	\$22,218.26
4 Claudia Ramirez	Paraprofessional	01/27/2025	\$22,218.26
4 Jennifer Rebolgar	Paraprofessional	01/06/2025	\$22,218.26
4 Yasmin Romo Ureno	Paraprofessional	01/13/2025	\$22,218.26
4 Ilenia Sanchez Muley	Paraprofessional	01/06/2025	\$22,218.26
2 Kari Schmitt	Paraprofessional	01/13/2025	\$22,218.26
4 Sarahie Soto Ortiz	Paraprofessional	01/06/2025	\$22,218.26
2 Marissa Steinbach	Paraprofessional	01/13/2025	\$22,218.26
2 Kyrieale Thomas	Paraprofessional	01/13/2025	\$22,218.26
2 Dannette Thurman	Paraprofessional	01/27/2025	\$22,218.26
2 Azailiah Thurmond	Paraprofessional	01/06/2025	\$22,218.26
5 Traci Trick	Paraprofessional	01/27/2025	\$22,218.26
4 Bethzaida Valentin	Paraprofessional	01/27/2025	\$22,218.26
2 Jasmine Weaver	Paraprofessional	01/27/2025	\$22,218.26
2 Logan Willis	Paraprofessional	01/03/2025	\$22,218.26
2 TeAnna Atkins	Paraprofessional Parent Involvement	01/06/2025	\$33,611.28
2 Desmond Valentine	Paraprofessional Parent Involvement	01/13/2025	\$30,347.72
2 Tia Dupar	School Safety Assistant	01/09/2025	\$28,658.91
2 Andreah Evans	School Safety Assistant	01/09/2025	\$28,658.91
2 Shanik Johnson	School Safety Assistant	01/09/2025	\$28,658.91
2 Glenise Jones	School Safety Assistant	01/09/2025	\$28,658.91
2 Ja Niesha Portwood	School Safety Assistant	01/09/2025	\$28,658.91
2 Deqwala Robinson	School Safety Assistant	01/09/2025	\$28,658.91
2 Lakeisha Seaberry	School Safety Assistant	01/09/2025	\$28,658.91
4 JaMyra Velez	School Safety Assistant	01/09/2025	\$28,658.91
2 Davionna Walker	School Safety Assistant	01/09/2025	\$28,658.91
2 Amari Williams	School Safety Assistant	01/09/2025	\$28,658.91
2 E'Nyla Williams	School Safety Assistant	01/09/2025	\$28,658.91
2 Sharon Young	School Safety Assistant	01/09/2025	\$28,658.91
2 Michelle Harris	School Kitchen Manager I	01/02/2025	\$30,886.53
2 Marilyn Long	School Kitchen Manager I	01/13/2025	\$32,634.89
5 Nicholas Woppert	School Kitchen Manager I	01/13/2025	\$29,138.17
5 Jason Merkley	School Kitchen Manager II	01/13/2025	\$30,959.52

PROMOTIONS

2 Joseph Carter	Building Service Helper II	12/23/2024	\$48,346.13
4 Domingo Hernandez	Building Service Helper II	01/20/2025	\$48,346.13
2 Joseph Brown	Boiler Attendant Trainee	01/06/2025	\$43,681.94
2 DeMille Lowery	Boiler Attendant Trainee	01/06/2025	\$50,464.06
2 Jennifer Turner	Paraprofessional	01/13/2025	\$22,218.26
4 Yeyshleanne Verdejo Cepeda	Paraprofessional	01/06/2025	\$23,580.88
5 Karla Engel	Paraprofessional – Parent Involvement	01/06/2025	\$50,921.25
5 Amanda Smith	School Secretary 1-10MO	01/09/2025	\$38,615.81
2 Tony Bowen	School Engineer I	01/20/2025	\$61,205.78
2 Lamont Cobbs	School Engineer I	01/20/2025	\$70,637.71
2 Jeanette Marks	School Engineer I	01/20/2025	\$63,900.53
2 Kino Mckinley	School Engineer I	01/20/2025	\$61,205.58
4 Juan Pacheco-Hernandez	School Engineer I	01/20/2025	\$88,365.80
2 Tirrell Pugh	School Engineer I	01/20/2025	\$58,511.81

2 Michael Rhinehart	School Engineer I	01/20/2025	\$62,553.64
2 Coretta Williams Kannich	School Engineer I	01/20/2025	\$62,553.64
2 Biron Yates	School Engineer I	01/20/2025	\$69,290.42
2 Anthony Davis	School Engineer IV	12/09/2024	\$87,009.50
2 Sonja Coleman	School Kitchen Manager I	01/02/2025	\$38,753.31
2 Tyra Hadnot	School Kitchen Manager I	01/02/2025	\$30,886.53
4 Carmen Santiago	School Kitchen Manager I	01/02/2025	\$34,383.25

REHIREES

2 Tranice Burks	Children's Health Assistant	01/02/2025	\$22,103.36
2 Brianna Taylor	Children's Health Assistant	01/24/2025	\$22,103.36
2 Betty McClellan	Food Service Assistant	01/02/2025	\$18.95 per
4 David Acevedo	Paraprofessional	01/27/2025	\$23,580.88
2 Brittany Echols	Paraprofessional	01/06/2025	\$23,760.79
2 James Eiland	Paraprofessional	01/27/2025	\$22,218.26
2 Sarena Emanuel	Paraprofessional	01/13/2025	\$22,760.79
2 Jahiah Porter	Paraprofessional	01/13/2025	\$23,580.88
2 Brenda Redmond	Paraprofessional	01/13/2025	\$30,936.50
4 Yesenia Reyes	Paraprofessional	01/13/2025	\$22,218.26
2 Marshia Scott	Paraprofessional	01/06/2025	\$22,218.26
2 Kalita Smith	Paraprofessional	01/13/2025	\$26,848.65
2 Destanee Williams	Paraprofessional	01/27/2025	\$23,580.88
2 LaTonia Walton	Paraprofessional	01/27/2025	\$24.66 /hr
2 Alexis Bankhead	Paraprofessional	01/09/2025	\$30,936.50
2 Anaya Smith	School Safety Assistant	01/10/2025	\$28,658.91
2 Edrea Turner	School Safety Assistant	01/09/2025	\$28,658.91
2 Quameka Corley	School Secretary I2MO	01/21/2025	\$43,083.49

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

2,r	Adesanya,Omolola CAT MATH HIGH	01/BA	\$58,651.46	12/19/2024
2,r	Agba,Ugochinyere J SCIENCE	01/BA	\$54,768.58	12/19/2024
5,nr	Asaf,Kelly SAGE	01/MA	\$81,948.77	1/6/2025
4,nr	Ayala, Alicia MULTICATEG. COMP. SEN	01/BA	\$52,827.70	1/2/2025
5,r	Bernstein,Blue ART	01/BA	\$52,827.70	1/13/2025
5,nr	Cipov,Lynda Jean EARLY CHILDHOOD-0/3	01/MA	\$98,937.66	1/13/2025
2,r	Fagbuaro,Toyin AMP HPE	01/BA	\$64,476.35	12/19/2024
5,r	Gough,Alicia GEN ELEM & K8 - ALL GRADES	01/BA	\$52,827.70	1/6/2025
5,r	Lane,Helen A GENERAL OPERATIONS	01/MA	\$109,440.00	8/28/2003
4,nr	Martinez,Gisell EARLY CHILDHOOD- SPEC ED	01/BA	\$58,651.46	12/19/2024
2,r	Mireku,Joyce REG (5 YR) KINDERGARTEN	01/MA	\$81,948.77	12/19/2024
2,r	Ngwoke,Saint O	01/MA	\$75,578.50	12/19/2024

2,r	HEALTH & PHY ED Nketia,Dorothy	01/BA	\$76,125.01	12/19/2024
2,r	MUSIC Ogunleye,Muyiwa A	01/BA	\$68,359.24	12/19/2024
2,r	SCIENCE Okoye,Benjamin	01/BA	\$78,065.89	12/19/2024
2,r	SCIENCE Omosun,Edith	01/BA	\$85,831.59	12/19/2024
4,r	REG (5 YR) KINDERGARTEN Palacios,Steven	01/BA	\$58,651.46	12/19/2024
5,nr	GEN ELEM & K8 - ALL GRADES Sedlachek,Matthew	01/BA	\$54,768.58	2/3/2025
5,nr	HEALTH - PHY ED Stein,Gwendolyn	01/BA	\$52,827.70	1/27/2025
2,r	AMP ART Ubah,Prince	01/BA	\$56,710.58	12/19/2024
2,r	SCIENCE Walker,Winston D	01/BA	\$60,593.47	12/19/2024
5,r	KINDERGARTEN (4 YR OLDS) Weintraub, Sarah B	01/MA	\$62,839.09	12/16/2024
	SPEC ED MULTICATEG.			

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER

2,r	Adesanya, Olubunmi	XX/4W2	\$52,827.70	12/19/2024
5,r	REG (5 YR) KINDERGARTEN Malmon,Gary M	XX/4W2	\$52,827.70	1/13/2025
5,nr	SPEC ED MULTICATEG. Moul,Jordan	XX/4W2	\$52,827.70	1/27/2025
4,r	AMP HPE Suarez del Real,Stephanie	XX/4W2	\$52,827.70	1/27/2025
4,r	SPEC ED MULTICATEG. Torreglosa Tabares,Natalia	XX/4W2	\$52,827.70	12/19/2024
5,nr	AMP MUSIC Clement,Beth A	XX/4W2	\$98,937.66	1/2/2025
4,r	EARLY CHILDHOOD- SPEC ED Hernandez,Rigoberto	XX/4W2	\$52,827.70	12/19/2024
4,r	BILINGUAL EDUCATION Martinez,Ligia	XX/4W2	\$52,827.70	12/19/2024
	FOREIGN LANGUAGE			

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (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	10	19	0	12	0	7	11	1	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologis ts	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
TOTAL	10	19	0	12	0	7	11	1	0

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

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

Leaves of Absence

	Present Assignment	Effective From
Illness Leave January 2025		
Tim Christianson	Fifty-Third Street	January 23, 2025
Olajumoke Ehinju	Metcalfe	January 2, 2025
Carolynne Stanioch	Emerson	January 16, 2025
Personal Leave January 2025	Present Assignment	Effective From
Abigail DeCook	Lincoln Avenue	January 9, 2025
Jan Gamblin	Central Services	January 27, 2025
Illness Leave February 2025	Present Assignment	Effective From
Peter Fortmann	Meir	January 16, 2025

Certificated Resignations and Classified Retirements

Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Effective Location	Date
Retire	31.5	4	Rosa Avila	PT	Central Svcs	06/16/2025
Personal	2.5	2	Gabriela Barnes	Teacher	HS of the Arts	01/31/2025
Personal	10.0	5	Matthew Behling	Teacher	Jackson	01/24/2025
Personal	0.4	5	Carly Callen	Teacher	MSOL	01/24/2025
Retire	32.4	5	Suzanne Cira	Teacher	Grant	06/16/2025
Retire	34.5	5	Lori Damato	Teacher	Grant	06/16/2025
Retire	19.4	3	Paul Dang	Teacher	Hamilton	06/16/2025
Retire	7.5	5	Diane Gundrum	Teacher	95th Street	06/30/2025
Retire	27.4	5	Kathleen Hansen	Teacher	95th Street	06/16/2025
Retire	10.8	1	Dianne Huff	Teacher	Elm	06/16/2025
Retire	34.5	2	Sherita Kostuck	Teacher	Kilbourn	06/16/2025
Retire	34.4	5	Janie Kyle	Teacher	JMAC	01/24/2025
Personal	4.5	5	Dionne Landgraf	Teacher	Hamilton	06/16/2025
Retire	11.2	5	Erin Lenar	Teacher	Doerfler	02/23/2025
Retire	8.5	5	Jane Lundsgaard	Teacher	Westside Acad II	02/21/2025
Personal	31.0	5	Clara Mayorga	Teacher	Central Svcs	01/07/2025
Other Work	2.0	2	Ashley McGee	Sup Assoc II	Recreation	01/30/2025
Retire	21.5	5	Darlene Moyle	Teacher	Hamilton	06/30/2025
Retire	26.5	5	Claudia Mulkerrins	Teacher	Hamilton	06/16/2025
Retire	23.5	5	James Oelerich	Teacher	Lincoln MS	06/16/2025
Personal	0.4	2	Olubukola Olaolu	Teacher	Thurston Woods	01/06/2025
Retire	6.5	5	Debby Oury	Teacher	Elm	06/16/2025
Personal	11.4	5	Kimberly Palmer	Teacher	Cass	01/02/2025
Retire	19.8	5	Terri Scott	Teacher	Pulaski	06/16/2025
Retire	10.1	5	Corinne Steinhoff Yarwood	Teacher	Hamilton	06/16/2025

