

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
REGULAR MEETING OF THE BOARD OF EDUCATION
Administration Building
360 Colborne Street
Saint Paul, Minnesota 55102

September 19, 2023
5:30 PM

A G E N D A

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#BoldSubject#

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. **Hannah Darr**, a teacher and content coach at Battle Creek Middle School, has received a Fulbright Teachers for Global Classrooms Program award from the U.S. Department of State and the Fulbright Foreign Scholarship Board.

As a Fulbright recipient, Darr will share knowledge and foster meaningful connections across communities in the United States and abroad. Fulbrighters engage in cutting-edge research and expand their professional networks, often continuing research collaborations started abroad and laying the groundwork for forging future partnerships between institutions. Upon returning to their classrooms in the United States, they share their stories and often become active supporters of international exchange, inviting foreign scholars and educators to their school or campus and encouraging their colleagues and students to go abroad.

2. **Shana Lee**, a teacher at Murray Middle School, has been selected by the U.S. Department of State for a 10-month fellowship project, training teachers and teaching English in South Africa at the University of KwaZulu-Natal (UKZN). Lee is one of only 184 U.S. citizens selected for the 2023-2024 English Language Fellow Program.

Lee has been teaching at Murray since 2019 where she focuses on the language of science for long-term multilingual learners and students who are new to the country. At UKZN, she will work with students enrolled in the Bachelor of Education program in both English language courses and teaching methodology courses. She will also provide support, training and workshops to in-service educators at local K-12 schools and technical vocational colleges.

The English Language Fellow Program is the premier opportunity for experienced teachers of English to speakers of other languages (TESOL) to enact meaningful and sustainable changes in the way that English is taught abroad. The program is sponsored by the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA) with funding provided by the U.S. government.

3. **Dr. Winston Tucker**, principal of Highland Park Senior High School, has received the MNIB Leadership Award from the Minnesota Association of International Baccalaureate World Schools (MNIB). Each year the MNIB awards one outstanding school administrator or leader with this award. The award recipient is nominated by a colleague for being a leader who stands out as someone who helps promote and sustain the MNIB program in their school.

Dr. Tucker's nominating colleague said about him, "When it comes to supporting the IB in Saint Paul, Dr. Winston Tucker takes the lead, not only at Highland Park, but in the three IB high schools in our district. He has been a long-time advocate for our teachers at Highland Park and is dedicated to promoting our IB program with students, teachers, support staff and our larger family community. Dr Tucker communicates regularly with our partner school (Highland Park Middle School) to promote a fluid 6-12 program. He really understands that as an IB school, we don't put our program 'on the back burner,' but showcase this valuable asset as much as possible."

4. This item is submitted by Andrew Collins⁵, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

The recommendation is that the Board of Education recognizes the staff acknowledged above for their contributions and outstanding work.

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota**

**REGULAR MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
Saint Paul, MN 55102, and**

Available Streaming Online at www.spps.org/boe and Saint Paul Cable Channel 16

**August 22, 2023
5:30 p.m.**

MINUTES

1. CALL TO ORDER

The meeting was called to order at 5:30 p.m. by Jim Vue, Chair.

2. ROLL CALL

Board of Education: J. Foster, H. Henderson, U. Ward, J. Vue, C. Allen, J. Kopp, Z. Ellis
Superintendent Gothard

C. Long, General Counsel; S. Dahlke, Assistant Clerk

3. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Vue moved approval of the order of the main agenda with one change – to move the approval of the consent agenda to follow Further Items that Require Board Action, after the agenda item of Board Meeting Streaming. The motion was seconded by Director Ward.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

4. RECOGNITIONS

BF 33320 Acknowledgement of Good Work Provided by Outstanding District Employees

Welcoming new leaders to the 2023-24 school year.

Tom Sager, Executive Chief of Financial Services

Kirk Morris, Assistant Superintendent, Division of Schools

Heidi Nistler, Assistant Superintendent, Specialized Services

Mario McHenry, Executive Director, Technology Services
Jodi Danielson, Director of Schools and Learning, Division of Schools and Learning
Pang Yang, Assistant Director, Research, Evaluation and Assessment
Sue Braithwaite, Interim Assistant Director, Office of Teaching and Learning
Kerry Suzuki, Process Improvement Officer, Human Resources
Brian Cihacek, Purchasing Manager, Office of Business and Financial Affairs
Kevin Larson, Distribution Manager, Facilities/Nutrition Services
Nevonia Rainwater, Accounts Payable Manager, Office of Business and Financial Affairs
Karen Huiett, Capital Project Delivery Manager, Facilities
Jude Vales, Principal, Adams Spanish Immersion
Jamell Tidwell, Principal, Farnsworth Aerospace Upper Campus
Shandyn Benson, Principal, Gordon Parks and AGAPE High Schools
Abdisalam Adam, Principal, East African Elementary School
Anthony Chlebeczek, Interim Principal, Harding Senior High
Melissa Ehlers, Principal, Frost Lake Elementary
Kelly Dietrich, Principal, Focus Beyond Transition Services
Julie Hutcheson-Downwind, Interim Principal, American Indian Magnet
Diana Brown, Principal, Como Park Senior High
Jennifer Ewald, Principal, Como Park Elementary
Phil Hutcheson, Assistant Principal, Farnsworth Aerospace Upper
Geoff Freeman, Assistant Principal, Adams Spanish Immersion
Danielle Hughes, Assistant Principal, Frost Lake Elementary
Alecia Sanders, Assistant Principal, Wellstone Elementary
Constance Anderson, Assistant Principal, Humboldt High School
Kehinde Olafeso, Assistant Principal, Humboldt High School
Laura Ramsborg, Assistant Principal, Highland Park Senior High
Meera Patel, Assistant Principal, Como Park Elementary
Terri Steen, Assistant Principal, Journeys Secondary and Downtown High School
Devon Smith, Assistant Principal, American Indian Magnet School
Peirre Conwell, Assistant Principal, Washington Technology Magnet School 6-8
Carlottia Ruff, Assistant Principal, Battle Creek Middle
DeOnta El-Shabazz, Assistant Principal, Highland Park Senior High
Jimmy Nyembwe, Assistant Principal, Harding Senior High
David Mrozek, Assistant Principal, Bruce Vento Elementary
Anthony Minus, Assistant Principal, Como Park Senior High
Sara Johnson, Assistant Principal, Battle Creek Elementary
Kathryn Garvey, Assistant Principal, Washington Technology Magnet School 6-8
Talisha Jackson, Assistant Principal, Como Park Senior High

5. PUBLIC COMMENT

1. **Mick McGibbon** St. Cloud Public Schools Resolution re: Charter Schools

6. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Vue moved approval of the Order of the Consent Agenda with no items pulled for separate consideration. The motion was seconded by Director Henderson.

The motion was approved by roll call vote:

Director Ellis	Yes
Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes

7. APPROVAL OF THE MINUTES

- A. Minutes of the Regular Meeting of the Board of Education of July 18, 2023
- B. Minutes of the Special Meeting of the Board of Education of July 18, 2023

MOTION: Director Vue moved approval of the Minutes of the Regular Meeting of the Board of Education of July 18, 2023 and the Minutes of the Special Meeting of the Board of Education of July 18, 2023. The motion was seconded by Director Foster.

The motion was approved by roll call vote:

Director Ellis	Yes
Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes

8. COMMITTEE REPORTS

- A. Minutes of the Committee of the Board Meeting of August 9, 2023

At the Committee of the Board Meeting on August 9, 2023, Superintendent Gothard welcomed everyone to the meeting, and provided a recap of his experience at the MDE Back to School Conference, including the work of SPPS Reads! Questions from the Board focused on the training for the Science of Reading, funding, and training within higher education to prepare teachers and staff.

Next was a presentation on the Fiscal Year 2024 to 2026 Financing Plan for facilities maintenance and improvement. Discussion from the board included questions on the Certificates of Participation and their alignment to achievement and integration, the different levels of funding, information on the \$44M of extra expenditures included in the plan, and the factoring of interest rates in these proposals.

The next presentation was on School Safety, with a review of the work of the Security and Emergency Management team. It was noted that the culture and climate of the school community is so important - and bigger than the work of a single person or a single team. Questions from the Board included further details on the new technology and system for visitors to buildings, information on the training academy and ongoing professional development for School Support Liaisons, the reporting structure within the Office of Security and Emergency Management, communication on the topic of school safety to students and families, benefits of electronic passes for students, and the importance of instilling a sense of community values for students, families and staff in order for them to feel a sense of belonging in the academic community. The importance of families in this work was also noted, as well as adult behaviors to impact change, and support

for our Educators of Color staff. More information was also requested on the training of SSLs and staff, and similar trainings and tools for staff to feel safe and to help in a crisis situation.

The next presentation included details on the Fiscal Year 2025 Budget Engagement Framework. Board members were asked to focus their discussion on the success in this budget engagement process, non-negotiables within the engagement process, and goals of engagement and expectations within the process. Within the discussion, board members noted the rationale of the presented budget recommendation, alignment of the budget to schools and the district overall, the need for a multi-year engagement plan, and timing for the first review of the budget information. The sustainability of the budget engagement process was also noted, and different budget scenarios will be helpful, as well as flexibility in the school budgets. The need for families and community to be able to see the budget information early in order to analyze and evaluate it was noted, as well as the amount of funding that is discretionary and that could be impacted by community input. The timeline of the budget process was also discussed, and the importance of receiving information early in order to evaluate and make decisions and to be accountable to community. The values of the Board in the budget process were also discussed, as well as future discussions on the definition of discretionary funds. Board members approved of a districtwide budget advisory committee, and also encouraged the engagement for women and people of color in this work. Student engagement will also be necessary in the budget engagement process. The Board also noted the importance of themes of budget priorities across the community to incorporate into the budget process, and using the framework of Student Outcomes Focused Governance to set the values of the community and goals. The messaging to families and community members was also noted. Success will be defined if goals are met, which are smart and aligned to the strategic plan, with a non-negotiable of staying true to the values of the Board, District, and Community. Future steps in formalizing a project plan of budget engagement based on the discussion heard from the Board was also shared.

The final presentation included information on Board Meeting Streaming, and three options were presented. Questions centered on the audio needs of one of the options, clarity in speakers, a note about the collective voice of the Board versus individual board members, the differences in formality of meeting types, information on the stipends for staff, details on proposed equipment upgrades, and further details on the livestream viewer data. It was also noted that this will come before the Board for a vote on streaming options at the August 22, 2023 Regular Meeting.

MOTION: Director Kopp moved to accept the report on the August 9, 2023 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

9. FUTURE MEETING SCHEDULE

A. Board of Education Meetings (5:30 p.m. unless otherwise noted)

- January 3, 2023 | Annual Meeting: 4:30 p.m.
- January 17
- February 21
- March 21
- April 18
- May 23
- June 6 | Special - Non-Renewals: 4:00 p.m.
- July 18
- August 22
- September 19
- October 24
- November 14
- December 19

B. Committee of the Board Meetings (4:30 p.m. unless otherwise noted)

- January 3, 2023
- February 7
- March 7
- April 11
- May 9
- June 6
- August 9 - Wednesday
- September 5
- October 10
- November 8 - Wednesday
- December 5

B. 2024 Meeting Schedule

MOTION: Director Vue moved to approve these meeting dates for 2024.

2024 Regular Meeting Schedule

Time: 5:30 p.m. (unless noted otherwise)

Location: Conference Rooms A and B – 360 Colborne Street, Saint Paul, MN 55102
(unless noted otherwise)

- **January 9, 2024 (Annual Organizational Meeting)**
- **January 23, 2024**
- **February 20, 2024**
- **March 19, 2024**
- **April 23, 2024**
- **May 21, 2024**
- **June 11, 2024 (Special Meeting – Non-Renewals) | 4:00 p.m. | Conference Room 5A**
- **June 18, 2024**
- **July 16, 2024**
- **August 20, 2024**
- **September 17, 2024**
- **October 22, 2024**

- November 19, 2024
- December 17, 2024

2024 Committee of the Board Meeting Schedule

Time: 4:30 p.m.

Location: Conference Room 5A – 360 Colborne Street, Saint Paul, MN 55102

- January 9, 2024
- February 6, 2024
- March 6, 2024 - Wednesday
- April 2, 2024
- May 7, 2024
- June 11, 2024
- August 7, 2024 – Wednesday
- September 10, 2024
- October 8, 2024
- November 6, 2024 – Wednesday
- December 3, 2024

The motion was seconded by Director Allen.

The motion was approved by roll call vote:

Director Foster	Abstain
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Gothard then shared his experience at New Educator Week Kick-Off Event, and the excellent group of new educators to our district.

He also provided an update on the Hiring Fair held at Como Park Senior High, and the news media able to attend. He also provided data on the number of attendees and confirmed hires, as well as there were many community members eager to show up and find their match within the district. He thanked the Human Resources team for their work in mobilizing the team, Communications for involving the media, and to Chief Pratt-Cook for continuing to push and find new ways to hire qualified folks.

He noted that the group of New Educators is excited to be working in the education field, contrary to popular belief of many leaving education. He thanked them for answering the call, and we do this work together, we problem solve together, and do great things together.

He also welcomed back our district and school leaders, and noted the Welcome Back event held at E-STEM. He shared the viewing of the documentary The Right to Read, and the initiative to turn what we have learned into action for the scholars in SPPS.

He also shared the creation of a District Literacy Leadership Team, and the need to model and change priorities to the most pressing need of literacy. The first meeting has been held, and we will demonstrate our ongoing commitment to reading, and showed the SPPS Reads! shirts available. He also shared that he is proud of our New Educators, but this work is more than teachers and support staff – it will require our entire community, and SPPS Reads! will ignite the community on what they can do to contribute to the literacy improvement for children in SPPS, and we are a model for that work.

He also shared that through the pandemic, and with the work of WINN teachers, and with the Science of Reading and Reads Act, while thanking the legislature and Governor for championing this work, SPPS is ahead of schedule with our ARP funds and ongoing historical needs, we have already begun this work and are now a model for it, and he is proud of the representation of leadership and this is priority in all we do.

With the beginning of the MN State Fair, he also shared that he will be meeting with the media. At a student convening earlier this year, he had an incredible interaction with a group of students, and encouraged a student to share the stage with him at the Fair this year.

He ended his announcements with excitement to welcome back our students on September 5th and September 7th.

11. AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Consent Agenda

MOTION: Director Vue moved approval of all items within the consent agenda withholding no items for separate consideration. Director Henderson seconded the motion.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

1. Gifts

BF 33321 Acceptance of Gift from Start Proud!®

That the Board of Education authorize the Superintendent (or designee) to accept this gift from Start Proud!® on behalf of Hazel Park Preparatory Academy and Mississippi Creative Arts School.

BF 33322 Highland Park Senior High School Gift Acceptance of \$5,391.22

That the Board of Education authorize the Superintendent (designee) to accept the donation of \$5,391.22 for the use in the instrumental music department at Highland Park Senior High School and that the Superintendent (designee) send a letter of appreciation to Friends of Highland Arts.

BF 33323 Gift Acceptance from McGough for Student Store

That the Board of Education authorize the acceptance of a gift of labor and materials to construct and outfit a student store at Highland Park Senior High School.

BF 33324 Acceptance of Donation of Electric-Powered Landscape Equipment from The Toro Company and MTI Distributing

That the Board of Education authorize the acceptance of a gift of electric-powered landscape equipment from The Toro Company and MTI Distributing.

2. Grants

BF 33325 Independent School District (ISD) 625 Resolution for Safe Routes to School (SRTS) Boost Grant

WHEREAS, the Minnesota Department of Transportation (MnDOT) Safe Routes to School Program assists schools and communities by making it safer for children to walk, bike, and roll to school; and

WHEREAS, MnDOT Safe Routes to School Program solicits applications to enable schools and communities to implement Safe Route to School non-infrastructure activities; and

WHEREAS, if ISD 625 is awarded a SRTS Boost Grant, these funds would be used to provide non-infrastructure activities to local communities to develop Safe Routes to School initiatives that increase safety and encourage more children to walk and bicycle to school , including installing a traffic garden at the Txuj Ci HMong Studies Lower Campus; and

WHEREAS, no local match funding is required; and

WHEREAS, SRTS Boost grant activities will commence after the grant agreement is fully executed.

THEREFORE, BE IT RESOLVED:

1. That ISD 625 authorizes the Superintendent to enter into a grant agreement with the Minnesota Department of Transportation for financial assistance to fund a Safe Routes to School Boost Grant and eligible expenses.
2. That the Superintendent is authorized to execute such Agreement and any amendment(s).

