

SCHOOL DISTRICT OF WEST ALLIS-WEST MILWAUKEE, ET AL.
1300 S. 109th St., West Allis, WI 53214 (Boardroom, 2nd Floor)
9333 W. Lincoln Ave., West Allis, WI 53227 (District Administration Office)

**Regular Board of Education Meeting
September 22, 2025 – 6:00 p.m.**

1. Call to Order

President Burns called the meeting to order at 6:00 p.m. on September 22, 2025, at 1300 S. 109th Street, West Allis.

2. Mr. Verbos led the pledge of allegiance.

3. Roll Call

Roll was called with the following members present: Joe Becker, Brendan Burns, Jane Carr, Amy Deal, Brian Keller, Kristen Keyser, Rebecca Lee, Noah Leigh, and John Verbos.

4. Declaration of Public Notice

5. Modifications to Agenda

None

6. Superintendent's Report

6.1 Legislative Updates:

Two Federal Grants Cancelled Which Support SPED Teachers and Deafblind Students:

The federal government has ended funding for the Wisconsin Deafblind Technical Assistance Project (WDBTAP) and the State Personnel Development Grant (SPDG), which were intended to help recruit and retain special education teachers. The WDBTAP, which serves 170 students with vision and hearing loss, provided assistive technology tools, coaching, family support, and professional training. The SPDG, which was part of a five-year grant cycle, funded programs like the Special Educator Induction Program, which supported 280 new special educators. The DPI plans to appeal the decision to end both grant programs. The loss of funding comes at a critical time for staffing shortages in Wisconsin and the nation.

6.2 District Recognitions:

Nathan Hale Captains:

Dr. Robinson recognized the fall Nathan Hale Captains: Cheer: Andrea Fitzgerald & Lily Rageth; Cross Country Boys: Ethan Plier, Preston Plier, Koda Bruner & Joseph Ventura; Cross Country Girls: Anna Koney & Audrey Werra; Dance: Kayla Foster, Izzy Pryal, Bella Schmitz, Hailey McCarron & Sofia Palkowski; Girls Volleyball: Melina Mercado & Abbie Colombo; and Girls Tennis: Cami Haataja & Steph Burke.

West Allis Central Captains:

Dr. Robinson recognized the fall West Allis Central Captains: Cross Country Boys: Diego Loeza, Chase Everts & Brian DeLeon; Cross Country Girls: Delilah Estrada; Dance: Tobi Weimer, Emily Turner & Aleishka Ortiz; Girls Volleyball: Kennedie Lamprecht & Laniyah Varela; Boys Volleyball: Alex McMillin & Liam Devine; Girls Swim: Kaelie Jansen & Kayla Seefeld; and Boys Soccer: Yadi Barbosa & Dom Barajas.

BIG GAME ALERT!:

BIG GAME ALERT! Wednesday, September 24 at 6:30 p.m. Whitnall vs. West Allis Boys Varsity Volleyball is a rematch of last year's Regional Championship game (which West Allis won!). The student section theme is JERSEYS at Whitnall High School. Superintendent Dr. Robinson will be there – please join his "SUPT Squad".

Salvation Army:

Each year, the Salvation Army hosts its Class Act Backpack and School Supply Telethon, inviting community members to donate in support of students. The funds collected are used to purchase backpacks and school supplies for children across Milwaukee and Waukesha counties. We are grateful

that the Salvation Army selected the West Allis-West Milwaukee School District as a recipient this year, providing a total of 132 backpacks for our students.

First United Methodist Church:

We extend our sincere gratitude to First United Methodist Church for their generous donation to the West Allis-West Milwaukee School District. Their contribution will make it possible to purchase much-needed supplies for our schools, directly supporting both students and staff. Community partnerships like this play an important role in ensuring our schools have the resources needed to create positive learning environments, and we are truly thankful for their commitment to our students' success.