Personal	4.0	5	Anna Silberg	Teacher	53rd Street	02/05/2025
Retire	21.5	5	Elaina Sullivan	Teacher	Fernwood	06/16/2025
Retire	30.4	5	Bari Svoboda	Teacher	Hamilton	06/16/2025
Retire	29.1	2	Robin Swan	Principal	River Trail	02/14/2025
Retire	20.2	5	Brian Szyszko	Teacher	Bay View	06/16/2025
Personal	10.5	5	Lori Tharp	Teacher	Elm	06/16/2025
Retire	26.4	5	Diane Vander Boogard	OT	Central Svcs	06/16/2025
Retire	34.5	5	Milena Walker	Teacher	Riverside	06/30/2025
Other Dist	1.0	5	Jacquelyn Weatherbee	Teacher	Congress	01/31/2025
Personal	9.4	2	Kimberly Whooper	Teacher	Audubon MS	01/23/2025
Personal	3.5	5	Johnathan Ailant	Engineer I	Congress	02/08/2025
Personal	1.0	2	Sabrina Akhahon	FSA	Doerfler	01/13/2025
Personal	0.3	2	Tamera Brooks	CHA	Washington	01/31/2025
Personal	2.0	2	Shanelle Clay	BSH I	Longfellow	01/15/2025
Personal	0.2	2	Tanjala Cunningham	FSA	Central Svcs	01/10/2025
Personal	12.0	4	Rosa Gallardo	Para	ALBA	02/28/2025
Retire	22.4	2	Cheryl Hopson	CHA	81st Street	01/31/2025
Personal	0.4	2	Winford Johnson	Safety Asst	School Safety	01/31/2025
Retire	25.5	2	Martha Kimber	CHA	Congress	06/16/2025
Retire	26.2	5	Marcia Kwasniewski	Para	Trowbridge	06/16/2025
Personal	5.3	4	Jomarie Maldonado	Para	Mitchell	12/21/2024
Personal	21.9	2	Betty McClellan	FSA	Carson	01/31/2025
Personal	10.3	5	Christal Meredith	Para	Riverwest	06/16/2025
Retire	38.0	5	Diane Merryfield	Sr Tech II	Technology	03/15/2025
Retire	19.1	6	Awatef Muna	FSA	Greenfield	02/14/2025
Personal	1.5	4	Yeimina Rivera	Para	Mitchell	01/23/2025
Personal	6.1	2	Carey Roberts	Para	Central Svcs	12/09/2024
Personal	2.0	3	Matthew Robinson	CHA	Manitoba	01/27/2025
Retire	16.9	5	Thomas Serak	Para	Trowbridge	06/16/2025
Other Work	0.2	2	Jasmine Sodowsky	Para	Hamilton	01/23/2025
Other Work	9.2	2	Keondrae Speights	Para	Hamilton	01/23/2025
Personal	0.4	2	Catera Stanfield	Para	JMAC	01/30/2025
Retire	29.4	2	Delores Walton	BSH I	Central Svcs	03/30/2025
Retire	26.2	2	Dawn Warfield	Para	Elm	01/17/2025
Other District – 1 (Classified 0 – Certificated – 1)						
Other Work – 3 (Classified 2 – Certificated – 1)						
Personal – 24 (Classified 14 – Certificated – 10)						
Retirement – 31 (Classified 8 – Certificated – 23)						

Codes

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

r Resident
nr Non-resident

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditure were previously approved in the FY25 budget.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee recommends that the Board

1. approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board
2. direct the Administration to provide a quarterly report on the trends behind employee retirement and resignation. Said report to be a narrative of the responses to the exit survey.

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

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(Item 3) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments			
The Interim Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.			
(2)(r)	Lois Womack	Curriculum Specialist IV	Schedule 03, Range 11A
		Office of the Chief of Academics	\$137,754
(4)(r)	Lucia Torres	Curriculum Specialist IV	Schedule 03, Range 11A
		Office of the Chief of Academics	\$102,833
(4)(nr)	Crystal Fiet	Assistant Principal I, Hayes	Schedule 03, Range 10C
		Office of the Chief of School Administration	\$104,742
(4)(nr)	Debbie Blancarte	Principal I, K-6 Neeskara	Schedule 03, Range 13T
		Office of the Chief of School Administration	\$99,356
(5)(r)	Ethan Heffelfinger	Coordinator III-Procurement	Schedule 03, Range 08A
		Office of the Chief of Finance	\$92,000
(2)(nr)	Diamond Suggs	Assistant Principal I, Carson Academy	Schedule 03, Range 10C
		Office of the Chief of School Administration	\$109,440

(2)(r)	Marvin Bailey	Assistant Principal I, Elm	Schedule 03, Range 10C
		Office of the Chief of School Administration	\$78,556
(5)(nr)	Charles Nimke	Programmer Tech II, Technology	Schedule 03, Range 04A
		Office of the Chief of Communication and School Performance	\$75,000
Recommended LTE Contracts (To be effective upon the Boards approval)			
(2)(r)	Lorraine Applewhite	Effectiveness Implementation Coach (EEIC) Mentors for Principals	\$40.00
		Office of the Chief of School Administration	
		12/01/24 to 05/30/25	
(5)(r)	Annie Kubes	Recreation Special Projects	\$40.00
		Office of the Chief of Academics	
		01/27/25 to 07/27/25	
(5)(r)	Melanie Stewart	Advance Placement and International Baccalaureate Support	\$40.00
		Office of the Chief of Academics	
		02/01/25 to 06/30/25	
(5)(r)	Jennifer Snedic	School Psychologist	\$50.00
		Office of the Chief of Academics	
		03/03/25 to 06/13/25	
(2)(r)	Cheryl Hayes	Mentor/Virtual Support Staff	\$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(2)(r)	Yvette Moore	Mentor/Virtual Support Staff	\$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(2)(r)	Rozalia Harris	Mentor/Virtual Support Staff	\$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(2)(r)	Angela Mack	Mentor/Virtual Support Staff	\$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(5)(r)	Shirley Lewis	Mentor/Virtual Support Staff	\$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(5)(r)	Julie Nussberger	Mentor/Virtual Support Staff	\$40.00
		Office of the Chief of School Administration	
		02/09/25 to 06/30/25	
(5)(r)	Frank Lammers	Language Immersion Program Liaison	\$35.00
		Office of the Chief of Academics	
		01/27/25 to 07/27/25	
(5)(r)	Jennifer Glueckert	ESL Literacy Resource Instructor	\$35.00
		Office of the Chief of School Administration	
		02/04/25 to 05/28/25	
(5)(r)	Sean Veternick	Science Lab Resource Instructor	\$35.00
		Office of the Chief of School Administration	
		02/04/25 to 05/28/25	
(2)(r)	Freddie Campbell	College and Career Readiness	\$30.00
		Office of the Chief of School Administration	

		01/02/25 to 06/30/25	
(4)(r)	Cory Hanson	Math Interventionist	\$30.00
		Office of the Chief of School Administration	
		02/17/25 to 06/13/25	
(5)(nr)	Diane Merryfield	Process Payroll/Knowledge Transfer for New Secretary II	\$30.00
		Office of the Chief of Finance	
		03/15/25 to 09/14/25	
(2)(r)	Lawrence Ambrose	Youth Mentor Bradley Tech	\$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(r)	Danny Hamilton	Youth Mentor Bradley Tech	\$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(nr)	Cassu Green	Youth Mentor Bradley Tech	\$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(r)	Tanesheah Ross	Youth Mentor Bradley Tech	\$30.00
		Office of the Chief of School Administration	
		03/03/25 to 09/03/25	
(2)(r)	Latusha Malone	Youth Mentor Bradley Tech	\$30.00
		Office of the Chief of School Administration	
		02/01/25 to 06/30/25	
(2)(r)	Anthony Wiggins	Youth Mentor	\$30.00
		Office of the Chief of School Administration	
		02/19/25 to 06/13/25	
(5)(r)	Michael Fendry	Induction & Support	\$30.00
		Office of the Chief of School Administration	
		01/01/25 to 06/15/25	
(5)(nr)	Laura Naughton	Induction & Support	\$30.00
		Office of the Chief of School Administration	
		03/01/25 to 06/18/25	
(2)(r)	Roslyn Sampson	Art Literacy Program	\$30.00
		Office of the Chief of School Administration	
		02/05/25 to 06/12/25	
(5)(nr)	Angela Chojnacki	School Kitchen Manager Mentor	\$25.00
		Office of the Chief of School Administration	
		02/14/25 to 06/16/25	
(5)(r)	Dawn Butler	School Kitchen Manager Mentor	\$25.00
		Office of the Chief of School Administration	
		02/14/25 to 06/16/25	
(2)(r)	Lavenia Shorter	Safety Assistant I	\$22.00
		Office of the Chief of School Administration	
		03/23/25 to 09/23/25	

- R Resident
- Nr Non-resident
- 1 Native American
- 2 African American
- 3 Asian/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- 7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditure were previously approved in the FY25 budget.

Committee's Recommendation

Your Committee recommends that the Board approve the promotions, appointments, salary increases and decreases, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

On the motion of Director O'Halloran, the revised appointment list was approved, the vote being as follows:

- Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.
- Noes — None.

* * * * *

(Item 4) Report with Possible Action on Limited-term Employees, July-December 2024

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

Background

Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, shall present a report on all Limited-Term Employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The reported list is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 6.37 - Limited-term Employment Positions

Fiscal Impact Statement

N/A

* * * * *

(Item 5) Report with Possible Action on the District's Final Elementary and Secondary School Emergency Relief Fund Budget Detail and Evaluation Plan

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

Background

The Consolidated Appropriations Act, 2021 [P.L. 116–260], also referred to as the Federal Stimulus Package, was enacted on December 27, 2020, and is the federal government’s response to the ongoing COVID-19 pandemic. The stimulus package included provisions for the Elementary and Secondary School Emergency Relief Fund. Between March of 2020 and 2021, Congress passed three stimulus bills under ESSER with allocations of funding for school districts. These funds provided emergency financial assistance to address the impact that COVID–19 has had, and continues to have, on elementary and secondary schools.

The purpose of this report will be to provide final highlights of ESSER III expenditure. The full ESSER III budget book is attached to the minutes of your Committee’s meeting.

A final update of the American Institutes of Research’s (AIR’s) evaluation of Milwaukee Public Schools’ Elementary and Secondary School Emergency Relief Funding is also attached to the minutes of your Committee’s meeting. As part of the evaluation, AIR was responsible for three main objectives: (a) create geospatial maps and dashboards describing the use of ESSER funding and the relationships between ESSER funding and other variables of interest, (b) train MPS analyst(s) to maintain and update the web maps and dashboards, and (c) evaluate a minimum of three key ESSER-funded initiatives.

ESSER III allocations were budgeted based on the following identified priority funding areas:

- Accelerating learning
- Health and wellness
- Facilities
- Technology
- Extracurricular Engagement

Accelerating Learning

Academic Support & College Readiness

- 152 students earned 1,837 college credits through M3 College Connection programs.
- 286 students participated in HBCU College Tours.
- 820 students enrolled in 46 UWM and MATC dual enrollment courses.
- 1,814 courses were taken by students in the MPS Virtual Program.
- 4,332 students attended summer and after-school programs, earning 1,700 High School credits.

Student Achievement & Program Expansion

- 26% increase in the Personal Finance pass rate from SY 2021/2022 to 2023-2024.
- 3,602 students participated in school vendor-led tutoring (over double from 2022-2023).
- Students enrolled in STEM, Career & Tech Ed, and Project Lead the Way courses.
- 545 students in internship/apprenticeship programs (a 57% increase over 2021-2022).

Early Learning & Curriculum Support

- K3 - 2nd grade students improved math skills through the “Counting Collections” program, with significant growth.
- Supported reading skills through ACT 20 training for teachers.
- Students learned about Climate Change through the science curriculum.
- New curriculums introduced in math, science, social studies, and writing.

Family Engagement & Teacher Development

- 35,000 PreK - 8th grade students and families received family engagement kits for literacy, math, and social-emotional development.
- Funded the New Educator Institute, serving 240 new teachers and paraprofessionals.
- Offered programs to improve language arts, math, STEM, and school climate in Community Schools.
- Supported health services for students and families, including a new health clinic at South Division.

Health and Wellness

Mental Health Support & Services

- Implemented RFP for broader mental health services across the district, via teletherapy, that was utilized by more than 60 schools.
- Expanded the School Community Partnership for Mental Health (SCPMH) by 50%, to 38 schools.
- Provided training for school psychologists and social workers in evidence-based interventions for trauma. Such interventions have already been used with students in over 1,000 instances.
- Provided mental health support during summer Community Learning Center (CLC) programming over the last three summers.
- Delivered professional development for mental health support staff on crisis management and advanced trauma training for schools.
- Increased Success Center funding to serve more students and extend services into summer, and continued scaling up Success Center programming focusing on students enrolled in grades 4 through 12.

Physical Health Initiatives

- Implemented community exercise stations and traffic gardens for K-5 and K-8 playgrounds.
- Renovated fitness rooms for high schools.
- Provided AED equipment, asthma spacers, and vision screening supplies for schools.
- Supported school nutrition operations.
- Funded unique school needs through \$100,000 per school.