3. Contracts

BF 33326 Purchase of Districtwide 9-12 APEX License

That the Board of Education authorize the Superintendent to approve a purchase in the amount of \$209,000 for a district-wide APEX license.

BF 33327 TMA Contract Renewal

That the Board of Education authorize award of the three-year contract renewal to TMA at a cost of \$199,666 in FY24, FY25, and FY26.

4. Agreements

BF 33328 Memorandum of Agreement for Recruitment and Retention of Special Education Teaching Assistants between St. Paul Public Schools (District) and Teamsters Local 320

That the Board of Education approves the Memorandum of Agreement between Saint Paul Public Schools and Teamsters Local 320.

BF 33329 Memorandum of Understanding for Hiring and Retention Bonuses between St. Paul Public Schools (District) and Saint Paul Federation of Educators (Federation)

That the Board of Education approves the Memorandum of Understanding between Saint Paul Public Schools and the Saint Paul Federation of Educators.

BF 33330 Memorandum of Understanding between Saint Paul Public Schools and University of Saint Thomas

That the Board of Education authorize the Superintendent (designee) to sign the Memorandum of Understanding between Saint Paul Public Schools and University of St. Thomas.

BF 33331 Request to Sign School Psychology Practicum/Internship Agreement with the Minnesota State University

That the Board of Education authorize the Superintendent (designee) to agree to the proposed partnership with Minnesota State University – Mankato.

BF 33332 Request to Sign School Psychology Practicum/Internship Agreement with the University of Minnesota

That the Board of Education authorize the Superintendent (designee) to agree to the proposed partnership with the University of Minnesota, Twin Cities.

BF 33333 Request to Sign School Psychology Practicum/Internship Agreement with the University of Wisconsin River Falls

That the Board of Education authorize the Superintendent (designee) to agree to the proposed partnership with University of Wisconsin, River Falls.

BF 33334 Request to Sign School Social Work Internship Agreement with the University of Minnesota, Duluth

The Board of Education authorizes the Superintendent (designee) to sign the School Social Work Internship Agreement between Saint Paul Public Schools and The University of Minnesota Duluth.

BF 33335 Request to Sign Student Teaching Agreement with Augsburg University

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Augsburg University.

BF 33336 Request to Sign Student Teaching Agreement with Bethel University

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Bethel University.

BF 33337 Request to Sign Student Teaching Agreement with College of St. Scholastica

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and College of St. Scholastica.

BF 33338 Request to Sign Student Teaching Agreement with Gustavus Adolphus College

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Gustavus Adolphus College.

BF 33339 Request to Sign Student Teaching Agreement with Hamline University

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Hamline University.

BF 33340 Request to Sign Student Teaching Agreement with Metropolitan State University

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Metropolitan State University.

BF 33341 Request to Sign Student Teaching Agreement with St. Mary's University of Minnesota

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and St. Mary's University of Minnesota.

BF 33342 Request to Sign Student Teaching Agreement with St Olaf College

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and St Olaf College.

BF 33343 Request to Sign Student Teaching Agreement with University of Minnesota Twin Cities

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and University of Minnesota Twin Cities.

BF 33344 Approval of Terms and Conditions of Professional Employment Between Independent School District No.625, St. Paul Public Schools, and Unrepresented Members of Independent School District No. 625, Saint Paul Public Schools ("Agreement").

That the Board of Education of Independent School District No. 625, Saint Paul Public Schools, approve the recommended salary and benefits increases for members of the Unrepresented group and additional individuals whose employment contracts with the School District incorporate the terms and conditions of the Unrepresented Agreement: duration of said recommendation is for the period of July 1, 2023 through

June 30, 2026.

BF 33345 Facility Use Agreement with Saint Paul College

That the Board of Education authorize the execution of the Facility Use Agreement between the District and Saint Paul College, located at 235 Marshall Avenue.

BF 33346 Assignment and Novation Agreement with JLG Architects, Inc.

That the Board of Education authorize the administration to transfer the rights, obligations, and benefits in the Agreement with 292 Design Group, Inc. to JLG Architects, Inc.

BF 33347 Partners in Energy Memorandum of Understanding – Implementation Phase 2 (2023-2025)

That the Board of Education authorize the Superintendent (or designee) to execute a Memorandum of Understanding between Xcel Energy and Independent School District No. 625 in order for the District to implement the Partners in Energy program.

5. Administrative Items

BF 33348 Monthly Operating Authority

1. That the Board of Education approve and ratify the following checks and electronic transfers for the period June 1, 2023 – June 30, 2023

(a) General Account	#762038-763237 #0004915-0004959 #7004822-7004860 #0008568-0008724	\$95,435,682.54
(b) Construction Payments	- 0 -	\$5,125,610.22
(c) Debt Service	- 0 -	<u>\$6,350.00</u>
		\$100,567,642.76

Included in the above disbursements are three payrolls in the amount of \$65,063,576.47 and overtime of \$345,357.52 or 0.53% of payroll.

(d) Collateral Changes

Released: None
Additions: None

2. That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Worker's Compensation Law falling within the period ending December 31, 2023

Human Resources Transactions

BF 33349 Transactions for July 1 – July 31, 2023

BF 33350 Revision to Policy 505.00 Bullying Prohibition and Policy 415.00 Discrimination, Harassment, Violence and Retaliation

That the Board of Education authorize the Superintendent (designee) to approve the revisions to Policy 505.00 Bullying Prohibition and Policy 415.00 Discrimination, Harassment, Violence and Retaliation.

BF 33351 Revision to Policy 506.00 Student Discipline

That the Board of Education authorize the Superintendent (designee) to approve the revisions to Policy 506.00 Student Discipline.

BF 33352 Saint Paul Public Schools 2022-23 Wellness Policy Annual Report

That the Board of Education authorize the Superintendent (designee) to accept this report and continue to support wellness promotion to Saint Paul Public Schools students, staff, and families through physical activity, healthy eating, and mental well-being.

BF 33353 Settlement of Claim

That the Board of Education approve the Settlement Agreement in the above-referenced matter; authorize its Superintendent to sign the Settlement Agreement; and authorize School District administration to issue payment and otherwise perform the Settlement Agreement.

BF 33354 Proposed Discharge of Tenured Teacher

That the Board of Education:

1. Accept the filing of the Charges proposing to discharge Tenured Teacher for the grounds alleged in the Charges.
2. Direct the Assistant Clerk of the Board of Education to serve Tenured Teacher with a copy of the Charges filed with the Clerk on August 17, 2023, and give notice to Tenured Teacher of the teacher's rights to a hearing or arbitration under the Teacher Tenure Act.
3. Authorize the District's legal counsel to select a hearing officer or an arbitrator, as applicable, if Tenured Teacher requests a hearing.

BF 33355 City of Saint Paul Public Sidewalk Easement

That the Board of Education approve the City of Saint Paul public sidewalk easement at the new Bruce Vento site.

BF 33356 Phase Gate Approval of the Cherokee Heights Elementary System Replacements Project (Project #2070-23-01): Gate #2 – Project Charter; Gate #2A – Finance Plan Update

That the Board of Education approve the Cherokee Heights Elementary System Replacements project (Project #2070-23-01) at Phase Gate Check #2 – Project Charter; Gate Check #2a – Finance Plan Update.

BF 33357 Phase Gate Approval of the Como Park Senior Athletics (Project # 4110-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

That the Board of Education approve the Como Park Senior Athletics project (Project #4110-23-01) at Phase Gate Check #3 – Project Budget; Gate Check #3a – Finance Plan Update, setting the final project

budget at \$1,008,000 and indicating direction to proceed with construction bidding.

BF 33358 FY2024 Indoor Air Quality Management Plan

The District is required by law to have an IAQ Management Plan that is adopted by the Board of Education. This agenda item fulfills that requirement.

6. Bids

BF 33359 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 23-A (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3750-A for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Midwest Mechanical Solutions for a lump sum base bid of \$1,985,000.

BF 33360 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 31-A (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3751-A for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Veit for a lump sum base bid of \$2,060,028.

BF 33361 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 31-B (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 31-B (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update.

BF 33362 Phase Gate Approval of the Bruce Vento Elementary – New Construction Project WS 33-A (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3753-A for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Veit for a lump sum base bid of \$2,641,700.

BF 33363 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 03-A (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3558-A for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Northland Concrete & Masonry for a lump sum base bid of \$4,877,700 upon receipt of MDE authority for the use Certificates of Participation.

BF 33364 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 03-B (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3746-A for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Wells Concrete for a lump sum base bid of \$1,252,842.

BF 33365 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 05-A (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3747-A for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Daka Corporation for a lump sum base bid of \$2,895,000.

BF 33366 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 05-B (Project #1020-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3748-A for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Industrial Construction Specialists for a lump sum base bid of \$1,157,999.

7. Change Orders

BF 33367 Change Order #1 for Bituminous Roadways, Inc. for the FY23 Paving Program (Project # 0800-23-01)

That the Board of Education authorize the Superintendent, Superintendent's Designee, or Executive Director of Operations and Administration to sign Change Order #1 for Bituminous Roadways, Inc. for the FY23 Paving Program (Project # 0800-23-01) for the amount of \$185,535.

ITEMS PULLED FOR SEPARATE CONSIDERATION - None

FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Approval of Bond Sale Resolution to Continue SPPS Builds Initiative

Superintendent Gothard then welcomed Executive Chief of Financial Services, Tom Sager, to present the Approval of Bond Sale Resolution to Continue SPPS Builds Initiative. Chief Sager provided the background and pertinent facts, included below, and also acknowledged the work of Steve Pumper from PMA.

- This past June, as part of the FY 25 budget approval process, the building construction fund's (06) budget reflected plans to continue the SPPS Builds initiative, and the financing of related projects.
- The annual SPPS Builds report and progress was given at the July BOE meeting, along with the annual Long Term Facilities Maintenance 10 year plan.
- At the Committee of the Board meeting on August 9, the district's Municipal Advisors from PMA presented upcoming facility improvement plans and the financing strategies for these plans, all based on approval from the Minnesota Department of Education.
- The overview presented at the August 9 COB meeting was the culmination of several months of collaborative analysis and planning within the district's facilities, finance, and operations departments.
- Though not directly related, also included in the resolution is language pertaining to a refunding opportunity of outstanding bonds, and the potential savings to property owners as a result of this refunding. Taking these actions together will maximize the efficiency of these bond sales.

QUESTIONS/DISCUSSION: None

- a. Resolution Stating Official Intent To Proceed With And Authorizing The Issuance Of Not To Exceed \$26,800,000 General Obligation School Building And Refunding Bonds, Series 2023A, Not To Exceed \$113,700,000 Full-Term Certificates Of Participation, Series 2023B, And Not To Exceed \$15,000,000 General Obligation School Building Bonds, Series 2024A; Declaring Official Intent To Comply With Reimbursement Bond Regulations Under The Internal Revenue Code Of 1986; And Authorizing The Superintendent, Executive Chief Of Financial Services Or Executive Chief Of Administration And Operations To Award The Sale Thereof And To Take Such Action And Execute All Documents Necessary To Accomplish Said Award And Sale

BF 33368

Resolution Stating Official Intent To Proceed With And Authorizing The Issuance Of Not To Exceed \$26,800,000 General Obligation School Building And Refunding Bonds, Series 2023A, Not To Exceed \$113,700,000 Full-Term Certificates Of Participation, Series 2023B, And Not To Exceed \$15,000,000 General Obligation School Building Bonds, Series 2024A; Declaring Official Intent To Comply With Reimbursement Bond Regulations Under The Internal Revenue Code Of 1986; And Authorizing The Superintendent, Executive Chief Of Financial Services Or Executive Chief Of Administration And Operations To Award The Sale Thereof And To Take Such Action And Execute All Documents Necessary To Accomplish Said Award And Sale

MOTION: Director Vue moved to approve the Resolution Stating Official Intent To Proceed With And Authorizing The Issuance Of Not To Exceed \$26,800,000 General Obligation School Building And Refunding Bonds, Series 2023A, Not To Exceed \$113,700,000 Full-Term Certificates Of Participation, Series 2023B, And Not To Exceed \$15,000,000 General Obligation School Building Bonds, Series 2024A; Declaring Official Intent To Comply With Reimbursement Bond Regulations Under The Internal Revenue Code Of 1986; And Authorizing The Superintendent, Executive Chief Of Financial Services Or Executive Chief Of Administration And Operations To Award The Sale Thereof And To Take Such Action And Execute All Documents Necessary To Accomplish Said Award And Sale. Director Allen seconded the motion.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

2. Compensation & Classification Study – Saint Paul Public Schools, MN

Superintendent Gothard then welcomed Executive Chief of Human Resources, Pat Pratt-Cook, as well as Kristen Gilley, Senior Consultant at Evergreen Solutions, to present this report. The presentation included details on the study goals, project phases (internal review and external review), and recommendations.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Henderson requested information on the study results and what we know about retention rates. Response: Yes, we have heard, anecdotally, that some staff do leave for significant amounts in more suburban districts, and the purpose and outcome of the recommendations is for a more market-competitive rates to retain and recruit top talent in the district.
- For ASAP and MMSA, who are in a good space, does that also match what they know and learned in the last year? Response: Yes, and Kristen also met with groups for them to hear firsthand and to have their questions answered.
- Director Vue requested information on the phases, and if there will be a Phase 3. We want to be leaders in hiring and retaining top talent – at what point will we know we are top leader in retaining top talent? Response: We see this as an ongoing process, and updating job descriptions on a regular basis and staying updated on the market in terms of salaries, and we will be at a different place at the bargaining table. We know with the unions where positions fall in the market, and need to be aligned with budgeting decisions, and where to put resources and how to make strategic decisions. In terms of how quickly we will be able to advance salaries for all positions – our goal is to get to the midpoint. Until we are at the midpoint, it will be difficult to say we are market leaders. Another factor is that sometimes there will be difficult decisions to make, and if there are some groups that are market leaders, and others that are lagging, we need to get folks to the midpoint and may need to prioritize some groups and increase the COLA and the range to get to the midpoint quicker.
- Director Ellis requested information on the timeline for the revision of job descriptions. Response: We have started the efforts and are in place to start the updates, and want to ensure what is proposed is approved before updating them. Evergreen employs a job description team who will start to work on them, and hope to have them completed by the end of the school year.
- For Phase 2, how long will that work be for folks once back in buildings, and is the goal to have that information by the end of the school year as well? Response: Typically Evergreen will be planning and meeting with folks in focus groups, and then assessment of the current conditions for those groups. We will allow the other school districts and HR teams to settle with the beginning of the school year, then begin the salary analysis and market results, for that to be available by the end of the calendar year, after the holidays.
- Director Foster thanked Chief Pratt-Cook and the team. She noted that we talk about pay equity and how important it is, and we talk about staff who are making minimum wage, but not a living wage. This is to get folks up to par at market rate, and this is the process by which we include everyone in this space. Equity is a key word, and in order to be fair and equitable to all employees, and to be a premier place, we need to put resources to the space and this work to ensure it is true, fair, and done correctly. She thanked the team for their work, and that this has been in process for three years, and we are now seeing the fruition of that work. We talk about having to look at one group over another, but she implored folks to think about their colleagues, and to think about fairness, and to think of it in spaces and places of work. Continue to ask questions, and we need to realistically challenge the system, and it is about keeping the work moving forward.

BF 33369 Compensation & Classification Study – Saint Paul Public Schools, MN

MOTION: **Director Vue moved that the Board of Education approves moving forward with the Implementation of the recommendations from the classification and compensation study. Director Allen seconded the motion.**

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

3. Policy Update

- a. THIRD READING: Policy 506.06 Search of Student Lockers, Desks, Personal Possessions and Student's Person

Superintendent Gothard then welcomed Laurie Olson, Director of Security and Emergency Management to present the third reading of this policy update. The rationale for this proposed policy was reviewed, including that the District does not have an official Board policy as required by statute, and that while this is a new policy, the adherence is not new. An overview of the proposed policy was shared, including the purpose, definition of "contraband", and violations. Further details were also provided on searched of lockers and personal possessions within a locker, desks, and personal possessions and Student's person.

The full presentation, and proposed policy, can be found in the BoardBook.