6.3 Other Updates & Information Items:

Community Visits and Meetings:

Dr. Robinson gave an update on his recent meetings and community visits since September 8, 2025, which included the following: Quadrant B Superintendents Meeting, Cross-functional Team Meeting (Special Education), West Allis Rotary Club Meeting, Mitchell ES- Guest Reader at SOAR Pep Rally, Nathan Hale Football game vs. Germantown, Central vs. Nathan Hale volleyball match, City Schools Monthly Meeting, Investiture of MATC President Dr. Anthony Cruz, and CTE Meeting with David Polk from the Department of Workforce Development.

7. Public Comment(s):

None

8. Board Reports:

8.1 Review of Board Calendar

President Burns reviewed the Board calendar.

8.2 Board Committee Reports:

8.2.1 Communication & Community Relations – Deal

Committee Chair Deal reported that the committee met on September 22, 2025. The committee discussed the district's strategy to make its website ADA compliant by the April 2026 deadline set by the Department of Justice, ensuring accessibility features like alt text, clear titles, and avoiding PDFs and graphics. Additionally, the committee agreed to change its name from Communications & Community Relations to Communications & Engagement to better reflect its purpose.

8.2.2 Financial Stability & Efficiency – Keyser

Committee Chair Keyser reported that the committee met on September 18, 2025. The committee discussed the district's focus on a new compensation model for certified staff, using a "We Not Me" steps-and-lanes approach. The Compensation Committee is gathering feedback through fall 2025, with plans to finalize materials by November and begin staff outreach. Key milestones include Board workshops, approval requests in early 2026, and a rollout of contracts by April. Additionally, an 11% health insurance renewal will be presented for Board approval tonight, and updates on post-65 retiree coverage are forthcoming, with a recommendation to fix district costs and set employee premiums at \$72.

8.2.3 Recreation & Community Services – Lee

Committee Chair Lee reported that the committee met on September 15, 2025. The committee received updates on staffing and compensation for before and after school care programs and is exploring options such as increased subsidies, new staffing models, fee adjustments, and possible outsourcing, with a full report to be presented to the Board. Additionally, updates were shared on athletic coach stipends, including revisions to align with current athletics, consideration of longevity pay to retain quality coaches, and support for a forthcoming district compensation recommendation.

8.3 Board Member Reports of Community Events:

- Ms. Carr attended the Nathan Hale homecoming parade, which was delightful and featured exceptional floats.
- Ms. Lee attended the Nathan Hale homecoming parade, which was awesome, and was pleased to see the senior football players participate in it, when they would usually be at practice.
- Mr. Becker attended several Nathan Hale football and volleyball games, as well as the open house, where he commended teachers' commitment to stay late to speak with parents and noted that the Carnegie math curriculum was cohesively presented and aligned with the recent Board committee report.

8.4 Other Updates & Information Items – Burns

None

9. Consent Agenda:

Motion by Ms. Keyser to approve Consent Agenda items 9.1, 9.2, 9.3 and 9.4, seconded by Ms. Carr.

9.1 Approval of Board Minutes

The minutes of the September 8, 2025, Regular Board meeting and the September 15, 2025, Board of Education Workshop Meeting.

9.2 Employment Summary:

Appointments:

Full Name	Title	Location	Hire Status	Contract Type	Effective Date
Castro-Ponce, Linda	Teacher (Gr 4)	H. Mann	New	Renewing	9/23/2025
Cusack, Chloe	SLP	Frankin	New	Renewing	9/16/2025
Messineo, Ivy	Secretary III (PT)	Franklin	New	Clerical – PT	9/25/2026

Resignations/Retirements:

Full Name	Title	Location	Type	Effective Date
Alberti, Emily	Teacher (BL)	FLW	Resignation	9/15/2025
Elbert, Brianna	EA (SPED)	Hoover	Resignation	9/15/2025

9.3 Supplementary Contracts

Supplementary contracts as listed on the September 22, 2025, report.

9.4 Financial Summary

Approval of the Financial Report Summary for the Month of August 2025 including Receipts #7703 through #7724 in the amount of \$5,863,412.89 and Vouchers Payable #377702 through #377967, wire transfers, and payroll disbursements in the amount of \$6,592,157.22 and Statement of Revenue and Expenditures for two Months Ending August 31, 2025.