Social Emotional Learning (SEL) Support

- Contracted 23 different vendors for school SEL programming.
- Provided professional development and supplies for SEL.
- Extended Second Step curriculum for K-5 students.
- Strengthened the Department of Black and Latino Male Achievement by hiring two additional coordinators.
- Established the Department of Gender and Identity Inclusion.
- Strengthened Restorative Practices through professional development and family engagement opportunities, expanding access to toolkits and enhancing restorative practices circle spaces for students.

Facilities

Facility Renovations and New Construction

- Completed major construction at Reagan High School, Milwaukee High School of the Arts, Greenfield School, and Fairview School.
- Constructed new barn at Vincent High School and Nutrition Services Center at King Middle School.
- Performed renovations, including ceiling, lighting, and window replacements at various schools.
- Replaced fire alarm systems for hearing-impaired students.
- Improved the aesthetics of lockers, corridors and classrooms
- Built a synthetic turf soccer field and pedestrian mall at Rogers Street Academy.
- Schools received \$100K allotments for facility improvements.

Technology

Technology & Learning Tools

- Refreshed Chromebooks for all schools, removing obsolete devices.
- Delivered 80,000+ headsets and other accessories.
- Installed Interactive Flat Panels and 5,000 document cameras.
- Set up 4,250 desktops for upcoming Windows 11 requirements.
- Completed installation and programming of interior digital signage and exterior marquee signage at all MPS schools.
- Purchased eSports equipment for 16 high schools and 1 middle school.

Extracurricular Engagement

Extracurricular & Enrichment Support

- Provided overnight camping trips across Wisconsin for 706 students.
- Offered free sports physicals to 1,587 student athletes and driver’s education to 3,606 students.
- Upgraded multiple athletic facilities including fieldhouses, pools, tennis courts, gym floors and gym amenities, and synthetic turf fields.
- Expanded summer, after-school, and Saturday programming.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

* * * * *

(Item 6) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of \$25,000; Report on Revenues and Expenditure; Report on Contracts Under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

State Authorization to Issue a Purchase Order to Ricoh USA, Inc. for Document Contract Management Conversion and Storage

The Administration is requesting authorization to issue a purchase order to Ricoh USA, Inc. for the conversion of digital district files used primarily in the Department of Human Resources and Department of Recreation to the Ricoh DocuWare Cloud platform. This conversion will provide greater security over these files as well as access in the event the district is involved in a cybersecurity incident.

The move to the Ricoh platform will also allow greater use of the online document management system as current Ricoh devices in the district can be used to create the files.

This project includes \$40,615.00 in Professional Services Fees for the conversion and project management as well as a software subscription of \$6,689.00 per month for licensing, storage and support. The term of the monthly subscription will be 36 months.

This purchase is made under the State of Wisconsin’s Contract #505ENT-M25-MFDCOPIER-01 (“Participating Addendum”) and the NASPO ValuePoint Master Contract #140602.

The term of this purchase order will be from March 1, 2025 – February 29, 2028, and will not exceed \$281,419.00.

Budget Code: TSV-0-0-TLN-DW-EMTC (Technology – Contracts)..... \$ 281,419.00

Ricoh USA, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Monthly Financial Report

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

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over \$5,000			
German Immersion School	Consulate General	15,787.50	General School Supplies
<i>Total Monetary Donations Over \$5,000</i>		<i>15,787.50</i>	
Monetary Donations			
Auer Avenue School	* Jeanne Stadler	100.00	Auer Annual Holiday Bazaar
Auer Avenue School	Patricia Kashmerick	200.00	Auer Annual Holiday Bazaar
Auer Avenue School	Karen Brubakken	1,000.00	Auer Annual Holiday Bazaar
Auer Avenue School	Derrick & Shanita Washington	100.00	Auer Annual Holiday Bazaar
Bethune Academy	Jeffery Kloss	100.00	Uniforms
Burdick School	RSR Services	1,000.00	Cheer Uniform
Carver Academy	Brewer's Hill Association	560.00	Warm Hearts Brewer's Hill Coats
Clara Barton School	American Income Life Insurance Co.	28.00	General School Supplies
Engleburg School	Dreambuilders Foundation	3,000.00	MPS Hygiene Locker
Fratney Street School	Katherine Headley	200.00	Field Trips
French Immersion School	Lopresti Family	100.00	General School Supplies
King High School	Jacalyn Benka	20.00	RKHS Baseball Team Equipment
King High School	Jennifer Ketz	328.00	General School Supplies
King High School	Jennifer Ketz	1,700.00	RKHS Athletic Programs
King High School	Carol Johnstone	20.00	Choral Concert
King High School	Anonymous	364.00	Choral Concert
King High School	Kathleen Dreyer	556.75	National Honor Society T-Shirts
Morgandale School	Forest Home Historic Preservation Assoc.	50.00	Day of the Dead Event
Office of Finance - Milwaukee Recreation	Cheri G Briscoe	200.00	Hawthorne Glen
Riley School	Marisol Garcia	10.00	Art Club
Riley School	Allison Engel	10.00	Art Club
Riley School	Brittney Rodriguez	10.00	Art Club
Riley School	Maria Alvarez	10.00	Art Club
Riley School	Paola Schultz	10.00	Art Club
Riley School	Steven Gaskell	10.00	Art Club
Riley School	Paola Schultz	10.00	Art Club
Riley School	Iris Hernandez	10.00	Art Club

Location	Donor	Amount	Gift or Purpose
Riley School	Toyin Adetiba	10.00	Art Club
Ronald Reagan High School	Anonymous	111.00	Band
Ronald Reagan High School	Anonymous	120.75	Choir
Ronald Reagan High School	Rogers Community Learning and Engagement & WISE	250.00	Hope Squad Pizza Party
Ronald Reagan High School	* Mark and Beth Bender	500.00	General School Supplies
Ronald Reagan High School	* Mark and Beth Bender	500.00	General School Supplies
Ronald Reagan High School	Meggan Hill	1,000.00	General School Supplies
Total Monetary Donations	12,198.50		
Non-Monetary Donations			
Allen-Field School	DonorsChoose	49.89	Classroom Essentials
Allen-Field School	DonorsChoose	232.99	5th Grade
Allen-Field School	DonorsChoose	735.57	Students with Disabilities
Auer Avenue School	Care Matters LLC	6,545.00	Winter Coats
Auer Avenue School	Friends of True Square Foundation, Inc	1,620.00	Toys for the Annual Holiday Bazaar
Bay View High School	DonorsChoose	392.99	Classroom Snack and Light Squad
Bay View Montessori School	DonorsChoose	1,775.50	STEM
Bethune Academy	DonorsChoose	360.96	Fidgets for Focus
Browning School	DonorsChoose	242.01	We Are Excited for Math!
Browning School	DonorsChoose	390.22	PreK Educational Resources
Burbank School	Julie Travers	178.68	Apple Pies
Burbank School	DonorsChoose	552.48	STEM
Burbank School	DonorsChoose	709.91	Time Saving Tools
Burbank School	DonorsChoose	804.96	Literacy & Language, Warmth Care & Hunger
Carver Academy	DonorsChoose	308.39	Excited for Volleyball!
Carver Academy	DonorsChoose	437.65	Calm and Engaged!
Cass Street School	DonorsChoose	957.70	Health Sports & Wellness, Warmth Care & Hunger
Craig Montessori School	DonorsChoose	411.25	Students with Disabilities
Craig Montessori School	DonorsChoose	227.72	Illuminate Our Learning
Craig Montessori School	DonorsChoose	464.99	Life Skills
Doerfler School	Kathryn Liesch	4,188.16	General School Supplies
Doerfler School	El Rey Foods	50.00	Gift Cards
Doerfler School	DonorsChoose	148.42	No More Tummy Aches
Doerfler School	DonorsChoose	194.69	Stop the Winter Blues
Doerfler School	DonorsChoose	222.84	To the Podium Please
Doerfler School	DonorsChoose	256.27	Comfy Learning
Doerfler School	DonorsChoose	263.13	Literacy & Language, Students with Disabilities
Doerfler School	DonorsChoose	268.07	Loving Reading With Technology!
Doerfler School	DonorsChoose	289.17	Literacy & Language, Students with Disabilities
Doerfler School	DonorsChoose	407.62	Life Skills
Dr. B Carson Academy of Science	DonorsChoose	148.44	Writers for Life

Location	Donor	Amount	Gift or Purpose
Dr. B Carson Academy of Science	DonorsChoose	9.49	Classroom Essentials
Dr. B Carson Academy of Science	DonorsChoose	188.30	Literacy & Language, STEM
Dr. B Carson Academy of Science	DonorsChoose	249.78	Warmth Care & Hunger
Dr. B Carson Academy of Science	DonorsChoose	261.97	A Classroom is a Second Home!
Dr. B Carson Academy of Science	DonorsChoose	297.10	Health Sports & Wellness, Students with Disabilities
Dr. B Carson Academy of Science	DonorsChoose	596.42	Making Science Notebooks
Eighty-First Street School	DonorsChoose	395.80	Super Snacks for Third Graders
Emerson School	DonorsChoose	531.40	Life Skills, Students with Disabilities
Engleburg School	United HealthCare	15,000.00	Coat Donation
Forest Home Avenue School	DonorsChoose	7.07	Classroom Essentials
Forest Home Avenue School	DonorsChoose	10.65	Classroom Essentials
Forest Home Avenue School	DonorsChoose	148.78	Piece by Piece
Forest Home Avenue School	DonorsChoose	163.45	Feelings Are Meant to Be Felt
Forest Home Avenue School	DonorsChoose	372.36	Music & The Arts
Fratney Street School	DonorsChoose	173.08	Headphones for Learning
Gaenslen School	DonorsChoose	19.29	Classroom Essentials
Gaenslen School	DonorsChoose	133.68	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	135.52	Communication Through Images!
Gaenslen School	DonorsChoose	171.35	Health Sports & Wellness, Students with Disabilities
Gaenslen School	DonorsChoose	304.77	Life Skills, Students with Disabilities
Gaenslen School	DonorsChoose	352.56	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	445.32	Creative Building With Blocks
Gaenslen School	DonorsChoose	630.82	Life Skills, STEM
Gaenslen School	DonorsChoose	1,162.48	Maker Space
Goodrich School	MPS Foundation	1,338.89	7 Buses
Goodrich School	DonorsChoose	132.02	Readers Are Leaders
Goodrich School	DonorsChoose	277.50	Classroom Positivity
Goodrich School	DonorsChoose	302.81	Sharpen Up My Classroom
Goodrich School	DonorsChoose	303.14	Wonderous Reading
Goodrich School	DonorsChoose	303.14	Wonderous Reading
Goodrich School	DonorsChoose	303.14	Wonderous Reading
Goodrich School	DonorsChoose	382.37	New School Year Supplies!
Goodrich School	DonorsChoose	414.15	Health Sports & Wellness

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	609.48	First Year Teacher
Goodrich School	DonorsChoose	9.75	Classroom Essentials
Goodrich School	DonorsChoose	18.98	Classroom Essentials
Goodrich School	DonorsChoose	24.31	Classroom Essentials
Goodrich School	DonorsChoose	190.48	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	197.23	Health Sports & Wellness
Goodrich School	DonorsChoose	197.34	Classroom Essentials
Goodrich School	DonorsChoose	273.02	100th Day Snacks
Goodrich School	DonorsChoose	273.04	Literacy Activities!
Goodrich School	DonorsChoose	288.95	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	334.50	Teachers Pay Teachers
Goodrich School	DonorsChoose	355.64	Time to Read!
Goodrich School	DonorsChoose	361.30	Sensory Items Needed!
Goodrich School	DonorsChoose	382.94	Snacks and Art!
Goodrich School	DonorsChoose	397.22	Health Sports & Wellness, Students with Disabilities
Goodrich School	DonorsChoose	411.42	Cleaning Wipes and Snacks
Goodrich School	DonorsChoose	436.00	Learning Resources
Goodrich School	DonorsChoose	450.33	Chairs and Wheels!
Goodrich School	DonorsChoose	453.03	Literacy & Language, STEM
Goodrich School	DonorsChoose	502.56	Snack Time
Goodrich School	DonorsChoose	505.83	Sensory Regulation
Goodrich School	DonorsChoose	510.06	Readers Are Leaders
Goodrich School	DonorsChoose	516.64	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	541.66	Playtime Re-Vamp
Goodrich School	DonorsChoose	550.31	Students with Disabilities
Goodrich School	DonorsChoose	565.62	Headphones Needed!
Goodrich School	DonorsChoose	590.12	C is for Cardstock
Goodrich School	DonorsChoose	597.06	Field Day Celebration
Goodrich School	DonorsChoose	676.11	Music & The Arts
Goodrich School	DonorsChoose	702.42	Yard Games for Field Day
Grant Gordon Learning Center	DonorsChoose	295.19	Noise Friendly Block Center!
Grant School	DonorsChoose	261.59	Nose Bleeding, No Problem
Grantosa Drive School	DonorsChoose	258.36	Epic Student Prizes
Gwen T. Jackson School	DonorsChoose	271.53	Headphones Please!
Gwen T. Jackson School	DonorsChoose	391.80	Painting With a Purpose
Hartford University School	DonorsChoose	540.60	Ready to Learn!
Hawthorne School	DonorsChoose	313.54	Let's Get Organized!
Hayes Bilingual School	DonorsChoose	157.78	Good Behavior
Hayes Bilingual School	DonorsChoose	276.92	Sound Proof Music Room!
Hayes Bilingual School	DonorsChoose	305.42	Copy Paper!
Hayes Bilingual School	DonorsChoose	334.35	Read, Speak, Record