BF 33370 THIRD READING: Policy 506.06 Search of Student Lockers, Desks, Personal Possessions and Student's Person

MOTION: Director Vue moved to approve the proposed revisions to Policy 506.06 Search of Student Lockers, Desks, Personal Possessions and Student's Person. Director Foster seconded the motion.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

4. Board Meeting Streaming

Next, Superintendent Gothard welcomed Erica Wacker, Director of Communications, to present this report. Within the presentation, live viewership data was shared, as well as these three options for the Board to consider, including rationale and annual cost for each

Option 1

- Committee meetings remain in 5A
- Meetings are audio recorded and not streamed

Option 2

- Committee meetings remain in 5A
- Meetings are streamed as audio only

Option 3

- Move Committee meetings to Rooms A/B to be video livestreamed
- Meetings would be held at the dais, look like a Regular meeting

Further details on the board action were also provided, including that if Option 2 or Option 3 is selected, COB streaming would begin in January 2024 to allow time to order equipment and software, hire additional streaming staff and troubleshooting.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Ward noted that it has been a little over a year since he first requested this item, and he imagined it to look like Option 3. He thanked the Executive Committee for bringing it forward, and Director Wacker for investigating the options. In the interest to ensure we are as accessible as possible and for the community to follow the Board, the minutes are helpful, but also leave out parts of conversations and they are important in the Committee meetings. In looking at the different options, he is torn between options, but know Director Kopp raised the importance of a more informal, roundtable discussions for conversation and that would be nice to maintain. With the option of audio-streaming, he noted concerns about following who is speaking and equipment. He is interested to hear how his colleagues are thinking about options, and is in favor of Option 2 or Option 3.
- Director Kopp thanked the team for the research and providing real options for the Board. She also thanked Director Ward for raising this issue, because there is now visibility around the stipend, which needed to be fixed. She also noted that she has long appreciated the less formal nature of Committee of the Board meetings and the ability to look at other board members; she values those conversations, which are candid and fruitful, with deliberation on the information received. She also recognized the value of the community being witness to the deliberations, and noted that Option 2 is also appealing as a best of both worlds for the audio to be accessible and posted online.
- Director Henderson noted she is also leaning toward Option 2, which maintains the culture of board meetings, and also opening it more to the public. The meat of the work is done in the Committee of the Board meeting, and those are spaces often most removed from where the Board is seen. If even 50-100 people listen to the Committee of the Board meeting audio, that is 50-100 more than are in the room, and it feels like a great opportunity. She also encouraged all to think about other ways to engage and share spaces, including translation services. She agreed that as a person who is more introverted, it can be intimidating to be on camera in the main boardroom, and with the questions and conversations that are had in Committee meetings, she is leaning toward Option 2 as a wonderful opportunity to bring in community.
- Director Ellis noted she is also leaning toward Option 2, especially thinking of our PACs and their presentations, and it is important for them to feel comfortable in the space in order to be in relation with them. The conversations in the Committee of the Board room are rich and she wants to be able to share that with community, and those conversations feel smaller and more intimate as the Board processes information. It would feel and look different to have two meetings a month in the board room with the video livestream. She noted the table and seating arrangement in Committee of the Board meetings, and it is easier to look at her colleagues in that space, as opposed to at the dais.

- Director Vue noted a question that without the video visual, will those speaking need to introduce themselves? Will it be a procedural change at the meeting? How will listeners be able to identify who is speaking? Response: That is something to discuss as a group. While it likely will not be as formal to state their name each time, as listeners may join at any point during the meeting. It is comparable to a radio broadcast where the listener may join and not know the speakers. There may need to be some behavior changes to ensure that those speaking are near a microphone. Roberts Rules were also noted and directing questions or responses “through the Chair”, and that level of formality is still appropriate.

BF 33371 Board Meeting Streaming

MOTION: Director Vue moved to move forward with Option 2, which includes that Committee meetings remain in 5A and Meetings are streamed as audio only. Director Ward seconded the motion.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

10. INFORMATIONAL AGENDA ITEMS

A. 2023-24 Back-To-School Readiness Report

Superintendent Gothard then welcomed several leaders and members of Administration to present this report and to share our readiness for student learning this year and provide a glimpse into the hard work of staff to be able to welcome students back beginning on Tuesday, September 5, 2023.

Within the Schools and Learning portion of the meeting, details were shared on intentionality in schools and learning, literacy, mathematics, progress toward graduation, school climate and safety, aligned professional learning, intentional and purposeful collaboration, implementation and accountability, student experiences, and East African Elementary Magnet School.

Within the Human Resources portion of the presentation, staff reviewed data from the HR dashboard, including the vacancy report, and recruitment and retention strategies.

Chief Turner also reviewed the latest updated to high schools offering yellow buses, which include Central (9-12), Harding (9-12), Humboldt and OWL (6-12; was offered in previous years and will continue), Highland (6-12), and Washington Tech (6-12).

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Henderson requested information on the tiered levels of Restorative Practices. Response: We are starting to talk about this as a Restorative Practices districtwide plan. In Tier 1, all students

receive the services, and include Morning Meeting time for connection and intentional community-building, and at secondary, that continues with Foundations and Advisory. Every high school Advisory teacher also received a bag which includes circle prompts, games, social-emotional learning information, as starting points for their classes. There is also RP professional development available for staff. We also have community partner contracts to support buildings with circle experiences, and include Circle Keepers and the Legal Rights Center. At Tier 2, there are 15 schools participating in a RP cohort, which looks at non-exclusionary discipline and engaging in restorative versus punitive. These include the assistant principal and intervention specialist, who attend monthly convening and work together and look at discipline data and moving to a restorative mindset and build a RP team in their building. At Tier 2, sites have a RP coordinator on site and leading the work, and providing direct support to educators, working closely with building leadership teams. This work is funded by both the District and federal grants, as well as a partnership with the U of M.

- Is the goal to move schools to a Tier 3? Response: The goal isn't necessarily to do things like a Tier 3 who have a RP coordinator, but we do believe the goal is for all to have a shift in mindset and move towards believing and thinking about relationships before rules. Within Tier 1, we are working with intervention specialists and defining that role, with professional development and introducing RP as a foundation of their work.
- For student outcomes portion of the principal evaluation, and knowing there are so many new leaders, what are we doing to provide support for leaders and measurable and reasonable expectations of principals? Response: We do have a structure for new leaders, where they are connected with a mentor, usually a veteran principal and in collaboration with the Principal's Association, who meet on a monthly basis with their mentors, and they also come together for a new leaders meeting to discuss content and topics determined by mentors and hearing from new leaders and topics. We collaborate with those member of SPPA and coordinate those meetings. Student outcomes based goals are one of the developments.
- In a similar topic, and related to new educators, what are the supports available to them in the classroom? Response: It is New Educator Week, where new educators are welcome to attend to learn about their spaces, technology, and HR. Another day was designed to build community and included a message from Dr. Gothard, and activities designed to cross-pollinate with the larger group. A resource fair was also held – including booths from different departments, where new educators could learn information and meet folks in those departments for help or questions. Information was then shared on the mentor/mentee program for new educators, as well as TD&E for teacher development and evaluation. The remainder of the week includes job-alike category learning, and working with their administrative team at their school and pay for set-up of their classroom.
- Director Henderson requested further information on the mentor/mentee program. It runs the entire year, and there are touchpoints from the principal within the first year. In the second year, PAR educators are assigned, which is Peer Assistant and Review, with SPFE, and includes many observations. In Year 3, teachers have the choice to continue with the PAR support, and working with Assistant Director Franke for affinity groups. In Year 2, teachers are very busy, and encouraged to go through PAR in Year 3 to mindfully engage in those practices. The team is also working on retention, especially in Years 4 and 5.
- Director Ellis requested the number of credits earned – it was 4738.
- She also requested more information on the special education classrooms. Response: We are adding 10 additional special education classrooms to serve students, and looking at ways to lower class sizes and add more opportunities for students to be in their community school, and may need

a higher level of service, with programming in place to meet the needs of all students in SPPS. Most are at the elementary level.

- More information was also requested on yellow bus service, and if Como Park Senior would be added. Chief Turner noted that this is the list for this school year, and also includes LEAP. We currently do not have the capacity to add Como at this time. Johnson will continue to operate with Metro Transit, and the school community is excited about that. Creative Arts will also continue as a Metro Transit school, as it is downtown and has worked well for them. As we increase capacity we will continue to see if we can add another comprehensive high school, but at this time, Como is still taking Metro.
- For bus cards and the students going back to yellow buses, they will no longer be issued a bus card, unless it is for athletics. Johnson, Creative Arts, and Como students will still receive bus cards.
- Director Ellis requested further information on the 27 schools that are offering dinner. Those meals are offered every day, and there are a variety of sites, including elementary, middle, and high school. We also operate at sites through Parks and Rec. They currently are not hot meals, as we struggle with staffing, we may be able to go back and look at that for the student experience. Staff also noted they would send a list of the schools offering dinner to students.
- For progress toward graduation, are those support classes and study hall credit-bearing classes? Response: The support classes are a credit-bearing class, however study hall is not. In talking about classes to replace study hall to make it a more meaningful experience and to build a relationship with a caring adult, classes have replaced study hall and include Freshman Foundation, Scot Foundations, and those types of classes. Every high school does offer a support class to take instead of a study hall.
- Director Foster is encouraged by the advisory classes, and is important when talking about building culture in this district. All the supports are scaffolded for our students and families. In thinking about weekly grade checks, and personalized learning plan review, and progress toward graduation, and the excitement around those initiatives, and SPPS Reads! and what it looks like for family involvement, successes and outcomes. She thanked the team for sharing, for their energy, and for checking-in and holding those accountable and asking questions. In thinking about this work long-term, it is impactful to the success and outcomes, and how we are also thinking of families in all of this as well.
- Director Kopp noted hearing about student outcomes, which is wonderful, and also connected to the student focus, which is important. She also appreciated the focus on literacy, and the importance to meet the needs of students in early grades, so they can read and learn in middle and high school. She noted the importance of literacy, and thanked the team for sharing that information.
- In terms of transportation, and hearing conversations with students about safety on Metro Transit, particularly on the Green Line, and going back to the student experience and wanting students to walk into their morning on a positive note on Metro Transit, or at the end of the day – do we know from data if there are certain programs or geography where issues are happening and what we can do to improve their experience? Response: Regardless of increasing the number of students taking yellow buses, we do continue to have thousands ride Metro Transit, and we also continue to have regular meetings with Metro Transit, to look at those hot spots, or isolated places, and to continue the partnership with Move MN, which is an organization to help us communicate with families and students to feel safe on buses and trains. We have also hired a staff member in the Office of Transportation to work with schools to have a better experience with bus cards, their use, and how to receive support and help. All supports and communications will continue with families and staff. With bus pricing, we also encourage families and students to take advantage of the

discounted Metro Transit bus card. We have heard from families they appreciated the opportunities for students to use Metro Transit and to be more independent, and would like that to continue.

- Director Allen requested further details on the training required for teachers for the Read Act. It is 8 college credits for this training, and wondering about job-embedded PD and other literacy support professional development. Response: Letters Training is one of the approved vendors from MDE, but there are others with similar systemic and systematic ways to teach phonics and how to read. Letters is the most intensive, and college-level course. Mr. Anderson also provided details on the experience of teachers who received the training. There is also funding from MDE for teachers to take the courses, which are mostly online. While the training is through MDE, we will also be looking if we need to bring in-house, and if there is one training that floats to the top and teachers approve. It is non-negotiable that SPPS reads.
- Director Allen also requested information on the fair and equitable grading, and the changes. Response: We are moving toward grading practices that are predictable and using the same grading scales and strategies and consistent with students scores and show what they know and can do.
- For credit recovery, is that at all buildings, or middle and high schools? Response: Credit recovery is a high school allocation. It is not in middle school programs, where there is ALC funding.
- More information was also provided on the structure of the credit recovery program, and that intervention specialists are involved. Director Allen noted her experience as a para, and the packets that would be brought by students to complete.
- Director Allen also requested information on culturally responsive environments, and how to create a safe space for teachers and students to express their culture, and how are we shifting to do that? Response: That is a topic as supervisors of new administrative staff, and anytime an administrator of color leaves, we dig into the reasons and root causes. Going back to the mentor/mentee program, it is likely to create a space of affinity in the monthly touch points and to support a larger amount of administrators of color. We also ensure that our second-year leaders are invited to the meetings as well. We are also thoughtful of our partnerships between mentors and mentees, and one of the reasons assistant principals were brought in as well, and that new leaders want to have more touchpoints with each other.
- Director Foster thanked the team for their work, and to our returning and new folks as well. She also thanked the Facilities staff for their work in preparing our buildings. She is excited about the new opportunities and relationships that will be built. As a board member, she encouraged her colleagues to visit buildings and see classrooms, and feel the excitement in those buildings and to experience onboarding. To the current families, and those who are new – thanks for choosing SPPS.
- Director Vue noted questions on how the team reports back on the progress and work identified in the presentation as critical – including intentionality in schools and learning, and recruitment and retention strategies. We need to think about how to report back on those areas, in order to inform the community.
- Superintendent Gothard thanked the team. He is proud of the progress and the great work that aligns with what we say and do, and value. This excitement is important for the 33,000 students who will walk through the doors on September 5th. He also noted that on his drive to Washington Tech for New Educator Week, that the potholes have been filled, and he is seeing work that is a big deal and changes the feelings about school, and that we take care of and pay attention to our students, staff, families, and buildings and that we value each and every one.

13. BOARD OF EDUCATION

A. Information Requests/Responses and Items for Future Agendas

- Director Ward requested information on comparisons of class sizes from this upcoming year to previous year. We have discussed the increase in positions, while projecting a decrease in enrollment, and the impact of those on class sizes, and as a method to improve student achievement and classroom and work environment. He is open to the timing based on final enrollment reports. Superintendent Gothard clarified that classroom guidelines have not changed based on bargaining agreements.
- Director Allen requested a report on the status of the first day of school, and the first week of school, and if buildings require adjustments – where in the budget are those adjustments being made.
- Director Ellis requested information on the number of students who received credits during summer school, and how many could be earned, as well as the demographics of the students. Chief Turner noted that we do plan to report a presentation on summer school in September with an official report to the Board.
- Director Vue noted his official request on the report back to the Board on the school opening priorities for the slides identified previously within the School Readiness Report.

B. Board of Education Reports/Communications

- Director Ellis provided a report on her time at the Freedom Schools celebration with Director Foster, and the amazing work at both Rondo and Hazel Park in the program. She also thanked Mr. Tom Parent and Facilities for the upcoming facilities tour, and also congratulated Mr. Parent on his appearance on The Today Show. She also congratulated Teacher of the Year, Michael Houston, for his interview on MPR.
- Director Allen provided a report on her time at Restorative Practices training, and circle time, and learning about folks who are ready to shape hearts in restoring harm, rather than penalizing students. She also noted the TV show in which she helped to create, which airs every Saturday on the CW at 11:30am, and includes conversations about the impact of COVID-19 on the Black community and experiences.

14. ADJOURNMENT

Director Vue moved to adjourn the meeting; Director Ellis seconded the motion.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

The meeting adjourned at 9:13 p.m.

For clarity and to facilitate research, these minutes reflect the order of the original Agenda and not necessarily the time during the meeting the items were discussed.

Prepared and submitted by:

Sarah Dahlke

Assistant Clerk, St. Paul Public Schools Board of Education

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota**

**COMMITTEE OF THE BOARD MEETING
360 Colborne Street
Saint Paul, MN 55102**

**September 5, 2023
4:30 p.m.**

MINUTES

1. CALL TO ORDER

The meeting was called to order at 4:32 p.m. by Vice Chair Kopp.

2. ROLL CALL

Board of Education: J. Kopp, J. Vue, J. Foster, Z. Ellis, H. Henderson, U. Ward
Superintendent Gothard

C. Allen was absent.

Staff: K. Thao, C. Long, A. Collins, N. Páez, Y. Vang, S. Schmidt de Carranza,
S. Dahlke, T. Sager, J. Turner, S. Gray Akyea, J. Danielson, A. Kunz, E.
Wacker, C. Green, P. Pratt-Cook, C. Anderson, K. Kimani, K. Morris, L.
Corey, M. Langworthy, H. Nistler, T. Parent, J. Vollmer

Community: J. Wolfe, L. Bolton

3. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Kopp moved approval of the Order of the Agenda. The motion was seconded by Director Foster. It passed by acclaim.

4. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Gothard began the meeting with a recap of the first day of school, including that the high temperature for the following day is forecasted to be 35 degrees cooler, which will be a relief as it was a warm day. He provided details on his school visits and with the media, including at Randolph Heights, East African Elementary Magnet, and welcoming students and families at both sites. He then visited Johnson Senior High and noted the principal and staff directing families dropping off their students. Generally, high school students are glad to be back, and there is excitement in starting a new school year. He then visited Farnsworth Lower Campus, and provided his experience in connecting with a mental health partner at the school, and the diligence of the bus duty staff member. He also noted the backpack event sponsored by 3M Gives, and the great collaboration with them in distributing zipper backpacks to students this year. He also met a first year counselor, and plans to connect with him again throughout the year to hear more about his experience. Finally, he stopped at Battle Creek Middle, where he also hosts a Boys Group, and provided his experience in meeting with the principal, as well as highlights in connecting with staff, including the first

year Health and Wellness coach, who is also a SPPS graduate, former EA, and coach. It was heartwarming to see his engagement with the students, and his connection to the community. Superintendent Gothard noted the staff ready to embrace students, families and each other, and the community that leads to success. It was an incredible morning, and a successful start to the new school year. He also thanked many in the room for their work, as well as the Board of Education and this milestone year for SPPS.

QUESTIONS/DISCUSSION:

- Director Vue requested information about observations on the tone of the start of this school year, compared to recent years. Response: In going back to the 2021-22 school year, there were some difficult first days as no one had been through a pandemic, and even last year, with the workforce shortages. This year feels different, even with the high temperatures in some buildings. Executive Director Tom Parent and others are working on a plan to manage the air quality and temperatures in buildings, and while we cannot do it all at once, we will continue to build on this enthusiasm and support everyone.

5. RESOLUTION RELATING TO EXTENDING A TAX INCREMENT FINANCING DISTRICT FOR THE MINNESOTA EVENT DISTRICT IN THE CITY OF SAINT PAUL

Superintendent Gothard then welcomed Tom Sager, Executive Chief of Financial Services, to present this item. As shared at the Executive Team meeting, there were legislative changes with the past session, and the City has asked us to support this item with action at the next Regular Meeting. Executive Chief Sager also thanked Jenny Wolfe from the City for her help in preparing the context and background for this item and for her presence at the meeting. He reminded the Board that no board action is required at this meeting, but will be coming back before the Board at the September 19, 2023 Regular Meeting. He then reviewed the pertinent facts and information. Ms. Wolfe also provided additional information including that legislation was pursued in order to reinvest in the RiverCentre complex, as the facilities are aging and there are no other alternatives. Minneapolis is also investing in their Convention Center, and we need to be able to offer large events spaces to bring tourism, jobs, and a strong tax base.

The full set of information can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Why are we the only city for this specific requirement? Response: It was part of legislation; this is asking for an amendment or extension of 10 years, and the resolution is to be approved by the City, County, and School District. When it was originally done, it did not require approval of the three jurisdictions.
- Director Ward reviewed his understanding of how a TIF works, including a district that is set up and instead of that place paying a jump in taxes, that money is captured and reinvested in that place. Response: That is the typical TIF district, but this is specially legislated. In 2009, it was already there and continues to capture and redirect those to the RiverCentre. All properties included in this TIF are owned by the City.
- It was noted that the TIF district includes the 20 block radius in downtown to generate the increment.
- Further details on the amount the school district has lost since 2009 was requested. It is not retrospective, but as part of the extension, and to send the plan to the County and School District. It is projecting for 10 years - one of the other nuances is the frozen tax rate. All taxing jurisdictions from 2009 had a 102%, and the school district with about \$15M over 10 years is captured in the TIF district and used to reinvest in the RiverCentre Complex. As part of the special election, the County is to be held harmless, and capture increments that is returned to the County.

- Why is there reimbursement for the County but not the School District? Response: The County is required to pass at the state legislature.
- If this were to pass, will there be reimbursement to the District for this? Response: No. The School District is funded through state aid and federal aid, and our local property taxes. The impact of this is more so on the tax base - the District isn't technically losing money from that because it is not funded through the City of Saint Paul.
- How much of the \$15M over the 10 years is from the City? Response: \$19.3M.
- Hypothetically, if this does not pass, what is the city's approach to maintain that area? Response: It would be to increase property taxes.
- The Board was reminded that this will come for a vote in two weeks, and if there are additional questions to reach out to Board leadership or Administration.

6. AMERICAN RESCUE PLAN FY23 END OF YEAR UPDATE

Superintendent Gothard then introduced Leah Corey, Director of Innovation, to present this item. Included within the presentation was a review of the SPPS Achieves Initiatives and ARP strategies by focus area, the ARP life cycle, a review of Year 1, logic model, information on the public dashboard; review of Year 2 including the professional learning community monitoring structure and informing of "scale-up" and review of engagement such as Marnita's Table, and spend down. A review of the students served was also shared, as well as promising outcomes, highlights and challenges. Future plans for 2023-2024 were also discussed.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Superintendent Gothard thanked the team for this work, and while our timeline wasn't different than other districts, we differentiated in knowing what was spent, how, strategies, and what it is leading to. This is our approach not only for ARP funding, but also a strategy decision and will continue to guide SPPS in this way. For these funds, we needed precision, discipline, and collaboration, and that is what was delivered. This is the right way to do this work, and monitor progress, and thanked Ms. Corey and her team - this is a wonderful model for the District.
- Director Henderson requested information on the low levels of implementation challenges and examples of that. Response: Some is connected to professional development, and implementing a PD strategy aimed at building capacity, and understand the reasons that staff may not be accessing optional PD or effective communication for those opportunities. We try to determine the root causes of why it may not be implemented with fidelity and then address those. With PD, we have learned that folks are exhausted, and it's important to balance adding staff with these funds and building capacity with the current staff.
- Further clarification was also requested on the percentages of American Indian students served by ARP funds.
- Director Foster requested information on the redeployment of funds and those decisions. Response: When we initially launched the plan in the summer of 2021, we convened the ARP Allocation Team - comprised of teacher, principals and district staff who met to look at the needs assessment and strategic plan and solicit proposals across the organization for how to invest the funds; the recommendations are then brought to the executive leaders to approve. We also review the proposals against a rubric and make a set of recommendations for executive leadership to approve. It was also noted that in sending this information to MDE, if there is a variance or amendment from the original plan, that it must be approved by the MN Department of Education - the staff bonuses are an example.

- Superintendent Gothard also noted the guidance to the team was to not spend all funds right away, but also not to wait until the end. We are monitoring and seeing where to adjust.
- Director Foster requested further information on our community partners and the ARP funds, as well as evaluation of their use. Response: Our Office of Family Engagement and Community Partnerships have several staff devoted to supporting our partners and navigating the contract process. We also have staff in Research, Evaluation, and Assessment working with our partners to collect data, and that information can be provided in the future. Folks from OFECP and Purchasing have been meeting regularly to review contracts. Once they are in the system, OFECP then works with the community partner to ensure they have what they need and for implementation. Superintendent Gothard also noted our commitment to allocate funds to the community, especially BIPOC partners and small non-profits who were severely affected by the pandemic. By providing some structure and direct support, our partnerships involving community in schools has been important, and we are proud of the efforts. Director Foster then noted she is a firm believer in full service community school models and what those look and feel like.
- Director Ellis requested further information on the unspent funds. We are looking at the needs assessment and the demonstrated ability to spend funds in ways that are close to students and redeploy them there. Further details were also shared on the initiatives that were identified as “behind”, including examples of hiring a staff member, but not being able to hire a FTE, and ways to deliver that service; and possible needed support in initiatives to serve more students and the communications. Chief Turner also noted that we are also spending funds in areas other than hiring, including a new phone system, which may not directly service students, but is needed. There are a number of other operational resources needed, but also need to analyze the funds available and the funds needed for some. The highest priority for these funds is in serving students first.
- Director Vue requested clarification on the unexecuted contracts and money absent, and the differences.
- Is the goal for tracking progress to get those off track to the next stage? Response: It depends on the nature of the strategy - there may be different reasons it is off track, including that the work we wanted to do isn't effective or we did not receive the intended results. The goal is to get everything on track as quickly as possible and work with those as a team to put supports in place. Sometimes, these issues go back to PLC structure as well.
- Director Vue noted that September 2024 is the deadline to spend ARP funds, and we are responsible to inform the community how the funds were spent and if we are on track or not. He requested the documentation for those that are not on track to be able to tell the community the story of that initiative, with the goal to get everyone on track as much as possible.
- More information was also requested on the initiatives that were sunsetted. Those are initiatives that were meant to only run for a certain amount of time, or it was decided not to pursue it any longer.
- Superintendent Gothard noted this process is about balancing the budget and showing where the dollars are spent, and an intentional way to demonstrate the innovative planning to impact student outcomes. We are likely to see reports like this in the future as well as we move forward with this process in other areas. We are changing the way we do business in SPPS, and the tracking and monitoring of these funds is an examples. We will build upon initiatives that are on track, and will also be able to sunset certain items. This is to see the promising practices that are moving the needle forward for student achievement and allows us to prioritize spending.
- Director Vue reiterated that we still need to demonstrate why an initiative did not work and tell that story, and continue to invest in what is working and what is on track. He also noted that for the unspent money, is there is a matric by which to decide? Ideally, it would not be left to the executive team. Superintendent Gothard noted the needs assessment, or items that need to be prioritized quickly - such as the safety discussion and engaging with community to fund priorities.

- Ms. Gray Akyea also provided further details on the needs assessment, and that the pandemic really perpetuated the needs and exacerbated them. Some resources needed to be reallocated. Some issues are pervasive and haven't gone away, and there are potentially some new challenges that may arise and we will need to think creatively to allocate funds. It is about adjusting resources across time to meet existing needs we have.
- Director Kopp requested information on when schools will start to feel the impact of adjustments and changes due to items being sunsetted. Response: Funding will be completed in September 2024, and out budget next year will be impacted by the loss of ARP funding. Our aim is to make informed decisions about what is sustained moving forward. The decision points of December and February were noted. Superintendent Gothard also provided details on the shaping of the FY25 budget and the converging models of all revenue sources.
- Director Kopp noted that in thinking about schools and the shifts that may occur, some may be significant, and when sunseting initiatives or money moves away, that it's likely for folks to feel a loss of some kind, and it will be important to odder and give folks time to make that adjustment and support them in the adjustment process. She appreciated the efforts, and we are in a strong position to tell the good stories, and to own the ways that didn't go as well as planned.
- Superintendent Gothard noted that there are 72 WINN teachers who will be included in future budgets, and will be a priority moving forward. Communication will be done early and often - no one wants to be surprised.
- Director Foster noted that decisions need to be data-driven and to show where resources are allocated based on data, in order to show if an initiative is effective or ineffective to show families and students.

7. POLICY UPDATE

A. Policy 501.03 Student Dress Code

Superintendent Gothard then introduced Pat Pratt-Cook, Executive Chief of Human Resources to present this proposed policy update. The overall policy update rationale was reviewed, as well as the comparison of the current policy language and the rationale for those specific changes, and details on the new proposed language. The proposed draft of the updated policy was also reviewed. Board members approved of moving this update to the three-reading process.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Foster noted the C.R.O.W.N Act, and recent events with hair beads and how it applies to athletics. Beads are another form of cultural expression, and originated in Africa with kings and queens. What is our policy, especially with folks after school hours and monitoring to ensure this is upheld for our students. Response: At any event, there is designated staff to ensure policies are followed. At those sites, additional communication or professional development may be needed.
 - Director Foster also noted the issues with referees and the shortages, and they may be from a different part of the city or state and have different values. For Minnesota State High School League events, athletes are instructed to tell their coach if they feel they are the victim of harassment or microaggression, and the coach has a duty to report appropriately.
 - Who sites on the MSHSL from SPPS? Response: District wide Athletics Director, Monroe Thornton

- Director Foster noted that cutting hair should not be a requirement, and the training needs to be done upfront for the adults and supervisors of athletics. Chief Collins agreed and noted he will have a conversation about this topic. MSHSL may be vague in some cases, and there will need to be a conversation with them. Superintendent Gothard noted communication from MSHSL that prohibits beads, barrettes, and bobby pins from the basketball uniform, for safety reasons. We need a level of consistency, and clarification because students also want that structure and clarity.

B. Policy 413.01 Chemical Use and Abuse

Superintendent Gothard then welcomed Kathy Kimani, Director of Office of Student Support, and Mary Langworthy, Director of Student Health and Wellness, to present this proposed policy update. The rationale for the update was reviewed, as well as committee members for this policy update, including staff from PBIS and SEM. The proposed draft of the updated policy was also reviewed. Board members approved of moving this update to the three-reading process.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION: None

8. ADJOURNMENT

Director Kopp moved to adjourn the meeting. Director Foster seconded the motion. It passed by acclaim.

The meeting adjourned at 6:32 p.m.

For clarity and to facilitate research, these minutes reflect the order of the original Agenda and not necessarily the time during the meeting the items were discussed.

Prepared and submitted by:

Sarah Dahlke, Assistant Clerk, St. Paul Public Schools Board of Education

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

TOPIC: Future Meeting Schedule

2023 Regular Meeting Schedule

Time: 5:30 p.m. (unless noted otherwise)

Location: Conference Rooms A and B – 360 Colborne Street, Saint Paul, MN 55102
(unless noted otherwise)

- January 3, 2023 (Annual Organizational Meeting)
- January 17, 2023
- February 21, 2023
- March 21, 2023
- April 18, 2023
- May 23, 2023
- June 6, 2023 (Special Meeting – Non-Renewals) | 4:00 p.m. | Conference Room 5A
- June 20, 2023
- July 18, 2023
- August 22, 2023
- September 19, 2023
- October 24, 2023
- November 14, 2023
- December 19, 2023

2023 Committee of the Board Meeting Schedule

Time: 4:30 p.m.

Location: Conference Room 5A – 360 Colborne Street, Saint Paul, MN 55102

- January 3, 2023
- February 7, 2023
- March 7, 2023
- April 11, 2023
- May 9, 2023
- June 6, 2023
- August 9, 2023 – Wednesday
- September 5, 2023
- October 10, 2023
- November 8, 2023 – Wednesday
- December 5, 2023

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

TOPIC: Future Meeting Schedule

2024 Regular Meeting Schedule

Time: 5:30 p.m. (unless noted otherwise)

Location: Conference Rooms A and B – 360 Colborne Street, Saint Paul, MN 55102
(unless noted otherwise)

- January 9, 2024 (Annual Organizational Meeting)
- January 23, 2024
- February 20, 2024
- March 19, 2024
- April 23, 2024
- May 21, 2023
- June 11, 2024 (Special Meeting – Non-Renewals) | 4:00 p.m. | Conference Room 5A
- June 18, 2024
- July 16, 2024
- August 20, 2024
- September 17, 2024
- October 22, 2024
- November 19, 2024
- December 17, 2024

2024 Committee of the Board Meeting Schedule

Time: 4:30 p.m.

