

MILTON RECKONING

Truth. Justice. Accountability. No Filter.

June 12, 2026

To:

Milton Public Schools School Committee

CC:

- Concerned Tucker/Milton School Families
- Interim Superintendent John P. Phelan
- Principal Celeste Hoeg, Tucker Elementary School

**Re: Milton Reckoning –
Research, Findings, Pathway Recommendations, and a Proposed Working Group**

This is offered as a constructive contribution.

Over the past ten days, Tucker families gathered testimony, reviewed peer districts, and assessed Milton Public Schools' systems. We are sharing our findings and next steps.

What Is Included

- **Anti-Racism Policy Research Report:** What Works in Peer Districts and What Milton Can Learn from Them
- **Institutional Inventory:** an honest assessment of current capacity, existing policies, and documented gaps
- **Recommendations, Draft Policies, and Timeline:** concrete proposals, draft board language ready for legal review, and a week-by-week action guide through September
- **Harm Testimonials:** accounts from families and students, de-identified, reported as received, with consent confirmed

A proposed Racial Accountability Working Group

We urge the School Committee to lead a Racial Accountability Working Group that works closely with parents and guardians of Black and affected Tucker families. This group will track progress and report to the public using the research and recommendations in this package. By creating this group, the district will be held accountable for its promises.

We propose the following:

- **Form the group by July 15, 2026, so it can** begin work before the school year starts.
- **Include parents and guardians of Black and affected students. Give them** the final review of findings before publication. The group will send monthly updates by email and in print, hold at least 2 public meetings, and issue a formal report every 6 months.
- **Set a six-month mandate,** with a public report due by February 2027

We respectfully and urgently ask the School Committee to review this proposal and respond by June 25, 2026. Specifically, please confirm whether you will establish the Racial Accountability Working Group as described, share your plan for selecting group members, and outline how you intend to act on the recommendations in this package. If additional information or discussion is needed, please let us know how to proceed.

Why This Matters

Tucker Elementary’s culture must change to keep children safe. This plan gives families a starting point. Whatever comes next—progress, stagnation, or another incident—the record will show what we knew, what we shared, and what we could have done. We hope these efforts matter. We believe change is possible.

A Personal Note

Earlier this year, my family chose to leave Milton Public Schools. This decision was made before recent events. While we are leaving, I remain committed. The work now belongs to the families staying, the School Committee, and everyone seeking safe schools.

Respectfully,

Uncle Boubacar

Milton Reckoning

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Every Black child in their joy.