Location	Donor	Amount	Gift or Purpose
Hayes Bilingual School	DonorsChoose	339.98	Let's Make Music Egg Shakers!
Hayes Bilingual School	DonorsChoose	477.14	Basics and More
Hi-Mount School	DonorsChoose	319.16	Warmth Care & Hunger
Holmes School	DonorsChoose	204.12	The Paws Store
Holmes School	DonorsChoose	264.34	It's Your Move!
Holmes School	DonorsChoose	285.64	Prizes for the School Store
Holmes School	DonorsChoose	295.95	Health Sports & Wellness, Literacy & Language
Holmes School	DonorsChoose	303.24	Reading Groups Need Book Sets
Holmes School	DonorsChoose	309.65	New Book Sets for Small Groups!
Holmes School	DonorsChoose	331.58	New Book Sets? Yes!
Holmes School	DonorsChoose	334.26	Literacy & Language
Holmes School	DonorsChoose	393.04	Scary Stories for the Library!
Holmes School	DonorsChoose	441.16	Autism Is Amazing
Kilbourn School	DonorsChoose	317.00	Snacks for Classroom Success!
Kilbourn School	DonorsChoose	331.57	In Need of New Books Please!
Kilbourn School	DonorsChoose	356.39	Supply Us Please!
Kilbourn School	DonorsChoose	372.91	Building with a Purpose
Kilbourn School	DonorsChoose	373.46	A Love for Reading!
Kilbourn School	DonorsChoose	433.38	Literacy & Language, STEM
King High School	DonorsChoose	5.96	Classroom Essentials
King High School	DonorsChoose	21.28	Classroom Essentials
King High School	DonorsChoose	303.74	Helping Hunger!
King High School	DonorsChoose	323.53	Life Skills
King High School	DonorsChoose	346.22	Literacy & Language
King High School	DonorsChoose	393.15	Literacy & Language
King High School	DonorsChoose	582.49	Health Sports & Wellness, Literacy & Language
Kluge School	DonorsChoose	267.13	STEM, Students with Disabilities
Kluge School	DonorsChoose	304.19	Continue Growing
Kluge School	DonorsChoose	326.75	Basic Essential Tools
Kluge School	DonorsChoose	328.16	Take a Seat
Kluge School	DonorsChoose	419.73	Literacy & Language
Kluge School	DonorsChoose	536.80	Student Coordination!
Lafollette School	* Friends of True Square Foundation, Inc	3,000.00	Food for Thanksgiving Feast
Lafollette School	Kohn Law Firm	1,003.79	Hats and Gloves
Lancaster School	DonorsChoose	350.21	Keeping Our Scholars Engaged
Lancaster School	DonorsChoose	1,164.75	Social Worker Staples
Lincoln Avenue School	DonorsChoose	320.46	Communication Through Play

Location	Donor	Amount	Gift or Purpose
Lincoln Avenue School	DonorsChoose	409.29	Life Skills, Literacy & Language
Lincoln Middle School	Fresh Thyme Market	70.00	Fruit for Thanksgiving Baskets for HEP Students
Lloyd Barbee Montessori	DonorsChoose	135.12	You Have Beautiful Handwriting
Lloyd Barbee Montessori	DonorsChoose	208.91	Literacy & Language, Students with Disabilities
Lloyd Barbee Montessori	DonorsChoose	577.27	Health Sports & Wellness
Longfellow Elementary	DonorsChoose	256.50	Classroom Printer Ink
Longfellow Elementary	DonorsChoose	467.41	Literacy & Language, STEM
Longfellow Elementary	DonorsChoose	612.17	Life Skills, Music & The Arts
MacDowell Montessori	DonorsChoose	243.05	Autism Sensory Kit #2
MacDowell Montessori	DonorsChoose	254.32	Kindergarten Table
MacDowell Montessori	DonorsChoose	272.97	Sensory Materials
MacDowell Montessori	DonorsChoose	391.38	Life Skills, Social Studies
MacDowell Montessori	DonorsChoose	423.88	Life Skills, Students with Disabilities
MacDowell Montessori	DonorsChoose	435.16	School Bicycle Repair Shop
Manitoba School	David Siegel	1,354.99	Gift Card for School Supplies
Manitoba School	DonorsChoose	9.49	Classroom Essentials
Manitoba School	DonorsChoose	190.83	Racial Justice & Representation, Social Studies
Maple Tree School	DonorsChoose	379.02	K5 Art Supplies
Maple Tree School	DonorsChoose	387.11	Keep the Germs Away
Maple Tree School	DonorsChoose	408.95	Writing in K5
Meir School	DonorsChoose	1,000.63	Magical Meadow
Milwaukee High School of the Arts	DonorsChoose	300.24	Life Skills, Students with Disabilities
Milwaukee High School of the Arts	DonorsChoose	521.16	Health Sports & Wellness, Life Skills
Milwaukee Sign Language School	DonorsChoose	19.29	Classroom Essentials
Milwaukee Sign Language School	DonorsChoose	294.37	Just the Basics!
Mitchell School	DonorsChoose	17.03	Classroom Essentials
Mitchell School	DonorsChoose	442.82	Literacy & Language, Students with Disabilities
Mitchell School	DonorsChoose	547.46	STEM, Students with Disabilities
Mitchell School	DonorsChoose	646.09	A Table We Can WRITE On, Too!
Mitchell School	DonorsChoose	817.13	Clean, Calmed, and Refreshed!
Morgandale School	DonorsChoose	277.16	K4 Authors & Illustrators

Location	Donor	Amount	Gift or Purpose
Morgandale School	DonorsChoose	323.57	Ready & Organized
Morgandale School	DonorsChoose	343.97	Sparkling Clean
Morgandale School	DonorsChoose	402.85	Snack Attack
Morgandale School	DonorsChoose	429.05	Sticky Business
Ninety-Fifth Street School	DonorsChoose	201.57	Hand-On Learning=Fun!
Ninety-Fifth Street School	DonorsChoose	206.90	Literacy & Language
Ninety-Fifth Street School	DonorsChoose	208.42	Comfy and Cozy With a Book
Ninety-Fifth Street School	DonorsChoose	229.02	Basic School Supplies
Ninety-Fifth Street School	DonorsChoose	250.45	Games for Open House
Ninety-Fifth Street School	DonorsChoose	321.78	Christmas Books!
Ninety-Fifth Street School	DonorsChoose	322.16	Soft Light for Pre-K2
Ninety-Fifth Street School	DonorsChoose	355.95	We Love Books!
Ninety-Fifth Street School	DonorsChoose	447.37	Literacy & Language
Office of Academics - Specialized Services	Chris Coughlin	395.58	Clothing and Health Products
Office of Academics - Specialized Services	* MARTA, Debra Jupka	1,500.00	Gift Cards and Socks
Office of Academics - Specialized Services	Jim Coughlin	140.00	Youth Winter Gloves
Office of Academics - Specialized Services	Mike and Terri Schulties	110.00	Sweatshirts and Jackets
Office of Academics - Specialized Services	Brew City Optimist Club, Jo'El Pearlman	300.00	Gift Cards
Office of Academics - Specialized Services	Amber Williams	1,675.00	Various Gift Cards
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Cassie Lynn	150.00	Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Adam Westermayer	500.00	Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Liz Schuster	450.00	Mitten Tree Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Luis Lopez-Barbosa	2,000.00	Milwaukee Bucks Gear
Parkside School	DonorsChoose	15.05	Classroom Essentials
Parkside School	DonorsChoose	358.25	Ukrainian Eggs
Parkview School	DonorsChoose	820.53	K5 Loves Literacy Toys!
Pulaski High School	DonorsChoose	171.01	Sensory Space CAU Unit
Pulaski High School	DonorsChoose	205.15	Book Club Swag
Pulaski High School	DonorsChoose	229.93	Help Yearbook Club Grow!
Riverside High School	DonorsChoose	559.55	Feeding Young Minds
Riverside High School	DonorsChoose	674.73	Life Skills
Riverwest Elementary	DonorsChoose	9.49	Classroom Essentials

Location	Donor	Amount	Gift or Purpose
Riverwest Elementary	DonorsChoose	218.38	Health Sports & Wellness, Life Skills
Riverwest Elementary	DonorsChoose	375.78	Health Sports & Wellness, Life Skills
Roosevelt Middle School	Aurora Health Care Family Services	900.00	Thanksgiving Voucher
Roosevelt Middle School	Micah Williams	50.00	Socks, Mittens, Earmuffs
Roosevelt Middle School	Ginger Dzick	100.00	Pumpkin Pies, Whip Cream
Roosevelt Middle School	Barbara Green	200.00	Thanksgiving Baskets
Roosevelt Middle School	House of Mercy Evangelistic Ministries	400.00	Turkey Baskets and Gift Cards
Roosevelt Middle School	Milwaukee Bucks	100.00	Milwaukee Bucks Swag Bag
Roosevelt Middle School	Jimmy Johns	167.96	Subs
Roosevelt Middle School	Antetokounbro Store	50.00	Gift Cards
Roosevelt Middle School	Target	50.00	Gift Card
Roosevelt Middle School	Tiffany Howard, Johnitta Jackson, Dyo' Nnesha Woolfork	375.00	Toiletries, Socks, Underwear, Hats, Gloves, Mittens
Siefert School	DonorsChoose	149.32	Water for Learning!
Siefert School	DonorsChoose	257.29	Hurray for Headphones!
Siefert School	DonorsChoose	281.81	Dazzling Disinfectant!
Siefert School	DonorsChoose	666.98	Health Sports & Wellness, Life Skills
Siefert School	DonorsChoose	789.89	Play Away Wintertime Blues!
Spanish Immersion School	DonorsChoose	7.07	Classroom Essentials
Spanish Immersion School	DonorsChoose	652.92	Life Skills, Literacy & Language
Spanish Immersion School	DonorsChoose	658.08	Getting Comfy, Cozy and Smart
Spanish Immersion School	DonorsChoose	681.14	Getting Comfy, Cozy and Smart
Spanish Immersion School	DonorsChoose	1,064.82	Toro Store Incentives
Story School	DonorsChoose	126.62	Classroom Essentials
Story School	DonorsChoose	202.82	Just Paper, Please
Story School	DonorsChoose	219.02	Health Sports & Wellness, Life Skills
Story School	DonorsChoose	260.75	Enhance Learning
Story School	DonorsChoose	1,295.35	Volleyballers Unite!
Thoreau School	DonorsChoose	291.62	Life Skills, Music & The Arts
Townsend School	DonorsChoose	536.31	Health Sports & Wellness, Life Skills
Trowbridge School	DonorsChoose	18.98	Classroom Essentials
Trowbridge School	DonorsChoose	33.80	Classroom Essentials
Trowbridge School	DonorsChoose	153.20	Literacy & Language
Trowbridge School	DonorsChoose	206.99	Science of Reading For All!
Trowbridge School	DonorsChoose	212.03	Cooking and Kid Biz
Trowbridge School	DonorsChoose	214.50	Snack Attack
Trowbridge School	DonorsChoose	233.00	Make Learning Fun

Location	Donor	Amount	Gift or Purpose
Trowbridge School	DonorsChoose	237.04	Spin Me Right Round
Trowbridge School	DonorsChoose	242.33	We Need Books!
Trowbridge School	DonorsChoose	253.40	Oil Pastels Please
Trowbridge School	DonorsChoose	308.07	Literacy & Language
Trowbridge School	DonorsChoose	416.22	Classroom Store
Trowbridge School	DonorsChoose	419.02	High Interest books Needed
Vieau School	DonorsChoose	185.30	Learning Centers of Math
Vieau School	DonorsChoose	208.56	Running Out of the Basics
Vieau School	DonorsChoose	216.95	Help us Beat the Heat!
Vieau School	DonorsChoose	267.45	Comfortable, Flexible Seating!
Vieau School	DonorsChoose	271.95	Health Sports & Wellness
Vieau School	DonorsChoose	320.14	Fun Reading Centers for K5!
Vieau School	DonorsChoose	496.51	Love to Read
Vieau School	DonorsChoose	1,059.52	Books For The Holidays!
Vieau School	DonorsChoose	1,172.59	Health Sports & Wellness, Students with Disabilities
Vincent High School	DonorsChoose	19.06	Classroom Essentials
Vincent High School	DonorsChoose	317.37	Classroom Hygiene Station
Vincent High School	DonorsChoose	425.87	Talk To Me
Vincent High School	DonorsChoose	583.64	STEM
William Cullen Bryant School	DonorsChoose	198.47	Headphones For The Classroom
William Cullen Bryant School	DonorsChoose	216.13	Light Up Our World (Classroom)
William Cullen Bryant School	DonorsChoose	270.99	Teachers Need Other Teachers
William Cullen Bryant School	DonorsChoose	292.19	Warmth Care & Hunger
William Cullen Bryant School	DonorsChoose	323.28	Food for the Mind
William Cullen Bryant School	DonorsChoose	445.64	Wonderful K5 Writers
Wisconsin Conservatory	DonorsChoose	294.63	STEM
<i>Total Non-Monetary Donations</i>		<i>129,509.29</i>	
<i>Total Value of Donations</i>		<i>157,495.29</i>	
<i>* Donations from MPS Alumni</i>		<i>5,600.00</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditure as indicated on the attachment.