Location: Conference Room 5A – 360 Colborne Street, Saint Paul, MN 55102

- January 9, 2024
- February 6, 2024
- March 6, 2024 - Wednesday
- April 2, 2024
- May 7, 2024
- June 11, 2024
- August 7, 2024 – Wednesday
- September 10, 2024
- October 8, 2024
- November 6, 2024 – Wednesday
- December 3, 2024

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Accept a Grant from Arizona State University

A. PERTINENT FACTS:

1. Arizona State University, in partnership with the Walton Family Foundation, has invited school districts to apply for funding to fundamentally transform student learning experiences so that they are more joyful, individualized and relevant and produce sustained, durable changes that address longstanding inequities.
2. Saint Paul Public Schools has been selected as one of 12 districts to receive this funding, which will support culturally affirming schools and culturally responsive practices. Funds will be used to provide stipends for four sites (American Indian Magnet School, Txuj Ci Lower Campus, Txuj Ci Upper Campus and East African Magnet School) and to host bimonthly convenings with educators and leaders from these sites to surface emerging best practices.
3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$136,000 during the FY2023-24 school year.
4. This project aligns with the District strategic plan focus area of Effective and Culturally Relevant Instruction.
5. This is a new grant-funded project.
6. This item is submitted by Leah Corey, Innovation Office Director; Stacey Gray Akyea, Executive Chief of Equity, Strategy & Innovation; Jackie Turner, Executive Chief of Operations & Administration.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant award from Arizona State University and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Accept a Grant from the MN Humanities Center

A. PERTINENT FACTS:

1. The Minnesota Humanities Center offers scholarships for teachers to attend a national conference: There IS a Balm in Gilead: Healing from the Events of 1963 in Birmingham, AL. A teacher from Como Park High School was awarded a travel scholarship to attend the conference.
2. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately \$1,785 for travel costs.
3. This project will support the strategic focus area of Systemic Equity
4. This is a new grant project
5. This item is submitted by Kerry York-Myles, Fund Development Manager; Leah Corey, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jacqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from the MN Humanities Center; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Accept a Grant from the Minnesota Office of Higher Education's Direct Admissions Pilot Program

A. PERTINENT FACTS:

1. The Minnesota Office of Higher Education's Direct Admissions MN Pilot Program is designed to encourage all seniors to consider themselves "college material" by proactively notifying them of the colleges and universities that are eager to admit them.
2. SPPS counselors at 14 high schools will administer the program and participate in training to develop a roster of students eligible for and willing to participate in the program.
3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately \$87,500 over two years.
4. This project will support the strategic focus area of College and Career Pathways.
5. This is a new grant-funded project.
6. This item is submitted by Kerry York-Myles, Fund Development Manager; Leah Corey, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jaqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from Minnesota Office of Higher Education's Direct Admissions Pilot Program to fund the MN pilot program in 14 high schools; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Submit a Grant to the Minnesota Department of Education's Concurrent Enrollment Introduction to Teaching Grant

A. PERTINENT FACTS:

1. The Minnesota Department Education's Concurrent Enrollment Introduction to Teaching grant is designed to encourage high school students to envision themselves in education careers and to take coursework that will prepare them for higher education.
2. A SPPS teacher funded by the grant will offer Intro to Education courses at four high schools and student participants will have the opportunity to take the course while concurrently enrolled at Minneapolis College for credit.
3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately \$262,675 over two years.
4. This project will support the strategic focus area of College and Career Pathways.
5. This is the continuation of a previously funded grant project.
6. This item is submitted by Kerry York-Myles, Fund Development Manager; Leah Corey, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jaqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant from Minnesota Department of Education's Concurrent Enrollment Introduction to Teaching Grant program; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Submit a Grant to the MN Department of Employment and Economic Development - Bridge to Career Pathways Grant Program

A. PERTINENT FACTS:

1. The MN DEED's Bridge to Career Pathways grant is designed to support participants from target population groups who will receive navigation services, wraparound support services and training that culminates in one or more industry credentials.
2. SPPS will provide education career training, navigation services and wraparound support for at least 60 adults. The program will prepare participants for in-demand careers as K12 paraprofessionals. The program is an exciting and innovative opportunity for SPPS to recruit and train more adults from diverse cultural and linguistic backgrounds to work directly with students in roles where their fluency in other languages and familiarity with other cultures are valued assets.
3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately \$219,304 over two years.
4. This project will support the strategic focus area of Systemic Equity
5. This is a continuation of a previously funded grant.
6. This item is submitted by Kerry York-Myles, Fund Development Manager; Leah Corey, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jaqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant from the MN DEED's Bridge to Career Pathways Grant; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Submit a Grant to the MN Department of Employment and Economic Development - On Ramp to Career Pathways Grant Program

A. PERTINENT FACTS:

1. The MN DEED's On Ramp to Career Pathways grant is designed to support participants from target population groups who will receive contextualized academic skills, English language skills as needed, navigation services, wraparound support services and training that culminates in one or more certificates in work readiness.
2. The On-Ramp to Small Business Ownership project will provide foundational education, skills training and pre-employment services to at least 65 adults from the Target Populations. Many immigrant/refugee students attending SPPS ABE were business owners in their home countries but have been unable to continue their career because of language barriers and lack of experience with U.S. business practices. This program will prepare participants with entrepreneurial skills for in-demand careers in fields that lend themselves to future small business ownership: customer service/retail, IT, health care, building maintenance/janitorial and childcare. Participants will receive hands-on small business training through operating an online school store, and planning retail store events at the Hubbs Center.
3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately \$368,528 over two years.
4. This project will support the strategic focus area of Systemic Equity
5. This is a continuation of a previously funded grant.
6. This item is submitted by Kerry York-Myles, Fund Development Manager; Leah Corey, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jaqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant from the MN DEED's On Ramp to Career Pathways Grant; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Submit a Grant to the US Department of Education's Education Innovation and Research (EIR) Grant

A. PERTINENT FACTS:

1. The US Department Education's EIR grant is designed to create, develop, implement, replicate, or take to scale entrepreneurial, evidence-based, field-initiated innovations to improve student achievement and attainment for high-need students; and rigorously evaluate such innovations.
2. SPPS, in partnership with the University of Minnesota, will explicitly test, via a quasi-experimental study design, the social emotional mechanisms in the elementary school setting that may lead to improved academic and disciplinary outcomes in middle school, and finalize structures and supports for implementing Whole School Restorative Practices in new school sites to determine next steps to take this model to scale
3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately \$3,997,538 over five years.
4. This project will support the strategic focus area of Effective and Culturally Responsive Instruction as well as Positive School and District Culture
5. This is the continuation of a previously funded 5-year grant project and an expansion and development of the work to new sites.
6. This item is submitted by Kerry York-Myles, Fund Development Manager; Leah Corey, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jaqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant from the US Department of Education's EIR Grant program; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Submit a Grant to the US Department of Education's Full Service Community Schools Grant

A. PERTINENT FACTS:

1. The US Department Education's Full Service Community Schools grant is designed to support the development of students, families and school communities through the support of Full Service pillars and pipeline service programs that address comprehensive needs identified by the service provider.
2. SPPS, in partnership with the City of Saint Paul, will support two new Full Service Sites to integrate holistic and systemic practices that are rooted in culturally specific identities to improve students' academic, social-emotional, physical and mental wellbeing. This work will provide a continuum of coordinated support and services in mental and physical health, out-of-school time, and authentic parent/family engagement tailored to school and community specific needs. The sites selected are Txuj Ci Lower and Highwood Hills.
3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately \$2,490,175 over five years.
4. This project will support the strategic focus area of Family and Community Engagement, as well as Positive School and District Culture
5. This is a new grant-funded project.
6. This item is submitted by Kerry York-Myles, Fund Development Manager; Leah Corey, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jaqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant from the US Department of Education's Full Service Grant program; to accept funds; and to implement the project as specified in the award documents.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Approval for a Contract that Exceeds \$175,000 with Dr. Tracey Benson for the 2023-2024 School Year

A. PERTINENT FACTS:

1. Dr. Tracey A. Benson is a respected scholar in the field of racial equity. His research focuses on addressing structural and systemic racism in K-12 school systems. He has committed his career to leading for change, courageously addressing entrenched practices that impede lifetime outcomes of students of color, and coaching leaders towards implementing anti-racist, anti-bias policies and curriculum in K-12 schools. While not the only respected scholar, his experience is well-suited for the needs of SPPS administrators:
 - He is proficient with the use of the Courageous Conversation About Race (CCAR) Protocol, a foundational and critical tool that SPPS uses towards equity transformation
 - He is an established leader in the field of educational equity
 - He has experience as a principal coach (assistant superintendent), principal, middle school administrator (assistant principal), district trainer (TOSA) and elementary school teacher. Not only does he have all levels, PK-12, he has served in all positions in which we are working and have identified as necessary for implementation of the Systemic Equity Plan as part of the SPPS strategic plan, SPPS Achieves

Dr. Benson co-authored the book *Unconscious Racial Bias in Schools: A Developmental Approach to Exploring Race and Racism* and has developed a comprehensive training program for district and school leaders that features a high-yield three-pronged approach to addressing issues of racial bias that impede the academic outcomes of students of color.

In spring of 2022, the Office of Equity contacted Dr. Tracey Benson to seek his services in co-creating a Course of Study specific to the instructional and implementational leadership needs of SPPS administrators in relation to the content of *Unconscious Bias In Schools - A Developmental Approach to Exploring Race and Racism*.

During the 2022-2023 school year, Dr. Benson facilitated five sessions of professional development for all district principals and assistant principals. (Equity Development and Leadership for Principals; Equity Development and Leadership for Assistant Principals). Additionally, Dr. Benson met monthly with nineteen district leaders for individual coaching sessions supporting them in the racial equity development and leadership.

The primary objectives of the first year of work with Dr. Benson were as follows:

- Each administrator identified a key racial equity challenge(s) of which they connected at a personal and/or professional level
- Develop a collegial trusting community where supports and potential barriers to addressing building level inequities could be discussed and analyzed

Preliminary outcomes of the first year of work with Dr. Benson were as follows:

- 87 out of 103 administrators stated that the professional development has supported their growth in gaining knowledge

- 88 out of 103 administrators shared that the professional development has supported their growth in developing skills
 - 94 out of 103 administrators stated that the professional development has deepened their perspective
 - 91 out of 103 administrators agreed and strongly agreed that this Course of Study have been useful for their professional growth and development
 - 77 out of 103 administrators stated that they are ready to take what they have learned through this professional development and integrate it into their professional practices.
2. The Office of Equity is requesting the continuation of our work with Dr. Benson. Year two objectives are as follows:
 - Work within one's Critical Collaborative Community to process, analyze, interrogate, analyze, and learn best practice methods in addressing their identified Problem of Practice
 - Identify specific microdata and develop data cycle to support anti-racist initiatives
 - Revisit personal cognitive barriers that prevent anti-racist leadership
 - Identify successes and challenges
 - Develop sustainability plan toward addressing racism at the building level
 3. This contract request is for the 2023-2024 school year.
 4. The proposed contract between the SPPS Office of Equity and Dr. Benson will total \$223,450.00 and is funded using American Rescue Plan (ARP/ESSER III) funds. Deliverables include:
 - Six in-person professional development sessions for principals
 - Six in-person professional development sessions for assistant principals
 - Post-workshop review sessions with Office of Equity director
 - One-on-one monthly coaching sessions for twenty-five Community of Practice Leads
 - Strategic planning sessions with Office of Equity director
 - Group make-up sessions (for principals and assistant principals who miss main session)
 - Individual make-up sessions (for principals and assistant principals who miss main session)
 - Administrative support from vendor organization to support planning and coordination of sessions
 5. This project will meet the District strategic plan goal of Systemic Equity by providing equity professional development to all principals and assistant principals across the District, as well as Community of Practice Lead coaching hours to select principals and assistant principals in the course.
 6. This item is submitted by Myla Pope, Director, Office of Equity and Stacey Gray Akyea, Chief of Equity, Strategy and Innovation.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to approve a contract that exceeds \$175,000 with Dr. Tracey Benson for the 2023-2024 school year to support systemic equity professional development with Principals and Assistant Principals in SPPS.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: September 19, 2023

TOPIC: Contract between Saint Paul Public Schools and Junior Achievement North pertaining to JA Finance Park

A. PERTINENT FACTS:

1. This contract outlines the partnership between Saint Paul Public Schools and Junior Achievement North, pertaining to JA Finance Park.
2. This contract will be in place for the 2023-24 school year. All 8th grade students are eligible to participate in JA Finance Park curriculum and on-site (or virtual where needed) simulation. Middle school staff will prepare students through Foundations classes. SPPS students will be eligible to participate in other JA programs via their classroom or individual participation.
3. SPPS will pay \$18/student and payment to JA will not exceed \$39,348.
4. This programming aligns with the District's long-term outcome of preparing all graduates for college, career and life.
5. This item is submitted by Amanda Herrera-Gundale, Assistant Director of Middle School Programs & Craig Anderson, Executive Director of the Office of Teaching and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Contract between Saint Paul Public Schools and Junior Achievement North for JA Finance Park for the 2023-24 school year.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: August 22, 2023

TOPIC: K-5 Step Up to Writing

A. PERTINENT FACTS:

1. It has been twenty years since we've purchased materials for elementary writing instruction.
2. Elementary Teachers currently use Units of Study K-5 Writing published in 2003.
3. The proposed agreement includes purchasing *Step Up to Writing*®, published by Voyager Sopris Learning.
 - a. *Step Up to Writing*® is a comprehensive program of multisensory writing strategies that develop students' ability to create thoughtful, well-written compositions.
 - b. Provides teachers with clear strategies, methods, and support for increased writing success in all content areas, including teaching foundational writing skills and genre (narrative, opinion, and informational writing).
 - c. Helps students understand the importance of each step of the writing process- (planning, drafting, revising, editing, editing, and sharing).
 - d. Provides more than 450 strategies (Kindergarten through 5th grade) to explicitly teach the three types of writing students need to be prepared for college and career.
 - e. Provides rigorous baseline and summative assessments for each grade level and each type of writing to support teacher planning.
 - f. *Step Up to Writing*®, in partnership with the SPPS Office of Teaching and Learning, will provide professional learning and ongoing support to ensure all stakeholders are prepared to implement and sustain full implementation during the 2024-25 school year.
4. This will be funded through the 2023-24 ARP budget. The total cost of the contract will not exceed \$475,000.
5. This purchase aligns with the SPPS Achieves Long-term Student Outcome to Increase Academic Growth in Reading and Writing for all students by increasing our capacity to meet the instructional needs of each learner through culturally relevant instruction.
6. This item is submitted by: Susan Braithwaite, K-5 Elementary Content Supervisor, Maijue Lochungvu, Assistant Director, Office of Teaching and Learning; Craig Anderson, Executive Director, Office of Teaching and Learning; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

The Board of Education authorizes the Superintendent to enter into a contract with Voyager Sopris Learning. The total cost for services will not exceed \$475,000.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: September 19, 2023

TOPIC: Mental Health Partnerships

A. PERTINENT FACTS:

1. The Office of School Support partners with community agencies to provide additional mental health supports for students in SPPS schools across the district. A Site-Based Partner is a community Mental Health Agency that provides therapeutic mental health services to individual students in the school setting. A site-based partner enters into an agreement with Saint Paul Public Schools to provide services at a particular school(s) using a standard SPPS Mental Health Contract.
2. Partnering with community Mental Health Agencies strengthens relationships with the greater Mental Health Community in the Twin Cities. It provides the opportunity for additional support and culturally relevant services for our students. We continue to expand our partnerships each school year, both in number of providers and in number of schools served.
3. The mental health provider will complete a diagnostic assessment and can provide ongoing mental health support to individual students. They may only provide services to students for whom they have a signed **release of information** from the parent or guardian. Contracts with partners are updated by the Office of School Support each school year. This BAI pertains to contracts for 2023-24 with the agencies listed below
 - LifeStance Health
 - Metro Social Services
4. The provider agrees to provide mental health services using their own billing National Contractor Identification (NPI) number and community billing current procedural terminology (CPT) codes to bill all third party payers. The Contractor will not invoice the District for the provision of mental health related services.
5. This project will meet the District strategic plan goals of both Positive School and District Culture (Objective 2, 2a) and ARP Strategy#5, Mental Health and Wellness.
6. This item is submitted by Kathy Kimani, Director, Office of School Support; Carita Green, Executive Director, College and Career Pathways and School Supports; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to approve the mental health partnerships authorized by the Office of School Support.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: September 19, 2023

TOPIC: Request to Sign Concurrent Enrollment Contract with of Fond du Lac Tribal and Community College

A. PERTINENT FACTS:

1. Request to sign Concurrent Enrollment Contract with Fond du Lac Tribal and Community College (FDLTCC).
2. This agreement provides Harding students the opportunity to earn FDLTCC credits. The two FDLTCC courses offered at Harding are ANSH 1001 – Introduction to Anishinaabe Language and ANSH 1002 – Anishinaabe Language II. These rigorous course options help prepare students for college and career, and also save students/families tuition dollars by allowing them to take college courses while in high school. Concurrent Enrollment courses may be available at any SPPS high school; SPPS instructors must meet the required credentials as determined by FDLTCC staff.
3. This has been an ongoing partnership with a similar request approved last year; this will be an annual request.
4. Fees paid to FDLTCC are at the rate of \$3,000 per concurrent enrollment course. The cost for all courses for the 2023-24 school year is \$6,000.
5. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.
6. This item is submitted by Carita Green, Executive Director of College and Career Pathways and Student Supports; and Andrew Collins, Executive Chief of Schools and Learning

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Concurrent Enrollment Contract between Fond du Lac Tribal and Community College and Saint Paul College for FY24.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request to Sign the Contract with RealTime Talent for CLNA Support Services

A. PERTINENT FACTS:

1. RealTime Talent is an employer-led public-private collaborative focused on aligning Minnesota's workforce. They partner with K-12 education, post-secondary education, industry associations, training organizations and public sector.
2. This partnership supports the 2024 Comprehensive Local Needs Assessment, including stakeholder consultation as required by the Perkins V grant.
3. SPPS and Saint Paul College have partnered with RealTime Talent for the past two years.
4. Fees paid to RealTime Talent are split between SPPS and Saint Paul College. The total cost for SPPS is \$31,750. This will be paid from Perkins funds.
5. This partnership aligns with SPPS Achieves focus area: College and Career Paths.
6. This item is submitted by Carita Green, Executive Director of the Office of College and Career and Pathways and Student Support and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the contract between RealTime Talent and SPPS for FY24.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: September 19, 2023