Motion carried unanimously.

10. Action Item(s):

10.1. 2025-26 Extra-Curricular & Co-Curricular Handbook – Garcia, Norris & Strasser

Approval of the 2025-2026 Extra-Curricular and Co-Curricular Handbook in accordance with Board Policy [po3120.08](#) Employment of Personnel for Co-Curricular Activities/Extra Curricular Activities, as it relates to compensation.

Motion by Mr. Leigh to approve the 2025-26 Extra-Curricular & Co-Curricular Handbook, seconded by Mr. Keller.

Motion carried unanimously.

10.2. 2026 Health Insurance Renewal – Norris

Approval of the 11% health insurance renewal by UnitedHealthcare for the 2026 plan year.

Motion by Mr. Becker to approve the 2026 Health Insurance Renewal, seconded by Ms. Lee.

Motion carried unanimously.

10.3. Neola Policy Update 34-2 & Revisions to Policies 5330, 5830, 7230 & 8452 – Dr. Robinson

0100 - Definitions; 0144.5 - Board Member Behavior, Communications, and Code of Conduct; 0166.1 - Consent Agenda; 1461 - Unrequested Leaves of Absence/Fitness for Duty; 2440.01 - Summer or Interim School Attendance; 2522 - Instructional Media Centers; 3120.04 - Employment of Substitutes; 3431 - Employee Leaves; 3432 - Employee Sick Leave; 4124 - Notice of Reasonable Assurance of Employment; 4213 - Student Supervision and Welfare; 4431 - Employee Leaves; 4432 - Employee Sick Leave; 5112 - Entrance Age; 5330 - Administration of Medication/Emergency Care; 5411 - Third Grade Promotion and Retention: At-Risk Students; 5464 - Early Graduation; 5505 - Academic Honesty; 5530 - Student Use or Possession of Intoxicants, Drugs, or Paraphernalia; 5830 - Student Fund-Raising; 7230 - Gifts, Grants, and Bequests; 7440.03 - Small Unmanned Aircraft Systems (Drones); 7450 - Property Inventory; 7455 Accounting System for Capital Assets; 7460 - Conservation of Natural and Material Resources; 7530.02 - Staff and School Officials Use of Personal Communication Devices; 8120 - Volunteers; 8420 - School Safety; 8452 - Automated External Defibrillators (AED); 8500 - Food Services; 8510 - Wellness; 8531 - Free and Reduced-Price Meals; 8540 - Vending Machines; 8550 - Competitive Food Sales; 9151 - Use of Cameras and Other Recording Devices in Locker Rooms

Approval of the revised Board Policies released May 2025, as detailed in Neola Policy Update 34-2 and requested revisions to Board Policies 5330, 5830, 7230 and 8452.

Motion by Mr. Keller to approve Neola Policy Update 34-2 and revisions to policies 5330, 5830, 7230 and 8452, seconded by Mr. Verbos.

Motion carried unanimously.

10.4. 2025-2030 Strategic Plan: Destination West – Dr. Robinson & Hahn

Approval of the West Allis-West Milwaukee School District's new strategic plan: 2025-2030 Strategic Plan: Destination West.

Motion by Ms. Keyser to approve the 2025-2030 Strategic Plan: Destination West, seconded by Mr. Keller.

Motion carried unanimously.

11. Workshop(s):

11.1. 2024-25 Referendum Updates Workshop #3 – Hahn & Smith

Director of Communication & Engagement Carolyn Hahn and Facilities Project Manager Bill Smith presented the 2024-25 Referendum Updates Workshop #3, which can be viewed [here](#).

12. End of Recording/5 Minute Break

Motion at 7:46 p.m. by Mr. Leigh to convene into executive session, seconded by Ms. Carr, pursuant to Wisconsin Statute §19.85(1)(f) for the purpose of considering a student disciplinary expulsion order, which if discussed in public, would be likely to have a substantial effect upon the reputation of the student involved. Motion carried unanimously.

Respectfully submitted,

Jane Carr, Board Clerk