Committee’s Recommendation

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 the Award of Professional Services Contracts

Background

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

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 ran from April 1, 2022 through March 31, 2025. The contract extension will run from April 1, 2025 through March 31, 2026, with the possibility of one remaining one-year extension, upon mutual agreement of the parties, at the same terms.

The total cost of the contract term will not exceed \$142,000.

Budget Code: GSP-0-S-HU5-HR-ECTS(Grants) \$142,000.00

FEI Behavioral Health Inc.

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor?NO

Total # of Employees315

Total # of Minorities64

Total # of Women233

HUB PARTICIPATION

RequiredNA

Proposed..... NA
 \$ Value NA STUDENT ENGAGEMENT (hours per 12-month contract)
 Paid Student Employment Hour Commitment: 300 HOURS
 Student Career Awareness Commitment: 10 HOURS

RFP 1142 Authorization to Issue Contracts with Two Contractors for Sign Language Interpreter Services

The Administration is requesting authorization to enter into blanket contracts with Professional Interpreting Enterprise and Effectiff LLC for sign language interpreter services. These vendors will be used to deliver sign language interpretation services district-wide for students Pre-K3 through twelfth grade and staff who are deaf or hard of hearing.

American Sign Language (ASL) interpreters facilitate communication for everyone and are specifically needed in order to allow for communication for our DHH students/staff/parents. ASL is the primary language for many of our deaf population and without interpreters they are unable to access their education to the fullest extent possible.

Contractors were chosen pursuant to RFP 1142, which closed on December 11, 2024. The contract with Professional Interpreting Enterprise shall be in effect from March 1, 2025 through February 29, 2028. The contract with Effectiv shall be in effect from March 1, 2025 through February 28, 2026.

Total compensation shall not exceed \$1,600,000 as follows:

Contractor	Amount	Term
Professional Interpreting Enterprise	\$1,500,000	3 year – March 1, 2025 – February 29, 2028
Effectiff LLC	\$100,000	1 year - March 1, 2025 – February 28, 2026

Budget Code: HI2-0-I-EEN-DW-ECTS (Contracted Services)\$1,600,000.00

Professional Interpreting Enterprise

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? Yes
 Total # of Employees 88
 Total # of Minorities 15
 Total # of Women 79

HUB PARTICIPATION

Required5%
 Proposed.....5%

\$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100 HOURS

Student Career Awareness Commitment: 10 HOURS

Effectiff LLC

PRIME CONTRACTOR INFORMATION

Certified HUB Contractor? No
 Total # of Employees 5
 Total # of Minorities 1

Total # of Women2

HUB PARTICIPATION

Required 5%

Proposed..... 5%

\$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 100 HOURS

Student Career Awareness Commitment: 10 HOURS

Cooperative Authorization to Issue a Contract to Solution Tree, Inc. for Professional Learning and Capacity Building for District & School Leadership on Professional Learning Communities (PLCs)

The Administration is requesting authorization to enter into a contract with Solution Tree, Inc. for professional learning and capacity building for district and school leadership on Professional Learning Communities.

Solution Tree will be used to deliver high level training and coaching to district leadership and 20 CSI school leadership administrators on how to successfully implement Professional Learning Communities at their schools. Establishing a structure and culture for Professional Learning Communities (PLCs) at our Comprehensive Support and Improvement (CSI) schools is essential for fostering a culture of continuous improvement and collaboration within our school district. By establishing PLCs, we create an environment where educators and staff can engage in meaningful, ongoing professional development, share expertise, and solve challenges together. PLCs allow for the exchange of best practices, promote reflective teaching, and lead to improved student outcomes.

The schools participating have selected PLCs as their evidence-based strategies, allowing for the use of CSI/MRI grant as the source of funds for this contract. The schools included are as follows: Barton, Bruce, Carson, Congress, Douglas, Eighty-First, Emerson, Hartford, Hawthorne, King MS, Kluge, Lancaster, Lincoln MS, Milwaukee Sign Language, Morse MS, River Trail, Riverwest, Roosevelt, Thoreau, Townsend.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract #220601.

The contract will run from March 1, 2025, through June 30, 2025, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$1,029,519.26.

Budget Code: SDV-0-S-3Z5-DW-ECTS..... \$1,029,519.26

*

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure 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

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 8) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to The Boomerang Project for Link Crew Training for MPS Staff Members

The Administration is requesting authorization to issue a purchase order to Boomerang Project for registration at Link Crew Training for MPS staff members. The purchase is for registration of 18 individuals to register and attend the annual Link Crew training annually in March.

The Boomerang Project will annually train six staff members to becoming Link Crew Coordinators at their school. Two staff from a school will be trained with three schools being trained annually. Link Crew is an evidence-based approach to student-led mentoring across the school. Upperclassmen are trained annual to becoming Link Crew leaders. Freshmen are grouped together in small groups with an upperclassmen Link Crew leader starting at Freshmen Bridge and continue the mentoring throughout the year. Once a staff member is trained in Link Crew they are able to coordinate the mentoring program throughout the school without additional support from Boomerang Project.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of part of an approved federal grant. (Administrative Policy 3.09(2)(c)).

The purchase order will have a term of March 1, 2025 through February 29, 2028 and will not to exceed \$69,300.

Budget Code: SDV-0-S-SJ5-SN-ECTS (Grants)	\$69,300.00
The Boomerang Project	
HUB PARTICIPATION	
Required	0%
Proposed.....	0%
\$ Value N/A	
STUDENT ENGAGEMENT (hours per 12-month contract)	
Paid Student Employment Hour Commitment: 0 HOURS	
Student Career Awareness Commitment: 0 HOURS	

Exception Authorization to Issue a Contract to Crisis Prevention Institute, Inc. to Provide Access and Training for Site-Based Licenses for Reframing Behavior Training Modules

The Administration is requesting authorization to enter into a contract with Crisis Prevention Institute, Inc. (CPI) to provide access and coaching to their Reframing Behavior training modules. The contract is for site-based licenses for all staff members, as well as for training of site-based facilitators at the following schools: Vincent High School, Hamilton High School, Audubon High School, Bradley Tech High School, Clarke Street School, James Madison High School , Rufus King Middle School, Marshall High School, Milwaukee Sign Language School, Morse Middle School , Obama High School, Riverside University High School, South Division High School , Story School, Wisconsin Conservatory of Lifelong Learning, Green Tree Preparatory Academy, Elm Creative Arts School, Franklin School, Washington High School of Information Technology, and Grantosa Drive Elementary.

Crisis Prevention Institute, Inc. (CPI) will be providing a five hour in-person training for all school-based facilitators as well as monthly virtual coaching support available. Each site will have access to the modules within Reframing Behavior to utilize as school-based professional development opportunities every month. Reframing Behavior is a neuro-science based training for educators that unpacks the latest research to help all educators build a more positive, supportive learning environment and prevent disruptive behavior.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of part of an approved federal grant. (Administrative Policy 3.09(2)(c)).

The contract will run from March 1, 2025 through September 30, 2027 and will not exceed \$86,000.

Budget Code: SDV-0-S-SJ5-SN-ECTS..... \$86,000.00

Crisis Prevention Institute, Inc.

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value N/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Exception Authorization to Issue a Contract to HMH Education Company to Provide Curriculum, Resource Planning Support and Internal Capacity Building

The Administration is requesting authorization to enter into a contract with HMH Education Company (HMH) to provide curriculum, resource planning support and internal capacity building.

HMH will work with MPS district teachers to further develop and integrate the existing MPS Look for Guide and Instructional Pacing Guides, creating practical and actionable coaching tools that empower teachers to implement effective, research drive literacy instruction. HMH will also collaborate with MPS to refine and enhance existing lesson plans used for small-group instruction in alignment with four phases of reading to integrate science of reading strategies.

In addition, HMH will also support district leadership and coaches in co-planning and modeling instructional practices to create a set of model lesson exemplar videos for whole and small-group instruction.

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

The contract will run from March 2, 2025 through June 30, 2025 and will not exceed \$210,000.00

Budget Code: SDV-0-S-3Z5-DW-ECTS..... \$210,000.00

HMH Education Company

HUB PARTICIPATION

Required 0%

Proposed..... 0%

\$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure 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

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 9) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Award a Professional Services Contract to Airoidi Brothers

Waiver Authorization to Waive Administrative Policy 3.09(9)(e) and Issue a Contract to Airoidi Brothers, Inc. for the Lease of Six Refrigerated Trucks for Nutrition Services

The Administration is requesting authorization to issue a contract to Airoidi Brothers, Inc. for the lease of six (6) refrigerated food delivery trucks. Airoidi Brothers, Inc. trucks will be used to transfer food and supplies from our central kitchens to other school kitchens.

This contract decreases the number of delivery trucks we have leased in the past as we are moving our school kitchens back to production kitchens. We initially leased 10 trucks and now will be leasing six (6) trucks.

The Administration is requesting a waiver of the three-year term limit. In order to secure pricing and truck availability in the changing truck rental market due to supply chain issues, the Administration is seeking a five-year contract.

Contractor was chosen pursuant to RFP 1096, which closed on December 28, 2022. MPS and Contractor have finally come to an agreement. The contract will run from March 1, 2025 through February 28, 2026, (the "Initial Term"), with four additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost in the Initial Term will not to exceed \$300,000.

Budget Code: LNC-0-0-LNH-DW-ESDF (Nutrition)..... \$300,000.00

Airoidi Brothers, Inc.

HUB PARTICIPATION

Required0%

Proposed.....0%

\$ Value N/A STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure 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

Your Committee recommends that the Board waive Administrative Policy 3.09(9)(e) and authorize the professional services contract as set forth in the attachments to this item.

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

* * * * *

(Item 10) Action On Monthly Facilities Matters: FMS Contract Modification Recommendation

Background

Listed below is the contract modification recommended for the Board's approval at this meeting:
- Carrico Aquatic Resources Inc. for pool chemicals at various MPS sites; Code: Various = Not to exceed \$300,000.00 for the remainder of the contract.
The modification requires a waiver of Administrative Policy 3.09 in order to add three months to the current three-year contract. The contract would also be modified to increase expenditure authority by an additional \$100,000.

Contract Modification

Authorization to Modify a Contract with Carrico Aquatic Resources

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the blanket contract from a 3-year contract to a 3-year and 3-month contract and increase the expenditure authority with Carrico Aquatic Resources by an additional \$100,000.00 for the remainder of the new term with a new expenditure limit of \$300,000 for the final 15 months of the contract.

The vendor was chosen pursuant to RFQ #349239, with a term of February 25, 2022 – February 24, 2025.

This modified contract will run from February 25, 2022 – May 30, 2025.

Budget Code: Various

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditure for:
Contract Modification:
Total Contract Modification Requested = Not to exceed \$300,000.00

Implementation and Assessment Plan

Upon Board approval, the attached contract modification shall be executed.

Committee’s Recommendation

Your Committee recommends that the Board

1. waive Administrative Policy 3.09(e) and
2. approve the contract modifications, as described in the attachments to this item.

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

* * * * *

(Item 11) Action in Follow-up to Resolution 2425R-006, on Professional Development for Act 20

Background

At the January 24, 2025, Regular Board meeting, amended Resolution 2425R-006 by Director Gokalgandhi was adopted. The resolution calls for a plan to implement necessary professional development as outlined in the RESOLVED portion of Resolution 2425R-006, which reads:

RESOLVED, That the Administration is directed to bring forward a calendar and a plan to implement, without delay, the necessary professional development; and, be it

FURTHER RESOLVED . That the plan include four early release days. with two hours of time on each of these days to be allocated for professional development aimed at addressing district-wide initiatives; and be it

FURTHER RESOLVED, That this calendar and plan is to be presented to the Board in the February 2025 Board cycle.

Administration has worked with both internal and external stakeholders to develop a calendar and plan that aligns with required and recommended professional development particularly as it pertains to Act 20.

The professional development calendar of June 2025 through June 2026 is attached to the minutes of your Committee’s meeting.