TOPIC: Request to Sign Income Contract with Saint Paul College for MATH 0910
(Introductory Algebra)

A. PERTINENT FACTS:

1. Request to sign Income Contract with Saint Paul College.
2. This partnership will allow Gateway to College to offer Saint Paul College MATH 0910 (Introductory Algebra). The Gateway to College high instructor will be supported by Saint Paul College staff. If Gateway students complete the course successfully they will be awarded advanced standing through MATH 0910. This will be provided to any student who elects to attend and enroll at Saint Paul College. The Mathematics course placements will be honored for three years after completion of the course.
3. This may be an annual request.
4. Fees paid to Saint Paul College are at the rate of \$3,000 per course. The cost for this course for the 2023-24 school year is \$3,000.
5. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.
6. This item is submitted by Carita Green, Executive Director of College and Career Pathways and Student Supports; and Andrew Collins, Executive Chief of Schools and Learning

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Income Contract between Saint Paul Public Schools and Saint Paul College for FY24.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request to Sign Income Contract with Inver Hills Community College

A. PERTINENT FACTS:

1. Request to Sign the Income Contract with Inver Hills Community College.
This agreement provides Gateway to College the opportunity to provide one section of READ 99 in the fall and two sections of READ 99 in the spring. Reading courses through Inver Hills Community College teach the study and academic skills students will need to succeed in college and career.
2. This will be an annual request. These courses align with the Strategic Focus Area - College and Career Paths in the SPPS Achieves Strategic Plan.
3. The total cost for these courses for the 2023-24 school year will not exceed \$9,000 (\$3,000/course).
4. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.
5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports and Andrew Collins, Executive Chief of Schools & Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Income Contract between Saint Paul Public Schools and Inver Hills Community College for FY24.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: September 19, 2023

TOPIC: Service Contract with Learning A-Z to Purchase RazKids Plus

A. PERTINENT FACTS:

1. RazKids is an online digital library used in elementary schools throughout Saint Paul Public Schools that includes leveled books, early reading books, skills practice, and Spanish texts. Our current partnership with RazKids will house translated books in Hmong.
2. With RazKids, teachers can:
 - Enhance reading instruction with more than 50,000 reading resources, including decodable words
 - Provide a personalized reading library of leveled books and passages to every student available in printable, projectable, online, and mobile formats.
 - Determine future instruction using formative assessments and online, data-driven reports that track student reading activity and progress.
 - Students have access to the online resources at home.
 - Families have requested access even during the summer.
3. With an intentional shift to teaching aligned with the science of reading, RazKids provides a library of decodable books to support students first learning to sound out words.
4. The Office of Teaching and Learning is requesting Board approval to purchase a district-wide RazKids account for students and teachers in Kindergarten - Fifth Grade. Advantages of this purchase include:
 - Volume discounts are used when schools purchase accounts in bulk instead of individually. SPPS saves over \$30,000 when taking advantage of volume discount pricing.
 - Elementary schools already have accounts with RazKids.
 - Centralized district accounts enable easier account creation and take work away from schools during the initial account setup. This has been a barrier for many schools using RazKids and similar tools.
 - District accounts allow for data insight and usage metrics throughout SPPS Schools.
5. This purchase aligns with the SPPS Achieves Long-term Student Outcome to Increase Academic Growth in Reading and Math for all students by increasing our capacity to meet the instructional needs of each learner through access to online texts and resources.
6. This will be funded through the 2022-2023 ARP funds. The total cost of the contract will not exceed \$300,000

7. This item is submitted by: Susan Braithwaite, Assistant Director K-5; Craig Anderson, Assistant Superintendent, Office of Teaching and Learning; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

The Board of Education authorizes the Superintendent to enter into a contract with Learning A-Z-RazKids. The total cost for services is to not exceed \$300,000.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request for Permission to Participate in an Affiliation Agreement with the University of Minnesota Dietetics Program

A. PERTINENT FACTS:

1. The University of Minnesota is requesting an affiliation agreement with Saint Paul Public Schools to participate in a dietetic internship program and agrees to provide appropriate oversight of the program.
2. This contract has been in place since 2014 and requires renewal every five (5) years. This contract will terminate August 31, 2027.
3. The district agrees to provide a suitable setting for the dietetic interns to learn about nutrition at Saint Paul Public Schools and complete project work to meet their objectives and to benefit our program.
4. This project will meet the district strategic plan focus area of College and Career Readiness by providing students the opportunity to connect with college students and learn about food and nutrition careers.
5. This item is submitted by Stacy Koppen, Director of Nutrition Services; and Jackie Turner, Executive Chief of Administration and Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to execute an affiliation agreement with the University of Minnesota Dietetics Program for the term specified above.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request to Sign Contract with Construction Careers Foundation

A. PERTINENT FACTS:

1. This is a request to sign a contract with Construction Careers Foundation. The purpose of this partnership is to expand the exploration of construction careers through field experiences, projects, trades unions and industry professionals at middle and high school levels.
2. The mission of Construction Careers Foundation is to increase the diversity of entrants to the construction trades and foster long-term construction careers. This mission and programming align with the SPPS Achieves strategic focus area of College and Career Readiness.
3. This request is for the 2023-24 school year with the potential to become an annual request. The total cost for this school year will not exceed \$15,000.
5. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.
6. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports and Andrew Collins, Executive Chief of Schools & Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the contract between Saint Paul Public Schools and Construction Careers Foundation for the 2023-24 school year.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Design Services for Wellstone Elementary Plumbing, Piping, and HVAC Replacement Project (Project # 4260-23-01)

A. PERTINENT FACTS:

1. This agenda item seeks approval to award design and construction administration services for the Wellstone Elementary Plumbing, Piping, and HVAC Replacement project (Project # 4260-23-01). The Board approved Gate Check 2 on February 21, 2023 indicating the Board's direction to issue a request for proposal (RFP) to secure said services.
2. In alignment with Board and Procurement protocols, a Request for Qualifications (No. A21-1401-A) was issued Spring of 2021 to establish a slate of Board approved consultants with a standard contract form. The selected consultants were approved by the Board on June 22, 2021. The District will use this slate to issue targeted solicitations with Requests for Proposals (RFP) for specific projects. RFP responses are reviewed using consistent metrics and a consultant is selected for award of contract.
3. This contract provides design and construction administration services for the Wellstone Elementary Plumbing, Piping, and HVAC Replacement project.
4. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter	February 21, 2023
#3 – Project Budget	December 2023 (anticipated)
#4 – Contract Award	April 2024 (anticipated)
#5.1 – Project Close-Out	Fall 2026 (anticipated)
#5.2 – Final Project Summary	Fall 2027 (anticipated)

5. A summary of the current project budget is as follows:

Rough Order of Magnitude Estimate	Current Obligations	Invoiced to Date	Percent Invoiced
\$10,200,000-11,200,000	\$0	\$0	0%

6. The following vendor was selected:

Not-to-Exceed Fee

U+B Architecture and Design, Inc.\$562,800

7. A summary of current and anticipated funding is as follows:

Funding Source	Amount
Capital Bonds FY23-FY27	\$1,065,401
LTFM FY23-FY27	\$9,588,600

8. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
9. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize award of design and construction administration services to U+B Architecture and Design, Inc for the not-to-exceed fee of \$562,800.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request to Sign Memorandum of Agreement with Minneapolis College

A. PERTINENT FACTS:

1. Request to Sign the Memorandum of Agreement with Minneapolis College.
This agreement provides students the opportunity to earn college credits for the Minneapolis College courses EDUC 1500 (Introduction to Urban Education and Reflective Practice), EDUC 2250 (Introduction to Special Education) and EDUC 2350 (Multicultural Approaches to Education). These rigorous courses will help prepare students for college and career, and also save students/families tuition dollars by allowing them to take college courses while in high school. Concurrent Enrollment courses may be available at any SPPS high school; SPPS instructors must meet the required credentials as determined by postsecondary staff.
2. This will be an annual request. These courses are a part of the Community Justice and Education Pathway. These courses align with Strategic Focus Area College and Career Paths in the SPPS Achieves Strategic Plan.
3. The total cost for these courses for the 2023-24 school year is \$15,000 (\$3,000/course/semester/mentoring relationship).
4. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.
5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports and Andrew Collins, Executive Chief of Schools & Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Concurrent Enrollment Memorandum of Agreement between Saint Paul Public Schools and Minneapolis College for FY24.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: September 19, 2023

TOPIC: Request to Sign the Memorandum of Understanding with St. Catherine University for CNA Programming

A. PERTINENT FACTS:

1. Request to sign the MOU for Certified Nursing Assistant (CNA) training with St. Catherine University.
2. This PSEO by Contract partnership supports students across all SPPS high schools. St. Catherine will deliver the skills, simulation, and clinical content necessary for CNA certification. CPR is included in the CNA course.
3. Participation and associated fees paid by SPPS will not exceed \$14,000. The cost of participation is based upon \$583.33/student plus associated fees. This has been an ongoing partnership. St. Kate's has discounted the cost of programming for SPPS. This school year up to 24 students will be able to complete CNA programming with St. Kate's.
4. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.
5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Paths and Student Support; and Andrew Collins, Executive Chief of Schools & Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the contract with St. Catherine University for FY24.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request to Sign Student Teaching Agreement with Northwestern University St. Paul

A. PERTINENT FACTS:

1. Request to sign Student Teaching Agreement with Northwestern University St. Paul. This formal agreement will meet the District strategic plan of recruitment and retention.
2. SPPS is one of the largest school districts in the state of Minnesota. SPPS strives to hire teachers who are representative of our SPPS students and larger community, and partnerships with colleges and universities to provide student teaching experience are an important part of this process.
3. There is no cost to SPPS for this partnership. This will be an ongoing partnership with a similar request in future years.
4. This agreement is a multi-year agreement and will end on June 30, 2028.
5. This item is submitted by Danaya Lamker-Franke Assistant Director , Talent Acquisition and Patricia Pratt-Cook, Executive Chief Human Resources.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Northwestern University St. Paul.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Request to Sign Student Teaching Agreement with University of Wisconsin River Falls

A. PERTINENT FACTS:

1. Request to sign Student Teaching Agreement with University of Wisconsin River Falls. This formal agreement will meet the District strategic plan of recruitment and retention.
2. SPPS is one of the largest school districts in the state of Minnesota. SPPS strives to hire teachers who are representative of our SPPS students and larger community, and partnerships with colleges and universities to provide student teaching experience are an important part of this process.
3. There is no cost to SPPS for this partnership. This will be an ongoing partnership with a similar request in future years.
4. This agreement is a multi-year agreement and will end on June 30, 2028.
5. This item is submitted by Danaya Lamker-Franke Assistant Director , Talent Acquisition and Patricia Pratt-Cook, Executive Chief Human Resources.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and University of Wisconsin River Falls.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: 09/19/2023

TOPIC: Monthly Operating Authority

A. PERTINENT FACTS:

1. The Board of Education must authorize and approve all expenditures of the District.
2. The Board of Education must ratify any changes in collateral that have been previously approved by the Assistant Treasurer.
3. This item meets the District target area of goals alignment and sustainability.
4. This item is submitted by Tom Sager, Executive Chief of Financial Services.

B. RECOMMENDATIONS:

1. That the Board of Education approve and ratify the following checks and electronic transfers for the period July 1, 2023 – July 31, 2023

(a) General Account	#763238-764110	\$58,637,208.22
	#0004960-0004988	
	#7004861-7004894	
	#0008725-0008882	
(b) Construction Payments	- 0 -	\$4,054,101.04
(c) Debt Service	- 0 -	<u>000.00</u>
		\$62,691,309.26

Included in the above disbursements are
two payrolls in the amount of
\$13,753,157.77 and overtime of
\$117,342.82 or 0.85% of payroll.

(d) Collateral Changes

Released:

None

Additions:

None

2. That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Worker's Compensation Law falling within the period ending January 31, 2024

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Recommendations for Exclusion of Students Non-Compliant with Minnesota Statute 121A.15 Health Standards: Immunizations

A. PERTINENT FACTS:

1. Minnesota immunization law (M.S. 121A. 15 Health Standards for Immunizations) requires that in order for a child to enroll in child care, early education programs, or school a parent must show they have received immunizations or an exemption.
2. Immunizations help protect children against disease or reduce the impact from that disease.
3. There are students in the District who are not in compliance with M.S. 121A.15 Health Standards for Immunizations. Noncompliant lists are reviewed and updated regularly.
4. Parents/guardians with a noncompliant student have been informed of required missing immunizations. They are provided information about immunization law, immunization resources and have been informed about medical or conscientious exemption options. Contacts are made via mail, phone and email and in home languages. Parents/guardians have had a minimum of 30 days to comply with the law after they are informed that their child is non-compliant.
5. Once in compliance (required immunization received or proof of meeting exemption requirement is provided) then students are allowed to return to school and programming.
6. This project will meet the District target area goals by ensuring high academic achievement for all students.
7. Requested by Mary Langworthy, Director, Health and Wellness, and Heidi Nistler, Assistant Superintendent of Specialized Services; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education exclude noncompliant student(s) from school(s) effective September 27, 2023, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

HUMAN RESOURCE TRANSACTIONS
August 1, 2023 – August 31, 2023
September 19, 2023

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Abdi, A.	Classroom Teacher	08/12/2023	\$38.86	East African Elem Magnet
Acosta, S.	Classroom Teacher	08/12/2023	\$48.35	RiverEast Elem/Secondary
Amundsen, S.	Classroom Teacher	08/12/2023	\$35.86	Highland Park Elem
Anderson, B.	Classroom Teacher	08/12/2023	\$35.19	Benjamin Mays/Museum
Anderson, K.	Classroom Teacher	08/12/2023	\$30.30	Four Seasons A+
Bambara, T.	Classroom Teacher	08/12/2023	\$38.86	Harding Senior High
Barbee, L.	Classroom Teacher	08/12/2023	\$45.65	Frost Lake Elem
Belden, C.	Classroom Teacher	08/12/2023	\$51.29	Adams Spanish Immrsn Magnet
Biddle, I.	Classroom Teacher	08/12/2023	\$31.25	Global Arts Plus - Upr
Blum, E.	Classroom Teacher	08/12/2023	\$39.53	Focus Beyond (18-Adult)
Bruyere, P.	Classroom Teacher	08/12/2023	\$29.27	Harding Senior High
Budd, K.	Classroom Teacher	08/26/2023	\$48.35	Juvenile Service Center
Bullivant, E.	Classroom Teacher	08/12/2023	\$42.20	Randolph Heights Elem
Bustos, K.	Classroom Teacher	08/12/2023	\$31.75	Capitol Hill Magnet
Byeon-Cho, P.	Classroom Teacher	08/12/2023	\$31.75	Washington Tech High
Campbell, L.	Classroom Teacher	08/12/2023	\$38.04	Cherokee Heights
Carlson, K.	Classroom Teacher	08/12/2023	\$31.75	Mississippi Creative Arts Elem
Cobbett, J.	Classroom Teacher	08/12/2023	\$30.30	Cherokee Heights
Crawford, T.	Classroom Teacher	08/12/2023	\$34.01	Battle Creek Middle
Cruz, A.	Classroom Teacher	08/12/2023	\$42.22	Benjamin Mays/Museum
Cruzan, K.	Classroom Teacher	08/12/2023	\$52.07	Como Service Center
Czepa, D.	Classroom Teacher	08/12/2023	\$51.29	271 Belvidere Bldg
Deak, J.	Classroom Teacher	08/12/2023	\$30.30	Battle Creek Elem
Deiman, L.	Classroom Teacher	08/12/2023	\$54.52	Como Park Senior High
Dugas, A.	Classroom Teacher	08/12/2023	\$30.30	Mississippi Creative Arts Elem
Ellenson, J.	Classroom Teacher	08/12/2023	\$52.10	Focus Beyond (18-Adult)
Engler, J.	Classroom Teacher	08/12/2023	\$45.65	Farnsworth Aerospace Upr
Englert, D.	Classroom Teacher	08/12/2023	\$35.19	Johnson Senior High