2025-26 Districtwide Calendar

- August 25 Organization Day
- August 26–28 Professional Development Days
- August 29 Labor Day Break
- September 1 Labor Day
- September 2 First Day of School – Students
- October 17 Parent-Teacher Conference Day
- October 20 October Break
- November 7 Record (K–8) / Professional Development Day (HS)
- November 26–28 .. Thanksgiving Break
- December 22–31 ... Winter Break
- January 1–2 Winter Break
- January 5 Classes resume
- January 19 MLK Jr. Day
- January 26 Record (HS) / Professional Development Day (K–8)
- February 16 Mid-Semester Break
- February 17 Professional Development (HS) / Record Day (K–8)
- March 20 Parent-Teacher Conference Day
- March 30 April 3 Spring Break
- May 1 Professional Development Day
- May 25 Memorial Day
- June 5 Record (K–8) / Professional Development Day (HS)
- June 15 Last Day of School – Students
- June 16 Record day (HS) / Professional Development Day (K–8)
- June 17–18 Emergency makeup days (if needed)

Note: ACT testing dates to be determined.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.11 - Reading

Fiscal Impact Statement

The fiscal impact of this item will be the equivalent of one full school day in the district. The exact total of this item will be calculated by the Department of Finance and Budget Services upon Board approval of this item.

Implementation and Assessment Plan

Upon Board approval the Administration will revise the 2025-2026 district wide calendar and begin the work needed to implement the attached plan for the 2025-2026 school year.

Committee’s Recommendation

Your Committee recommends the Board approve the attached plan and calendar.

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

* * * * *

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:

(Item 1) Action on a Request to Approve Revisions to Administrative Policy 7.19 Student-Initiated Student Groups

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy 7.19 consist of minor revisions to terminology and school structures. For example, “Secondary” and “Non-secondary” schools are now referred to as “9-12 schools” and “K-8 schools,” respectively.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.19 - Student-initiated Student Groups

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee’s Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.19 Student-Initiated Student Groups as indicated in the attachments to this item.

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

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 7.20 Student Publications

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Revisions to Administrative Policy 7.20 consist of minor revisions to terminology.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.20 - Student Publications

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee’s Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy 7.20 Student Publications as indicated in the attachments to this item.

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

* * * * *

(Item 3) Action on a Request to Approve Revisions to Administrative Policy 7.21 Student Contests and Performances

Background

Per Board Governance Policy 2.11, every fifth year, the Milwaukee Board of School Directors and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

Both the policy and the procedure have been amended to make minor revisions to terminology and to provide clarity relative to maintaining records concerning the right to use copyrighted materials.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.21 - Student Contests and Performances

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee’s Recommendation

Your Committee recommends that the Board approve the revisions to Administrative Policy and Administrative Procedure 7.21 Student Contests and Performances as indicated in the attachments to this item.

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

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director Gokalgandhi presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(Item 1) Action on a Request to Approve the Proposed Timetable for the Fiscal Year 2025–2026 Budget Development and Approval Process

Background

This item is being presented in accordance with State Statute 119.16 (8) Board Duties Budget and Board Governance Policy 2.05 Board Planning Cycle, which states, "A Board calendar with all work displayed on the timetable will be developed annually."

Fiscal Year 2025-2026

Date(s)	Proposed Budget Timetable Action
May 2, 2025	Superintendent’s FY26 Proposed Budget released.
May 6, 2025*	Strategic Planning and Budget Committee meets on the Superintendent’s FY26 Proposed Budget and hears public testimony.
May 7, 2025*	Proposed budget and public hearing notice published in newspaper, parent companion guide and budget overview presentation released.
May 9, 2025*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.
May 13, 2025*	Administration submits proposed amendment analysis to the Office of Board Governance by the end of the day.

May 13, 2025*	Statutory public hearing on the Superintendent’s FY26 Proposed Biennial Budget. Strategic Planning and Budget Committee reviews the FY26 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.
May 15, 2025*	
May 19, 2025*	Board members submit proposed amendments to the Office of Board Governance by noon; amendments to administration by end of day.
May 23, 2025*	Administration submits proposed amendment analysis to the Office of Board Governance by noon.
May 27, 2025*	Strategic Planning and Budget Committee reviews the FY26 Proposed Budget, hears public testimony, and takes possible action on proposed amendments and proposed budget.
May 29, 2025*	Board meeting to consider and to take possible action on the Superintendent’s FY26 Proposed Budget.
No later than June 27, 2025	Board Clerk transmits FY26 Adopted Budget to the Milwaukee Common Council.
October 28, 2025*	Board meeting to consider and take action on the amended adopted budget recommendations for FY26.
No later than October 30, 2025	Board Clerk sends FY26 Amended Adopted Budget to the Milwaukee Common Council.

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditure. There is no fiscal impact from the adoption of the budget timetable.

Implementation and Assessment Plan

If approved the Board and Administration will follow the Budget Timetable.

Committee’s Recommendation

Your Committee recommends that the Board adopt the Fiscal Year 2025–2026 Proposed Budget Timetable as set forth in the attachment to this item.

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

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(Item 2) Action on a Request to Approve the Proposed Fiscal Year 2025-26 Budget Priorities

Background

The approved budget priorities will be used in the planning and development of the fiscal year 2025-26 budget. The priorities guide the administration as it prepares the proposed budget. The identified priorities must be balanced with the resources available to the district, and may change in order to adapt to the district’s financial situation. The budget for the Milwaukee Public School District is driven by the district’s vision, mission, and strategic plan. It is intended to implement the board’s priorities:

- Increase academic achievement and accountability
- Improve district and school culture
- Develop our staff
- Ensure fiscal responsibility and transparency
- Strengthen communication and collaboration

The proposed budget priorities outlined below aim to guide the district in enhancing access to high-quality educational opportunities and fostering positive, supportive school environments for improved academic outcomes. All while developing a balanced budget that is compliant with state law and maximizes resources available under the district’s revenue limit.

Priorities

1. Prioritize school budgets while adjusting educational programming and departmental budgets.
2. Allocate resources to maintain school library, art, music, and physical education supported by the 2024 referendum.
3. Attract and retain staff by implementing board approved salary step increases.
4. Implement salary schedules with a 2.95% cost-of-living increase to keep pace with inflation, as measured by the Consumer Price Index (CPI).
5. Begin implementation of centralized security command center and technology updates.
6. Maintain central office capacity to support school operations.
7. Increase the fund balance to promote long-term stability and flexibility in the School Operation Fund, practicing sound financial management.
8. Consider modifications to employee benefits for eligible staff to identify cost savings and increase efficiencies.
9. Investigate the feasibility of expanding the number of site-based production kitchens and continue implementation of a kitchen equipment replacement schedule based on an inventory aging report.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditure. The fiscal impact will depend on later action of the Milwaukee Board of School Directors (Board) in adopting the budget.

Committee’s Recommendation

Your Committee recommends that the Board approve the proposed fiscal year 2025–2026 budget priorities as listed in the item and the recommended priorities outlined in the February 2025 Operational Overview by MGT.

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(Item 3) Report with Possible Action on Fiscal Year 2025-2026 Estimated Enrollment, Revenues and Long-Range Financial Forecast

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

Background

Each year the Administration and the Office of Accountability and Efficiency report to the Board their forecast for the district's major revenues and expenditure along with underlying assumptions such as estimated enrollment. The forecast will support fiscal decision-making to maintain or improve essential school operations services.

	FY25	FY26	FY27	FY28	FY29	FY30	Change FY30 vs FY25
(In Millions)	Adopted	est	est	est	est	est	

Revenues	\$1168.1	\$1209.8	\$1262.7	\$1291.6	\$1305.7	\$1322.8	\$154.7
Expenditure							
Salaries/Other Wages	\$511.4	\$541.8	\$567.9	\$589.5	\$611.3	\$633.8	\$122.4
Benefits							
Medical/Vision Insurance-Active	\$142.0	\$173.4	\$180.3	\$187.5	\$195.1	\$203.1	\$61.0
Employee Contribution-Active	(\$13.9)	(\$20.0)	(\$19.9)	(\$20.7)	(\$21.5)	(\$22.4)	(\$8.5)
Medical-Retiree (no Vision)	\$47.0	\$55.4	\$56.9	\$58.8	\$59.5	\$60.1	\$13.1
Employee Contribution-Retiree	(\$1.0)	(\$1.0)	(\$1.2)	(\$1.4)	(\$1.6)	(\$2.0)	(\$1.0)
Net Medical/Vision	\$174.2	\$207.8	\$216.1	\$224.2	\$231.5	\$238.8	\$64.7
Other Benefits	\$109.7	\$106.7	\$108.9	\$111.4	\$113.9	\$116.5	\$6.8
Total Benefits	\$283.9	\$314.5	\$325.1	\$335.6	\$345.3	\$355.4	\$71.4
Purchased Services							
Contracted Schools Charters	\$90.8	\$91.1	\$91.5	\$91.9	\$92.3	\$92.8	\$2.0
Open Enrollment -Outbound	\$45.2	\$45.4	\$46.2	\$47.0	\$47.7	\$48.5	\$3.3
Pupil Transportation	\$65.7	\$67.0	\$68.3	\$69.7	\$71.1	\$72.5	\$6.8
Other Purchased Scvc.-Includes Utilities	\$66.1	\$73.6	\$75.3	\$77.0	\$78.5	\$80.0	\$13.9
Total Purchased Services	\$267.8	\$277.0	\$281.3	\$285.6	\$289.6	\$293.8	\$26.0
Supplies/Materials	\$52.7	\$57.6	\$57.9	\$59.1	\$51.5	\$54.4	\$1.7
Capital Purchases	\$3.9	\$4.0	\$4.1	\$4.2	\$4.3	\$4.4	\$0.5
Debt Service	\$37.3	\$27.8	\$27.6	\$29.2	\$28.0	\$27.7	(\$9.6)
Insurances	\$8.0	\$8.8	\$9.2	\$9.6	\$10.0	\$10.4	\$2.4
Other	\$3.1	\$0.1	\$0.0	\$0.0	(\$0.0)	(\$0.1)	(\$3.2)
Total Expenditure	\$1168.1	\$1231.7	\$1273.1	\$1312.8	\$1339.9	\$1379.8	\$211.7
Balance Before Internal Adjustments	(\$0.0)	(\$21.9)	(\$10.4)	(\$21.2)	(\$34.2)	(\$57.0)	
Internal Adjustments	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

This item does not authorize expenditure.

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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 following report:

(Item 1) Action on a Request to Approve the Non-Instrumentality Charter School Contract with Next Door Foundation, Inc. for Next Door Charter School

Background

Next Door Charter School, located at 2545 North 29th Street and 5310 West Capitol Drive, was established as a non-instrumentality charter school beginning in 2004. The current contract is for a maximum of 208 full-time equivalent (FTE) pupils in grade K4. Next Door received a one-year extension in July 2024 following a three-year contract renewal.

Next Door's mission is to support the intellectual, physical, and emotional development of children by partnering with their families for success in school and the community.

On December 19, 2024, the Board approved a five-year renewal recommendation for Next Door Charter School and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Next Door Foundation, Inc. for Next Door Charter School.

In January 2025, representatives from Next Door, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, Next Door Foundation, Inc. for Next Door Charter School accepts the non-instrumentality charter contract with the modifications as outlined in the attachments to the minutes of your Committee's meeting.

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

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, non-instrumentality charter school contract with Next Door Foundation, Inc. for Next Door Charter School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 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 Request to Approve the Instrumentality Charter School Contract with Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School

Background

Honey Creek Continuous Progress School (Honey Creek), located at 6701 West Eden Place, was established as an instrumentality charter school beginning in 2005. During each renewal cycle since, the Board has approved a five-year renewed contract. The current contract is for a maximum of 410 full-time-equivalent (FTE) pupils in grades K4 through 5.

The vision of Honey Creek is to provide an equitable, inclusive, engaging, and collaborative learning community which prepares students to develop the knowledge, critical thinking skills, and character necessary to be lifelong learners. Honey Creek is dedicated to partnering with families and their community to help students succeed to their full potential.

On December 19, 2024, the Board approved a five-year renewal recommendation for Honey Creek and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School.

In January 2025, representatives from Honey Creek, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School accepts the instrumentality charter contract with the modifications as outlined in the attachments to your Committee's meeting.

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

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, instrumentality charter school contract with Honey Creek Continuous Progress Charter School, Inc. for Honey Creek Continuous Progress Charter School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 school year.

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

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(Item 3) Action on a Request to Approve the Non-Instrumentality Charter School Contract with Highland Community School, Inc. for Highland Community School

Background

Highland Community School (Highland), located at 1706 West Highland Boulevard, was established as a non-instrumentality charter school beginning in 1996. During each renewal cycle, the Board has approved a five-year renewed contract. The current contract is for a maximum of 435 full-time-equivalent (FTE) pupils in grades K3 through 8.