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Erickson, A.	Classroom Teacher	08/12/2023	\$31.75	E-STEM Middle
Erickson, B.	Classroom Teacher	08/12/2023	\$38.67	Mississippi Creative Arts Elem
Gallego, A.	Classroom Teacher	08/12/2023	\$35.46	Central Senior High
Gavin, M.	Classroom Teacher	08/12/2023	\$41.17	L Etoile du Nord French Immrsn
Gee, M.	Classroom Teacher	08/12/2023	\$54.72	Virtual Learning 9-11
Graham, J.	Classroom Teacher	08/12/2023	\$48.59	East African Elem Magnet
Grant, C.	Classroom Teacher	08/12/2023	\$53.16	271 Belvidere Bldg
Grant, M.	Classroom Teacher	08/12/2023	\$29.27	Riverview Dual Immrsn
Gruebele, C.	Classroom Teacher	08/12/2023	\$29.27	Highland Park Elem
Guzman, J.	Classroom Teacher	08/12/2023	\$42.76	Creative Arts Secondary
Hindin, A.	Classroom Teacher	08/12/2023	\$42.20	Highland Park Middle
Hughes, M.	Classroom Teacher	08/12/2023	\$29.27	Four Seasons A+
Ireland, S.	Classroom Teacher	08/12/2023	\$36.96	Washington Tech Middle
Johnson, S.	Classroom Teacher	08/12/2023	\$30.30	Early Learning Hub - East
Kainz, K.	Classroom Teacher	08/12/2023	\$31.25	Hamline Elem
Knandel, A.	Classroom Teacher	08/12/2023	\$39.53	RiverEast Elem/Secondary
Knudson, M.	Classroom Teacher	08/12/2023	\$33.18	Eastern Heights Elem
Knyaw, K.	Classroom Teacher	08/12/2023	\$30.30	Global Arts Plus - Lwr
Kyle, S.	Classroom Teacher	08/12/2023	\$31.25	Highwood Hills Elem
Leeke, N.	Classroom Teacher	08/12/2023	\$51.29	Washington Tech Middle
Love, J.	Classroom Teacher	08/12/2023	\$31.25	Mississippi Creative Arts Elem
Mahmoud, M.	Classroom Teacher	08/12/2023	\$35.46	Washington Tech Middle
Marchetti, D.	Classroom Teacher	08/04/2023	\$39.83	Washington Tech High
Marinello, L.	Classroom Teacher	08/12/2023	\$39.53	Washington Tech Middle
McClure, M.	Classroom Teacher	08/12/2023	\$40.84	St. Paul Music Academy
Moffett, S.	Classroom Teacher	08/12/2023	\$55.17	Como Service Center
Moran, N.	Classroom Teacher	08/12/2023	\$35.10	Cherokee Heights
Mullins, K.	Classroom Teacher	08/12/2023	\$35.29	Harding Senior High

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<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Niver, L.	Classroom Teacher	08/12/2023	\$31.25	Cherokee Heights
Norton-Bower, H.	Classroom Teacher	08/12/2023	\$37.67	Como Park Senior High
Oien, A.	Classroom Teacher	08/12/2023	\$34.42	American Indian Magnet
Orris, L.	Classroom Teacher	08/12/2023	\$35.19	Open World Learning
Patzer, E.	Classroom Teacher	08/12/2023	\$36.56	East African Elem Magnet
Pejsa, L.	Classroom Teacher	08/12/2023	\$40.41	1780 W. 7th Street
Pettiford, J.	Classroom Teacher	08/12/2023	\$53.90	Battle Creek Middle
Pine, S.	Classroom Teacher	08/12/2023	\$29.53	Crossroads Science
Poe, D.	Classroom Teacher	08/12/2023	\$49.55	Wellstone Elem
Racheli, D.	Classroom Teacher	08/12/2023	\$40.61	Washington Tech High
Ranweiler, C.	Classroom Teacher	08/12/2023	\$54.72	Hazel Park Preparatory Academy
Rentz, E.	Classroom Teacher	08/12/2023	\$36.56	Johnson Senior High
Rosno, C.	Classroom Teacher	08/12/2023	\$38.47	The Heights
Rusch, N.	Classroom Teacher	08/12/2023	\$55.58	Central Senior High
Ruvelson, M.	Classroom Teacher	08/12/2023	\$52.10	Benjamin Mays/Museum
Sandstrom, E.	Classroom Teacher	08/12/2023	\$31.75	Cherokee Heights
Savage, T.	Classroom Teacher	08/12/2023	\$55.03	Harding Senior High
Schlomka, S.	Classroom Teacher	08/12/2023	\$30.30	Eastern Heights Elem
Shafer-Mayhew, A.	Classroom Teacher	08/12/2023	\$41.41	Creative Arts Secondary
Shaw, M.	Classroom Teacher	08/12/2023	\$54.72	Washington Tech High
Shepard, J.	Classroom Teacher	08/12/2023	\$34.52	Battle Creek Middle
Sorenson, E.	Classroom Teacher	08/12/2023	\$38.45	Global Arts Plus - Lwr
Spano, N.	Classroom Teacher	08/12/2023	\$57.82	Hidden River Middle
Spoerke, A.	Classroom Teacher	08/12/2023	\$36.96	East African Elem Magnet
Swenson, T.	Classroom Teacher	08/12/2023	\$38.67	Frost Lake Elem
Taw, E.	Classroom Teacher	08/12/2023	\$33.18	Creative Arts Secondary
Taylor, L.	Classroom Teacher	08/12/2023	\$35.19	Highland Park Senior High
Sulsona, T.	Classroom Teacher	08/12/2023	\$45.65	Adams Spanish Immrsn Magnet

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Tran, H.	Classroom Teacher	08/12/2023	\$30.30	Como Park Senior High
Van Patten, A.	Classroom Teacher	08/12/2023	\$41.17	Wellstone Elem
Walsh-Livstrom, D.	Classroom Teacher	08/12/2023	\$35.86	Como Park Senior High
Ward, B.	Classroom Teacher	08/12/2023	\$47.59	Jie Ming Mandarin Immrsn Academy
Warren, K.	Classroom Teacher	08/12/2023	\$58.26	Four Seasons A+
Waukau-Butler, A.	Classroom Teacher	08/12/2023	\$53.45	American Indian Magnet
Wilkerson, J.	Classroom Teacher	08/12/2023	\$38.52	Benjamin Mays/Museum
Willis, A.	Classroom Teacher	08/12/2023	\$37.63	Murray Middle
Wisniewski, T.	Classroom Teacher	08/12/2023	\$55.80	Chelsea Heights Elem
Wolff, B.	Classroom Teacher	08/12/2023	\$58.26	Cherokee Heights
Wozniak, J.	Classroom Teacher	08/12/2023	\$29.27	Washington Tech High
Xiong, K.	Classroom Teacher	08/12/2023	\$35.46	East African Elem Magnet
Yang, K.	Classroom Teacher	08/12/2023	\$39.53	Battle Creek Middle
Yang, L.	Classroom Teacher	08/12/2023	\$31.25	Washington Tech Middle
Yost, E.	Classroom Teacher	08/12/2023	\$34.01	Harding Senior High
Zobel, N.	Classroom Teacher	08/12/2023	\$38.45	Washington Tech Middle
Anderson, K.	Classroom Teacher	08/12/2023	\$55.58	Wellstone Elem
Boen, S.	Classroom Teacher	08/12/2023	\$52.10	Maxfield Elem
Brenneman, A.	Classroom Teacher	08/12/2023	\$51.29	Washington Tech High
Briggs, S.	Classroom Teacher	08/12/2023	\$51.29	Mississippi Creative Arts Elem
Carlson, M.	Classroom Teacher	08/12/2023	\$43.14	1780 W. 7th Street
Folkert, C.	Classroom Teacher	08/12/2023	\$37.08	Riverview Dual Immrsn
McDowell, E.	Classroom Teacher	08/12/2023	\$37.08	Como Park Senior High
Vue, P.	Classroom Teacher	08/12/2023	\$29.27	Harding Senior High
Wang, W.	Classroom Teacher	08/12/2023	\$35.46	Jie Ming Mandarin Immrsn Academy
Woods, N.	Classroom Teacher	08/12/2023	\$33.18	Washington Tech High
Yang, M.	Classroom Teacher	08/12/2023	\$29.27	Farnsworth Aerospace Upr

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Aguilar Ahumada, D.	Classroom Teacher	08/12/2023	\$39.53	Farnsworth Aerospace Lwr
Amirahmadi, E.	Classroom Teacher	08/12/2023	\$48.16	Groveland Park Elem
Claassen, G.	Classroom Teacher	08/12/2023	\$31.25	Frost Lake Elem
Hassan, A.	Classroom Teacher	08/12/2023	\$51.29	East African Elem Magnet
Lor, P.	Classroom Teacher	08/12/2023	\$29.27	Early Learning Hub - East
Baldoni, E.	Classroom Teacher	08/12/2023	\$58.26	Colborne Admin Offices
Miller, H.	Classroom Teacher	08/12/2023	\$51.29	Colborne Admin Offices
O'Gorman, S.	Classroom Teacher	08/12/2023	\$52.10	Colborne Admin Offices
Vore, J.	Classroom Teacher	08/12/2023	\$41.17	Colborne Admin Offices
Skundberg, K.	Classroom Teacher	08/12/2023	\$55.58	Farnsworth Aerospace Lwr
Tisdale, L.	Classroom Teacher	08/12/2023	\$45.41	Hazel Park Preparatory Academy
Wetterling, M.	Classroom Teacher	08/12/2023	\$55.58	Bruce F Vento Elem
Frederick, J.	Classroom Teacher	08/12/2023	\$38.44	271 Belvidere Bldg
Gillespie, K.	Classroom Teacher	08/12/2023	\$58.26	271 Belvidere Bldg
Lopez, A.	Classroom Teacher	08/12/2023	\$53.57	271 Belvidere Bldg
Molitor-Schuh, J.	Classroom Teacher	08/12/2023	\$38.17	271 Belvidere Bldg
Monette, M.	Classroom Teacher	08/12/2023	\$38.17	271 Belvidere Bldg
Schreiner, A.	Classroom Teacher	08/12/2023	\$38.17	271 Belvidere Bldg
Sterzinger, B.	Classroom Teacher	08/12/2023	\$49.55	271 Belvidere Bldg
Yaeger, R.	Classroom Teacher	08/12/2023	\$38.44	271 Belvidere Bldg
Zaslofsky, A.	Classroom Teacher	08/12/2023	\$60.53	271 Belvidere Bldg
Bade, C.	Classroom Teacher	08/12/2023	\$33.42	Harding Senior High
Barrera, C.	Classroom Teacher	08/12/2023	\$58.26	Early Learning Hub - East
Boyd, M.	Classroom Teacher	08/12/2023	\$36.96	E-STEM Middle
Dettle, A.	Classroom Teacher	08/12/2023	\$45.65	Farnsworth Aerospace Up
Fulin, R.	Classroom Teacher	08/12/2023	\$36.96	The Heights
Gomes, J.	Classroom Teacher	08/12/2023	\$39.53	Global Arts Plus - Lwr
Leinonen-Lintelman, B.	Classroom Teacher	08/12/2023	\$41.17	Global Arts Plus – Lwr

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Nelson, A.	Classroom Teacher	08/12/2023	\$49.55	Hamline Elem
Ahrens-Church, S.	Classroom Teacher	08/12/2023	\$31.25	Bruce F Vento Elem
Anderson, N.	Classroom Teacher	08/12/2023	\$51.29	Hidden River Middle
Cooper, C.	Classroom Teacher	08/12/2023	\$35.19	Washington Tech Middle
LaCoste, L.	Classroom Teacher	08/12/2023	\$38.47	271 Belvidere Bldg
Lau, Derek	Classroom Teacher	08/12/2023	\$49.16	RiverEast Elem/Secondary
Leebrick-Stryker, M.	Classroom Teacher	08/12/2023	\$40.66	St Anthony Park Elem
O'Connell, M.	Classroom Teacher	08/12/2023	\$51.29	271 Belvidere Bldg
Paul, S.	Classroom Teacher	08/12/2023	\$57.18	Virtual Learning - Elem
Pierson, J.	Classroom Teacher	08/12/2023	\$51.29	Riverview Dual Immrsn
Stendahl, J.	Classroom Teacher	08/12/2023	\$53.90	Frost Lake Elem
Wiley, M.	Classroom Teacher	08/12/2023	\$55.58	Frost Lake Elem
Borseth, C.	Classroom Teacher	08/12/2023	\$42.22	Central Senior High
Converse, C.	Classroom Teacher	08/12/2023	\$53.16	Bridge View
Leake, K.	Classroom Teacher	08/12/2023	\$54.72	Global Arts Plus - Up
Meyer, M.	Classroom Teacher	08/12/2023	\$54.52	Nokomis Montessori North
Munneke, J.	Classroom Teacher	08/12/2023	\$38.44	The Heights
Snyder, K.	Classroom Teacher	08/12/2023	\$58.26	Benjamin Mays/Museum
Toninato, S.	Classroom Teacher	08/12/2023	\$39.12	Phalen Lake Hmong Studies Magnet
Adegeye, A.	School/Community Professional	08/26/2023	\$28.76	Murray Middle
Bell, B.	School/Community Professional	08/26/2023	\$25.09	Battle Creek Middle
Bolton-Steiner, A.	School/Community Professional	08/26/2023	\$23.84	Humboldt Secondary
Brown, K.	School/Community Professional	08/26/2023	\$32.33	Harding Senior High
Geissinger, B.	School/Community Professional	08/28/2023	\$28.76	Creative Arts Secondary
Johnson, J.	School/Community Professional	08/26/2023	\$32.33	Washington Tech High

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Mitzner, K.	School/Community Professional	08/26/2023	\$28.76	Johnson Senior High
Moore, R.	School/Community Professional	08/12/2023	\$28.59	Wellstone Elem
Saylor, K.	School/Community Professional	08/12/2023	\$46.60	Como Service Center
Schroeder, M.	School/Community Professional	08/12/2023	\$27.01	Highland Park Elem
Sein, S.	School/Community Professional	08/26/2023	\$27.96	Washington Tech High
Silas, L.	School/Community Professional	08/12/2023	\$24.24	Highland Park Senior High
Troy, A.	School/Community Professional	08/26/2023	\$34.52	Hamline Elem
Vang, E.	School/Community Professional	08/26/2023	\$25.09	Crossroads Science
Welch, J.	School/Community Professional	08/26/2023	\$27.01	Benjamin Mays/Museum
Byeon, M.	Education Assistant	08/26/2023	\$22.82	Washington Tech High
Chase, T.	Education Assistant	08/26/2023	\$28.54	Focus Beyond (18-Adult)
Chughtai, L.	Education Assistant	08/26/2023	\$26.05	Creative Arts Secondary
Daw, E.	Education Assistant	08/26/2023	\$22.03	Txuj Ci HMong Language-Culture
Dawley, L.	Education Assistant	08/26/2023	\$23.23	Focus Beyond (18-Adult)
Escobar, G.	Education Assistant	08/26/2023	\$26.08	Creative Arts Secondary
Frolek, K.	Education Assistant	08/26/2023	\$20.70	Early Learning Hub - West
Granstrom, L.	Education Assistant	08/26/2023	\$22.07	RiverEast Elem/Secondary
Helling, J.	Education Assistant	08/26/2023	\$22.07	RiverEast Elem/Secondary
Holguin, A.	Education Assistant	08/26/2023	\$24.36	American Indian Magnet
Laura, A.	Education Assistant	08/26/2023	\$21.55	RiverEast Elem/Secondary
Lebert, C.	Education Assistant	08/26/2023	\$18.85	Farnsworth Aerospace Lwr
Lucas, M.	Education Assistant	08/26/2023	\$27.43	Como Service Center
Lugo, R.	Education Assistant	08/26/2023	\$25.85	1780 West 7th St