Highland's mission is to create a community of diverse families and educators working together to offer high quality Montessori education in a nurturing environment that enriches, empowers, and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

On December 19, 2024, the Board approved a five-year renewal recommendation for Highland Community School and authorized the Administration, in collaboration with the Board's Designee and the Office of the City Attorney, to begin contract negotiations with representatives from the Highland Community School, Inc. for Highland Community School.

In January 2025, representatives from Highland, the MPS Office of Board Governance, the Office of the City Attorney, and the MPS Administration reviewed and negotiated the proposed modifications to the model non-instrumentality charter school contract and agreed to the attached redline contract.

Contingent upon the Board's approval, Highland Community School, Inc. for Highland Community School accepts the non-instrumentality charter contract with the modifications as outlined in the attachments to your Committee's meeting.

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

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

The funds for this charter school contract are included as part of the FY26 budget process.

Implementation and Assessment Plan

Upon approval, the contract will be effective starting with the 2025-2026 school year and ending with the 2029-2030 school year.

A copy of the contract will be forwarded to the Wisconsin Department of Public Instruction.

Committee's Recommendation

Your Committee recommends that the Board approve the attached, five-year, non-instrumentality charter school contract with Highland Community School, Inc. for Highland Community School to begin with the 2025-2026 school year and end on the last regularly scheduled day of the 2029-2030 school year.

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

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(Item 4) Report with Possible Action on Green Tree Preparatory Academy (GPA)

Background

Green Tree Preparatory Academy (GPA) was established as an instrumentality charter school beginning with the 2019-20 school year. The current contract is for a maximum of 600 full-time-equivalent (FTE) pupils in grades 6 through 12. GPA is located at 6850 N 53rd Street.

GPA’s mission is to build a body of student leaders who will lead or own tomorrow’s businesses. Green Tree’s vision is to provide a safe, nurturing, and professional community of learning where students are educated, empowered, and enabled to develop the essential skills necessary to lead and succeed.

On March 24, 2024, the Board approved a three-year charter school contract with Green Tree Preparatory Academy, Inc. for Green Tree Preparatory Academy (GPA) that included a 6-month report on the school progress which is attached to this item.

Enrollment and Demographics

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Enrollment	215	252	375	444	484	425
Contract Pupil Maximum	420	570	720	870	870	600
Grades Served	6-9	6-10	6-11	6-12	6-12	6-12
English Language Learners	1.9%	1.6%	1.9%	1.8%	1.9%	2.1%
Students with Disabilities	17.7%	18.3%	18.7%	14.2%	15.7%	17.9%
Economically Disadvantaged	89.8%	82.9%	84.3%	74.5%	91.1%	85.2%
Black or African American	88.8%	90.5%	8.3%	85.4%	87.8%	86.9%
Hispanic	4.7%	3.6%	4.8%	6.1%	4.3%	4.2%
White	3.3%	2.0%	3.5%	1.4%	1.0%	1.6%
Multiple	0.5%	0.8%	3.7%	3.2%	3.1%	4.0%
Asian	2.8%	2.0%	4.3%	4.1%	3.3%	4.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%

Key Measures

	2021-22	2022-23	2023-24	2024-25
Staff retention rate	65%	47%	70%	98%
Suspension rate	33.1%	31.7%	31.6%	27.7%
Percentage of Academic Performance Metrics met	16.7%	23.1%	23.1%	

DPI Report Card Results

	Overall Score	Overall Ranking
2023-24	46.1%	Fails to Meet Expectations
2022-23	46.6%	Fails to Meet Expectations
2021-22	29.0%	Fails to Meet Expectations
2020-21	AR	Needs Improvement
2019-20	n/a	No state report card

Other Information

Additional information may be found in the minutes of your Committee’s meeting.

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

Administrative Policy 9.12 - Charter Schools

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee’s Recommendation

Your Committee recommends that the Board direct the Offices of Board Governance and Accountability and Efficiency and the Administration (Department of Contracted School Services) review the performance evaluation process of contracted schools that require more assistance. Your Committee further recommends that a follow-up report on Green Tree Prep be brought to the Board in the November cycle.

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

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(Item 5) Report with Possible Action on Academia De Lenguaje Y Bellas Artes (ALBA)

Background

Academia de Lenguaje y Bellas Artes (ALBA) was established as an instrumentality charter school beginning with the 2004-2005 school year. The current contract is for a maximum of 650 full-time equivalent (FTE) pupils in grades K4 through 8. ALBA is located at 1712 S. 32nd Street.

ALBA’s mission is founded on the conviction that bilingual students can reach their full potential academically, in English and Spanish when challenged through a rigorous curriculum that develops critical thinking, problem solving and creativity through the integration of the fine arts. ALBA’s students will develop self-confidence and self-worth as their Hispanic cultural identity is both recognized and valued through the curriculum as they prepare to be internationally minded life-long learners. Parents are vital partners in this mission.

On August 29, 2024, the Board approved a five-year contract with ALBA and requested Administration provide a report on its progress.

Enrollment and Demographics

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Enrollment	538	567	565	598	623	615
Contract Pupil Maximum	570	585	615	635	650	635
Grades Served	K3-6	K3-7	K3-8	K3-8	K3-8	K3-8
English Language Learners	91.8%	59.4%	70.1%	69.2%	68.4%	71.7%
Students with Disabilities	16.4%	17.8%	18.7%	15.2%	15.4%	16.1%

Economically Disadvantaged	90.5%	83.4%	86.8%	91.1%	87.6%	85.4%
Black or African American	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic	99.1%	99.1%	99.1%	99.1%	99.2%	98.9%
White	0.6%	0.5%	0.4%	0.3%	0.5%	0.8%
Multiple	0.1%	0.2%	0.4%	0.2%	0.2%	0.2%
Asian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Am. Indian or Alaska Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%

Key Measures

- Attendance Rate – Outpaces district-wide average
- Stability Rate – 82.3%
- Mobility Rate – 3.1%
- 100% of measures demonstrated on public academic achievement report were met
- 100% of students were promoted from 4th grade
- 100% of students were promoted from 8th grade

DPI Report Card Results

	Overall Score	Overall Ranking
2023-24	73.4%	Exceeds Expectations
2022-23	74.2%	Exceeds Expectations
2021-22	73.8%	Exceeds Expectations
2020-21	71.8%	Exceeds Expectations
2019-20	n/a	No state report card

Other Information

Additional information is found in the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 9.12 - Charter Schools

Committee’s Recommendation

Your Committee recommends that the Administration develop and implement a targeted support plan that directly addresses governance and school climate concerns. Your Committee further recommends that the plan provide clear accountability measures and timelines to ensure meaningful progress.

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(Item 6) Report with Possible Action on the Results from the National Assessment of Educational Progress (NAEP)

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

Background

The National Assessment of Educational Progress (NAEP) is administered across the country every other year. Participation in the assessment is required by any school or district that receives Title I funding. Milwaukee Public Schools elects to participate in the Trial Urban District Assessment (TUDA) which provides the district the ability to benchmark with other Council of Great City Schools districts, National Public Schools, Large City Schools, and the state of Wisconsin. This presentation will review our results.

What is NAEP?

National Assessment of Educational Progress

- The only assessment that measures what U.S. students know and can do in various subjects across the nation, states, and in some cases, urban districts.

- Representative samples of schools and students

- NAEP results are released as “The Nation’s Report Card”

Timeline

Current 8th grade students were in 4th grade at the time of the pandemic and current 4th graders were in kindergarten. Testing in 2022, just coming out of the pandemic showed a nationwide dramatic decrease in achievement. The 2024 testing indicates point to potentially even more long-term effects on learning that couldn’t have been predicted two years ago.

Wisconsin students showed no significant change in performance. Within MPS, however, we saw a significant decline in reading, indicating a widening of the gap between high and low performers. There is also a significant decrease in math performance since 2019. Grade 4 reading is in a similar place. Only grade 8 reading has remained stable over time.

No significant changes observed across the various demographic groups in math and reading.

Grade 4 Achievement Level Percentages

Mathematics

	Below NAEP Basic	NAEP Basic	NAEP Proficient	NAEP Advanced
2017	49	36	14	2
2019	48	36	14	2
2022	60	29	9	2
2024	60	27	11	1

Reading

	Below NAEP Basic	NAEP Basic	NAEP Proficient	NAEP Advanced
2017	60	25	13	2
2019	64	21	12	2
2022	67	21	9	2
2024	73	18	7	2

Key Findings

- Declines for lowest performing students
- Student attendance – missing as few as three days a month have significantly lower achievement
- Impact of COVID-19 pandemic
- Long-term trends
- Score gaps amongst student groups
- Gains for English learners

Next Steps

- Efforts to improve student attendance
- Reading and math curriculum

- Implementation of 2023 Wisconsin Act 20
- District strategic plan and student achievement focus
- Need for professional development time

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.38 - Balanced Assessment Systems

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 7) Report with Possible Action on Ambitious Instruction

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

Background

This report highlights progress since the start of FY24, focusing on student achievements, areas for growth, and initiatives to enhance academic performance. It will outline data-driven strategies, targeted interventions, and collaborative efforts fostering an environment where every student thrives.

The presentation will emphasize the Ambitious Instruction plan, launched in 2021-2022. This plan prioritizes formative practices, explicit instruction, and student engagement and is aligned with the district's Five Priorities of Success. It supports academic achievement, staff development, and collaboration.

Curriculum Enhancements

Integrate ACT Topics into Career and Technical Education

- Science: interpretation of data
- Math: integrating essential skills and modeling
- English: argumentative writing

Project Lead The Way (PLTW)

- Reinforces core content knowledge and skills using a hands-on, problem-solving approach
- Elementary (Launch), middle school (Gateway to Technology), and high school (engineering, biomedical science, and computer science)

Key Outcomes Achieved

Focus on Foundational Skills – ECERS-3

	Pilot Year	Year 1	Year 2
Language and Literacy Score	2.5	3.1	3.8

- Addressing reading challenges
- Implementing the new math curriculum
- Integrating reading in the content areas
- Intentional use of common assessments
- Enhanced engagement levels

Promising Practice

Teaming in Equitable Education Coaching and Holistic Support (TEECHS)

- District leadership team
- District problem of practice
- Aligned with CSIP
- Team of aligned needs (TAN)

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.01 - Teaching and Learning Goals

Fiscal Impact Statement

N/A

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(Item 8) Report with Possible Action on the Regional Showcase - Southwest Region

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

Background

This month, the Southwest Region is featured. The Southwest Region comprises 26 schools, and serves 13,166 students in diverse settings to meet the varied needs of our students. Schools in the Southwest Region include the following: ALBA, Academy of Accelerated Learning, Alcott, Allen-Field, Curtin, Doerfler, Fairview, Forest Home, Grant, Greenfield, Hayes, Honey Creek, Kagel, Lincoln Avenue, Longfellow, Lowell, Manitoba, Milwaukee Spanish Immersion, Mitchell, Morgandale, Riley, Rogers, Vieau, Whitman, Wedgewood, and Zablocki.

The Southwest Region offers a variety of programs including bilingual, dual- language, immersion, and a unique Dual Language Montessori program to support our students towards their academic goals. The Southwest Region is successful due to the committed staff members and dedicated community partnerships, a vital component to the success of students.

Southwest Region Demographics

- 26 Schools
- 13,166 Students
- 84.5% Economically Disadvantaged
- 41.6% English Language Learners
- 23.6% Students with Disabilities
- Hispanic – 68.6%
- Black or African American – 12.3%
- Asian – 8%
- White – 6.9%
- American Indian or Alaskan Native – 0.3%
- Native Hawaiian or Other Pacific Islander – 0.1%

Climate Data

	2020-21	2021-22	2022-23	2023-24	2024-25
Attendance Rate	90.80%	86.10%	88.30%	88.90%	89.70%
Suspension Rate		6.5%	7.5%	6.2%	4.1%

Featured School – Lowell International Elementary School

Principal: Theresa Christensen

Racial Demographics:

Student Enrollment: 235 students
 Students w/Disabilities: 21.5%
 English Language Learners: 21.5%
 Economically Disadvantaged: 80%

Asian: 10%
 Black or African American: 20%
 Hispanic: 48%
 Multiple: 10%
 White: 15%

Lowell International School Improvement Plan Focus

Instruction

EBIS: Science Based Literacy Instruction in grades K-3
 Instructional Lever: Formative assessment and instructional practices to inform instruction
 Instructional Practice: Differentiation of Instruction

Culture and Climate

EBIS: Social and Emotional Learning
 Culture and Climate Pathway: Social and Emotional Learning
 Culture and Climate Component: Community building strategies

Report Card Growth

2021-22 Fails to Meet Expectations
 2022-23 Meets Few Expectations
 2023-24 Meets Expectations

Lowell Points of Pride

- Attendance rate has increased
- Suspension rate has decreased
- Intervention System
- Authorized IB World School, Primary Years Programme (IB PYP)
- SURGE/JAVITS Grant-Gifted and Talented
- Family Involvement has increased
- Partnerships
- Green and Healthy Schools-Cohort 9

Looking Ahead

- Increase Enrollment
- Grow ESL Program
- Exceed Expectations on state report card
- Increase attendance rate
- Build and maintain community partners
- New redesigned student/neighborhood friendly playground

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

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(Item 9) Report with Possible Action on Gifted and Talented Identification and Services

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

Background

Wisconsin State Statutes, chapters 121.02(1)(t) and 118.35, require school boards to establish guidelines for identification and to provide access to programs for students who are identified as gifted and talented. In Wisconsin, “gifted and talented pupils” means students enrolled in public schools who give evidence of high-performance capability in intellectual, creative, artistic, leadership, or specific academic areas and who need services or activities not ordinarily provided in a regular school program in order to fully develop such capabilities.

Milwaukee Public Schools begins this process through the identification of students by administering the Cognitive Abilities Test (CogAT), to all students second grade. Additionally, schools that are part of the Javits Grants (SEE US!, SURGE, and Expanding Excellence) use the Teacher's Observation of Potential in Students (TOPS) Tool to identify gifted potential in from culturally, linguistically, diverse backgrounds.

This presentation will review this year's CogAT results including the use of local norms to increase identification, the revised MPS Gifted and Talented Identification and Guidelines, and existing services for gifted services for students and parents.

High Ability/High Potential vs. Gifted and Talented

High Ability/High Potential (Local Norms) - Students demonstrating above average ability in a cognitive domain.

Gifted and Talented (National Norms) - Students demonstrating significantly above average ability students in a cognitive domain.

	High Ability/High Potential		Gifted and Talented	
	<i>Identified Students</i>	<i>Percent of Tested</i>	<i>Identified Students</i>	<i>Percent of Tested</i>
2022	395	9.9%	131*	3.3%
2023	416	10.1%	166	4.0%
2024	414	10.2%	162	4.0%

Demographics of Students Identified

	Students Identified as High Ability/High Potential		Students Identified as Gifted and Talented	
	<i>Grade 2 Enrollment</i>	<i>HA/HP</i>	<i>Grade 2 Enrollment</i>	<i>HA/HP</i>
Special education students	21.2%	8.9%	21.2%	8.0%
English learners	20.5%	17.9	20.5%	11.1%
Economically disadvantaged	82.2%	71.5%	82.2%	
Female	47.9%	50.7%	47.9%	
Male	52.1%	49.0%	52.1%	

Teacher Observation of Potential in Students (TOPS)

Identification of High Ability/High Potential in Javits Classrooms
 The total number of HA/HP nominations is 2, 091 between 2017 to 2024.

2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
180	208	222	242	360	362	380	137

Guidelines for Gifted Services

Tier 1 – All Students

Occurs in the regular classroom with enrichment and differentiation is provided by the classroom teacher.

Tier 2 – Some Students

Occurs through curriculum compacting, ability8 grouping, problem-based learning, and/or tiered lessons, among other services, which may change over time and is based on the needs of the student. These services may be provided by the classroom teacher or other trained staff member.

Tier 3 – Few Students

Occurs as an individualized program, which may or may not mean grade acceleration, subject acceleration, pull-out services, and specialized programs. It is recommended that Tier 3 services include a parental conference or notification with the classroom teacher, the school administrator, and/or another authorized staff member such as the school psychologist, counselor, or RtI specialist. These services may be provided by the classroom teacher or another trained staff member.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Administrative Policy 7.14 - Gifted Students: Programs

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

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(Item 10) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

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

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996–97 school year with authorization from Wisconsin Statutes, Section 118.43. The program, 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 that passed in 2015 concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts had the option to continue SAGE for an additional year (2015–16). Effective FY17, all schools transitioned to the Achievement Gap Reduction program.

AGR Elements

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 K5–grade 3 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 successes to the school board every semester.

AGR Schools by Region

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

AGR Trimester Data

AGR Percentage of Proficient and Advanced Grades	ELA		Reading		Math	
	Tri 1 FY24	Tri 1 FY25	Tri 1 FY24	Tri 1 FY25	Tri 1 FY24	Tri 1 FY25
K5	33%	29%	30%	28%	44%	41%
Grade 1	21%	25%	26%	28%	33%	33%
Grade 2	26%	23%	25%	26%	36%	33%
Grade 3	24%	22%	23%	25%	28%	27%

The percentage of students in first, second, and third grades with proficient and advanced grades increased in reading.

Accomplishments and Next Steps

AGR Accomplishments August 2024–January 2025

- Created and shared a Google Classroom for AGR teachers
- AGR staff participated in districtwide training focused on reading and math
- Completed districtwide walkthroughs

AGR Next Steps February 2025–June 2025

- Continue to add resources to the AGR Google Classroom
- Continue to provide districtwide training
- Continue to engage in districtwide walk-throughs

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 CESA #1 and the District Advisory Council.

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

February has been a very exciting and busy month. Our students and staff have certainly been busy celebrating Black History Month. Although unable to attend those events, I plan to visit Hawthorne Elementary next week for their “Read Across America”.

Effective and Efficient Operations

To end the month of February, City of Milwaukee residents have reason to celebrate as well. Milwaukee Public Schools has named its next superintendent, former Boston Public Schools superintendent, Dr. Brenda Cassellius. I want to thank the many residents that took time to attend the events held where they could meet the three finalists, ask questions and recommend their candidate of choice.

The Board voted 8-1 at a special meeting on February 11, 2025, to approve Dr. Cassellius as superintendent, pending background check and contract negotiation. The Board hopes to approve her contract by June 26.

Meeting/Event Attendance for this month

- Attended the meeting with Dr. Owen-Moore, Board Clerk
- Attended the Accountability, Finance & Personnel committee meeting
- Attended the Legislation, Rules and Policies committee meeting
- Attended the Strategic Planning & Budget Meeting
- Attended three Special Board Meetings - Superintendent Search
- Attended the Regular Board Meeting
- Attended three OBG/OS/OAE standing weekly meeting
- Attended the meeting with Superintendent
- Attended three in-person interviews (each superintendent candidate)
- Attended Superintendent Student Advisory Council (SSAC)
- Participated in the “Day in the District” Superintendent Candidate Events

Student, Family, and Community Engagement

- Attended meeting with community members
- Attended River Trail Retirement Celebration for Principal Swan
- Visit River Trail to meet new principal

I look forward to visiting schools more often now that the hiring process for the new superintendent is near completion. So, see you soon and enjoy the month of March – Spring is coming.

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RESOLUTIONS

The following resolution was introduced for immediate action:

Resolution 2425R-009**Opposition to U.S. House of Representatives Cuts to Public Education****By Directors Siemsen, Ferguson, Garcia, Gokalgandhi, Jackson, Herndon, Leonard, O'Halloran, and Zombor**

WHEREAS, our nation's public schools serve an essential purpose and role in providing a free education to all children, creating a healthy and supportive environment for students, and preparing those enrolled to be successful and productive members of society;

WHEREAS, providing federal funding for our nation's children and the elementary and secondary schools that serve them is one of the most important functions of Congress;

WHEREAS, the federal funding provided by Congress targets our nation's most vulnerable children to ensure that all students have an equal opportunity to learn, thrive, and reach their full potential;

WHEREAS, our public schools rely on the federal funding we receive to provide vital and essential educational, nutritional, and basic health services to all students, particularly those with the greatest needs, including students from low-income families, English language learners, and students with disabilities;

WHEREAS, federal Medicaid funding plays a crucial role in supporting our public schools and the well-being of our children by assisting with a portion of the cost of providing basic health services to eligible children from low-income families and assisting with the cost of providing education-related services like speech therapy and physical therapy for eligible students with disabilities;

WHEREAS, federal Child Nutrition Programs provide reimbursements to school districts for serving nutritious meals in schools and ensuring all children are ready to learn;

WHEREAS, federal funding under the Elementary and Secondary Education Act helps school districts provide essential instructional services, including Title I grants, to help low-income students and schools in the poorest neighborhoods, Title II grants to address teacher shortages and pay for teacher training, and Title III grants to help students learn English;

WHEREAS, congressional leaders are considering block granting federal education funding, a practice which historically has been used to reduce federal investments in education, cut funding to beneficiaries, and eliminate targeting to vulnerable populations;

WHEREAS, the Budget Committee in the U.S. House of Representatives approved an FY 2025 Budget Resolution that would reduce funding for Medicaid and Child Nutrition Programs over ten years;

WHEREAS, the Appropriations Committee in the U.S. House of Representatives approved an FY 2025 Appropriations Bill that included a 25% cut to Title I, and eliminated all funding for the Title II and Title III programs;

WHEREAS, the loss of these federal funds will have an enormous impact on all of our nation's elementary and secondary school students, particularly those from low-income families, English language learners, and students with disabilities who attend high-poverty schools that have historically been underfunded; now, therefore, be it

RESOLVED, that the Milwaukee Board of School Directors opposes the education cuts in the U.S. House of Representatives' FY 2025 Budget Resolution and FY 2025 Appropriations Bill that would reduce funding for K-12 schools and the programs that serve our most vulnerable children; and, be it

FURTHER RESOLVED, that the Milwaukee Board of School Directors calls on members of the U.S. House of Representatives to vote NO on any measure that includes:

Cuts to Medicaid that will negatively impact basic health and educational services for low-income children and students with disabilities;

Changes to school meal eligibility under the Child Nutrition Programs;

Reductions in education funding for Title I, Title II, or Title III programs; or

Block granting of education funding; and, be it

FURTHER RESOLVED, that the Office of Board Governance forward this resolution to the Wisconsin members of the U.S. House of Representatives through the Governmental Relations department.

Adopted February 27, 2025

Directors Jackson and Ferguson joined as co-sponsors.

Director Siemsen moved adoption of the Resolution. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor,
and President Herndon — 9.

Noes — None.

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Resolution 2425R-010

Progress and Accountability on Operational Review of Milwaukee Public Schools

By Director Leonard

WHEREAS, The Board, through its Governance policies, has made a commitment to govern MPS with a strategic perspective that continually improves its process and capability to express values and vision; and

WHEREAS, The Board recognizes its duty to act in the best interest of students, families, and the community by ensuring accountability, equitable resources, and effective implementation of reforms that emerge from the review process

WHEREAS, In June 2024, the Board expressed its support for the decision by Governor Tony Evers, to conduct an independent, in-depth operational review of MPS to identify critical challenges impacting the District's performance and to offer actionable recommendations; and

WHEREAS, The *Milwaukee Public Schools Operational Review*, issued in February 2025, concluded that Milwaukee Public Schools (MPS) faces ongoing challenges in consistently delivering high-quality education to its high-needs student population, with systemic issues compounding over decades; and

WHEREAS, Current proficiency rates in MPS sit at just 9% in math and 12% in reading, far below state and national averages, signaling a systemic failure to prioritize student outcomes; and

WHEREAS, The Review recommended three overarching goals: Create a Coherent Central System; Foster Meaningful Communication and Collaboration; and Operate and Fund Strategically; and

WHEREAS, The Review also recommended nine associated objectives and 29 specific recommendations; and

WHEREAS, The findings and recommendations of this Operational Review must be met with urgency, transparency, and a commitment to actionable change to ensure the long-term success of MPS students and educators; now, therefore, be it

RESOLVED, That the Milwaukee Board of School Directors formally commits to reviewing, discussing, and publicly addressing the findings of Milwaukee Public Schools Operational Review in a timely manner; and, be it

RESOLVED, That the Board, hereby, establishes an Operational Advisory Committee to consider the Operational Review and to develop a transparent action plan based on the recommendations in the Operational Review; and

WHEREAS, The plan shall be created through an equity lens and shall outline specific steps, measurable goals, and timelines to fulfill the recommendations of the Operational Review; and, be it

FURTHER RESOLVED, That the Superintendent, the Office of Accountability and Efficiency, and the Chief Officer, Office of Board Governance shall present to the Board, in the April cycle, the charge of the Committee and a description of the membership, in accordance with Board Governance Policy 2.10, Board Advisory Committees; and; be it

FURTHER RESOLVED, That the Committee shall include educators, administrators, parents, students, and community stakeholders; and be it

FURTHER RESOLVED, That the Operational Advisory Committee, through the Administration, shall provide, through the appropriate committee of the Board, quarterly reports on the status of these reforms, including organizational changes, data on student performance improvements, fiscal management, and community engagement efforts; and be it

FURTHER RESOLVED, That the first report shall be presented in the August 2025 Board cycle.

Directors Jackson and Garcia joined as co-sponsors.

Referred to the Committee on Parent and Community Engagement

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ITEMS DEFERRED

Having been previously deferred, the Board returned to consideration of the following items:

- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters
- Consideration of, and Possible Action on, an Employment Agreement with Dr. Brenda Cassellius

Director Gokalgandhi moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c)(e) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Garcia, Gokalgandhi, Jackson, Leonard, O'Halloran, Siemsen, Zombor, and President Herndon — 9.

Noes — None.

The Board retired to closed session at 6:22 p.m. The Board adjourned from the closed session at 7:50 p.m.

Tina Owen-Moore, Ed LD
Board Clerk