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Mench, M.	Education Assistant	08/26/2023	\$21.17	Journeys Secondary
Moo, W.	Education Assistant	08/12/2023	\$22.82	Global Arts Plus - Lwr
Moore, S.	Education Assistant	08/26/2023	\$21.49	Central Senior High
Muye, P.	Education Assistant	08/12/2023	\$23.23	Bruce F Vento Elem
Oftedal, R.	Education Assistant	08/12/2023	\$22.07	Focus Beyond (18-Adult)
Sanchelli, D.	Education Assistant	08/12/2023	\$23.11	Colborne Admin Offices
Schlagel, C.	Education Assistant	08/26/2023	\$32.42	Colborne Admin Offices
Skaar, D.	Education Assistant	08/26/2023	\$25.91	Como Service Center
Thao, C.	Education Assistant	08/26/2023	\$18.85	Focus Beyond (18-Adult)
Thao, T.	Education Assistant	08/26/2023	\$18.85	Focus Beyond (18-Adult)
Vasques, M.	Education Assistant	08/26/2023	\$21.16	E-STEM Middle
Yepma, A.	Education Assistant	08/26/2023	\$19.68	Juvenile Service Center
Ali, Z.	Teaching Assistant	08/26/2023	\$20.89	Hidden River Middle
Aung, A.	Teaching Assistant	08/26/2023	\$17.06	Highwood Hills Elem
Bell, T.	Teaching Assistant	08/26/2023	\$20.89	Frost Lake Elem
Bleskachek, C.	Teaching Assistant	08/26/2023	\$20.89	Crossroads Montessori
Bock, R.	Teaching Assistant	08/26/2023	\$19.50	Eastern Heights Elem
Bornholdt, K.	Teaching Assistant	08/26/2023	\$22.11	Murray Middle
Burgos Lopez, B.	Teaching Assistant	08/26/2023	\$17.06	Wellstone Elem
Califf, M.	Teaching Assistant	08/26/2023	\$20.89	Global Arts Plus - Upr
Cantero deVelasquez, E	Teaching Assistant	08/26/2023	\$17.08	Chelsea Heights Elem
Celeste, M.	Teaching Assistant	08/26/2023	\$22.11	Highland Park Elem
Clark, R.	Teaching Assistant	08/26/2023	\$22.67	Global Arts Plus - Upr
Clark, T.	Teaching Assistant	08/26/2023	\$22.11	Highland Park Middle
Dabney, T.	Teaching Assistant	08/26/2023	\$22.67	Washington Tech Middle
Davalos-Reyes, W.	Teaching Assistant	08/26/2023	\$20.44	Adams Spanish Immrsn Magnet
Dillard, M.	Teaching Assistant	08/26/2023	\$17.08	Farnsworth Aerospace Upr
Durham, L.	Teaching Assistant	08/26/2023	\$22.67	Benjamin Mays/Museum

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Evans, A.	Teaching Assistant	08/26/2023	\$20.89	Bridge View
Flores, B.	Teaching Assistant	08/26/2023	\$17.08	Humboldt Secondary
Fuqua, C.	Teaching Assistant	08/26/2023	\$20.89	Hamline Elem
Gallow, H.	Teaching Assistant	08/26/2023	\$20.89	Bridge View
Garyu, L.	Teaching Assistant	08/26/2023	\$20.89	Frost Lake Elem
Gebhard, D.	Teaching Assistant	08/26/2023	\$19.50	Four Seasons A+
Ghandour, E.	Teaching Assistant	08/26/2023	\$20.89	Daytons Bluff Achievement Plus
Ghebrehiwet, E.	Teaching Assistant	08/26/2023	\$22.67	East African Elem Magnet
Gobler, H.	Teaching Assistant	08/26/2023	\$22.67	Cherokee Heights
Hanson, N.	Teaching Assistant	08/26/2023	\$22.67	Como Park Elem
Hickman, S.	Teaching Assistant	08/26/2023	\$22.67	Farnsworth Aerospace Lwr
Hinton, S.	Teaching Assistant	08/26/2023	\$22.67	Hazel Park Preparatory Academy
Huerta, R.	Teaching Assistant	08/26/2023	\$22.11	Wellstone Elem
Hurshe, K.	Teaching Assistant	08/26/2023	\$22.67	East African Elem Magnet
Johnson, L.	Teaching Assistant	08/26/2023	\$20.89	Mississippi Creative Arts Elem
Jordan, B.	Teaching Assistant	08/26/2023	\$22.67	Battle Creek Middle
Khu, P.	Teaching Assistant	08/26/2023	\$22.11	Early Learning Hub - East
Kimball, C.	Teaching Assistant	08/26/2023	\$20.89	Groveland Park Elem
Knudson, C.	Teaching Assistant	08/26/2023	\$19.50	Chelsea Heights Elem
Kvilhaug, M.	Teaching Assistant	08/26/2023	\$22.67	Bridge View
Litchliter, L.	Teaching Assistant	08/26/2023	\$17.06	Farnsworth Aerospace Lwr
Lodon, S.	Teaching Assistant	08/26/2023	\$22.67	Washington Tech High
Luadtke, G.	Teaching Assistant	08/26/2023	\$20.23	Bruce F Vento Elem
Mason, O.	Teaching Assistant	08/26/2023	\$20.89	Wellstone Elem
McCoy-Wages, M.	Teaching Assistant	08/26/2023	\$20.23	Hamline Elem
McGee, T.	Teaching Assistant	09/02/2023	\$19.50	Capitol Hill Magnet
Mohamed, L.	Teaching Assistant	08/26/2023	\$22.67	Washington Tech Middle
Moylan, M.	Teaching Assistant	08/26/2023	\$20.44	Capitol Hill Magnet

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Osiname, J.	Teaching Assistant	08/26/2023	\$17.08	Hidden River Middle
Penafort Roldan, N.	Teaching Assistant	09/02/2023	\$17.06	Nokomis Montessori South
Poindexter, R.	Teaching Assistant	08/12/2023	\$20.89	Frost Lake Elem
Pooley, C.	Teaching Assistant	09/02/2023	\$20.89	Cherokee Heights
Quinlivan, P.	Teaching Assistant	08/26/2023	\$22.67	Highland Park Middle
Reno, T.	Teaching Assistant	08/26/2023	\$20.89	Daytons Bluff Achievement Plus
Renso, K.	Teaching Assistant	08/26/2023	\$22.67	Adams Spanish Immrsn Magnet
Roos, H.	Teaching Assistant	08/26/2023	\$20.89	Cherokee Heights
Ruter, B.	Teaching Assistant	08/26/2023	\$22.67	Hidden River Middle
Star, K.	Teaching Assistant	08/26/2023	\$17.08	Washington Tech Middle
Still, W.	Teaching Assistant	09/02/2023	\$20.44	Nokomis Montessori South
Stricklin, L.	Teaching Assistant	09/02/2023	\$20.89	Como Park Elem
Tallapaka, S.	Teaching Assistant	09/06/2023	\$20.89	Farnsworth Aerospace Upr
Taylor, J.	Teaching Assistant	09/02/2023	\$17.08	Frost Lake Elem
Tete, M.	Teaching Assistant	09/02/2023	\$20.89	Humboldt Secondary
Thao, C.	Teaching Assistant	08/26/2023	\$20.89	Murray Middle
Thoo, F.	Teaching Assistant	08/26/2023	\$17.06	Highwood Hills Elem
Venne, J.	Teaching Assistant	08/26/2023	\$22.67	Benjamin Mays/Museum
Warren, K.	Teaching Assistant	09/02/2023	\$22.11	Farnsworth Aerospace Lwr
Wessel, J.	Teaching Assistant	08/26/2023	\$19.50	Crossroads Science
Williams, D.	Teaching Assistant	08/26/2023	\$17.08	Highwood Hills Elem
Xiong, L.	Teaching Assistant	09/02/2023	\$20.89	Hidden River Middle
Yang, A.	Teaching Assistant	09/02/2023	\$17.08	Phalen Lake Hmong Studies Magnet
Yang, L.	Teaching Assistant	08/26/2023	\$17.08	Highwood Hills Elem
Yang-Her, B.	Teaching Assistant	08/28/2023	\$20.23	Early Learning Hub - East
Beard, J.	Clerical	08/05/2023	\$30.88	Colborne Admin Offices
Boelke, T.	Clerical	08/05/2023	\$28.65	Colborne Admin Offices
Cody, K.	Clerical	08/12/2023	\$26.99	Como Park Elem

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NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ellis, R.	Clerical	08/12/2023	\$24.15	Washington Tech High
Fogard, T.	Clerical	08/05/2023	\$30.88	Colborne Admin Offices
Gamino, G.	Clerical	07/29/2023	\$30.03	Colborne Admin Offices
Hussein, M.	Clerical	09/02/2023	\$28.34	Colborne Admin Offices
Kromer, E.	Clerical	08/05/2023	\$30.88	Colborne Admin Offices
Lopez Maldonado, C.	Clerical	08/19/2023	\$31.96	Colborne Admin Offices
Shoble, M.	Clerical	08/12/2023	\$29.97	East African Elem Magnet
Stump, A.	Clerical	08/05/2023	\$31.55	L Etoile du Nord French Immrsn
Walker, D.	Clerical	08/05/2023	\$27.38	Colborne Admin Offices
Whelpley, M.	Clerical	08/12/2023	\$21.14	Highland Park Senior High
Whitehead, V.	Clerical	08/12/2023	\$21.14	Como Park Senior High
Wilkerson, S.	Clerical	08/26/2023	\$19.96	Central Senior High
Eggers, B.	Electrician	08/12/2023	\$57.34	Como Service Center
Brown, M.	Nutrition Services	08/26/2023	\$17.19	Phalen Lake Hmong Studies Magnet
Charbonneau, E.	Nutrition Services	08/26/2023	\$25.71	Como Service Center
Farah, S.	Nutrition Services	08/26/2023	\$17.19	Harding Senior High
Galindo, J.	Nutrition Services	08/19/2023	\$20.54	Jie Ming Mandarin Immrsn Academy
Houle, T.	Nutrition Services	08/12/2023	\$17.19	Hamline Elem
Ibarra, L.	Nutrition Services	08/12/2023	\$17.19	Harding Senior High
Jones, D.	Nutrition Services	08/26/2023	\$17.19	Rondo Education Center
Lachowitzer, S.	Nutrition Services	08/26/2023	\$17.19	Como Park Senior High
Machado Pearson, A.	Nutrition Services	08/12/2023	\$25.71	Como Service Center
McClain, F.	Nutrition Services	08/26/2023	\$17.19	Riverview Dual Immrsn
Nahl, A.	Nutrition Services	08/26/2023	\$17.19	Hidden River Middle
Smith, C.	Nutrition Services	08/12/2023	\$17.19	Farnsworth Aerospace Upr
Spencer, J.	Nutrition Services	08/26/2023	\$17.19	Harding Senior High
Stringer, J.	Nutrition Services	08/26/2023	\$17.19	Washington Tech High
Thompson-Scott, D.	Nutrition Services	08/26/2023	\$17.19	Murray Middle

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NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Waliyeh, C.	Nutrition Services	08/26/2023	\$17.19	Como Park Senior High
Bofenkamp, E.	Pipe Fitter	08/26/2023	\$53.80	Como Service Center
Vang, C.	Technical	08/26/2023	\$23.34	Como Service Center

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Steele, A.	Central Administrator Career Progression	09/09/2023	\$63.70	Como Service Center
VanOverbeke, C.	Central Administrator From: Classroom Teacher	08/01/2023	\$51.35	Como Service Center
Carrington, D.	Classroom Teacher From: Teaching Assistant	08/12/2023	\$29.27	Benjamin Mays/Museum
Coffee, M.	Classroom Teacher From: Temporary Employee	08/12/2023	\$29.27	Maxfield Elem
Freyberg Wills, K.	Classroom Teacher From: Education Assistant	08/12/2023	\$34.01	Four Seasons A+
Kenney, D.	Classroom Teacher From: Education Assistant	08/12/2023	\$33.18	E-STEM Middle
Nelson-Martin, M.	Classroom Teacher From: Teaching Assistant	08/12/2023	\$38.04	L Etoile du Nord French Immrsn
Pereira, Sonia Y.	Classroom Teacher From: Teaching Assistant	08/12/2023	\$29.27	Adams Spanish Immrsn Magnet
Sanchez Pliego, N.	Classroom Teacher From: Education Assistant	08/12/2023	\$30.30	Highland Park Senior High
Schulz, R.	Classroom Teacher From: Temporary Employee	08/12/2023	\$48.59	Nokomis Montessori North
Taylor, W.	Classroom Teacher From: School/Community Professional	08/12/2023	\$41.17	Central Senior High
Allafi, S.	Classroom Teacher From: Education Assistant	08/12/2023	\$34.42	East African Elem Magnet
Sanders, L.	Classroom Teacher From: Education Assistant	08/12/2023	\$33.18	Mississippi Creative Arts Elem
Kabeya, S.	Classroom Teacher From: Teaching Assistant	08/12/2023	\$29.27	L Etoile du Nord French Immrsn
Lilja, K.	Classroom Teacher From: Education Assistant	08/28/2023	\$29.27	Early Learning Hub - West

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PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Long, D.	Classroom Teacher From: Education Assistant	08/12/2023	\$38.47	Benjamin Mays/Museum
Vankirk, A.	Classroom Teacher From: School/Community Professional	08/12/2023	\$42.22	Hazel Park Preparatory Academy
Baker, J.	School/Community Professional From: Teaching Assistant	08/26/2023	\$24.24	Eastern Heights Elem
Bellovich, Z.	School/Community Professional From: Teaching Assistant	08/26/2023	\$27.79	Phalen Lake Hmong Studies Magnet
Bush, J.	School/Community Professional From: Education Assistant	08/26/2023	\$32.33	1780 W. 7th Street
Lowe-Krause, T.	School/Community Professional From: Education Assistant	08/26/2023	\$32.71	Farnsworth Aerospace Lwr
Williams, M.	School/Community Professional From: Teaching Assistant	08/12/2023	\$25.52	Como Park Senior High
Winters, B.	School/Community Professional From: Education Assistant	08/12/2023	\$32.33	Humboldt Secondary
Xiong, E.	School/Community Professional From: Teaching Assistant	08/26/2023	\$36.79	Nokomis Montessori South
Adams Licht, T.	Education Assistant Career Progression	08/12/2023	\$28.52	Early Learning Hub - West
Allison, H.	Education Assistant From: Teaching Assistant	08/26/2023	\$20.13	Como Service Center
Cortez, S.	Education Assistant Career Progression	08/12/2023	\$31.38	Federal Program Offices
Hall, A.	Education Assistant From: Teaching Assistant	08/26/2023	\$25.85	Como Park Elem
Harfield, M.	Education Assistant From: Teaching Assistant	08/12/2023	\$23.94	1780 West 7th St
Huff, Y.	Education Assistant From: Teaching Assistant	08/26/2023	\$18.85	Washington Tech Middle
Johnson, R.	Education Assistant From: Teaching Assistant	08/26/2023	\$27.43	Focus Beyond (18-Adult)

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PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Junemann, L.	Education Assistant From: Teaching Assistant	08/26/2023	\$23.72	Journeys Secondary
Morrissey, S.	Education Assistant From: Teaching Assistant	08/12/2023	\$24.36	Como Service Center
Nash, S.	Education Assistant From: Teaching Assistant	08/26/2023	\$24.09	RiverEast Elem/Secondary
Norman, A.	Education Assistant From: Teaching Assistant	08/19/2023	\$21.55	1780 West 7th St
Nowatzki, N.	Education Assistant From: Teaching Assistant	08/12/2023	\$21.55	Como Service Center
Tristan Lopez, D.	Education Assistant From: Teaching Assistant	08/12/2023	\$23.47	Wellstone Elem
Tsui, K.	Education Assistant From: Teaching Assistant	08/12/2023	\$23.63	Como Service Center
Tupy, M.	Education Assistant From: Teaching Assistant	08/12/2023	\$24.36	Early Learning Hub - West
Vang, N.	Education Assistant From: Teaching Assistant	08/26/2023	\$28.54	RiverEast Elem/Secondary
Walton, D.	Education Assistant From: Teaching Assistant	08/26/2023	\$23.63	RiverEast Elem/Secondary
Zobenica, H.	Education Assistant From: Teaching Assistant	08/26/2023	\$24.36	Capitol Hill Magnet
English, D.	Teaching Assistant Career Progression	08/26/2023	\$20.89	Hamline Elem
Frias, B.	Clerical Career Progression	08/12/2023	\$31.55	Eastern Heights Elem
Lee, J.	Clerical From: Teaching Assistant	08/26/2023	\$23.76	Frost Lake Elem
Thao, Y.	Clerical Career Progression	09/09/2023	\$29.50	Como Service Center
Ashton, A.	Custodian Career Progression	08/19/2023	\$32.20	Central Senior High
Pfaff, A.	Custodian Career Progression	07/29/2023	\$28.52	Como Service Center
Schuna, J.	Nutrition Services Career Progression	08/12/2023	\$22.96	Randolph Heights Elem

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PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bedow, K.	Operations From: Nutrition Services	08/19/2023	\$26.62	Como Service Center
Anderson, P.	Supervisory From: Professional Employee	07/01/2023	\$51.76	Colborne Admin Offices

TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Davidson, M.	Classroom Teacher	08/12/2023	\$33.18	Adams Spanish Immrsn Magnet
Ek, S.	Classroom Teacher	08/26/2023	\$30.30	American Indian Magnet
El-Amin, K.	Classroom Teacher	08/12/2023	\$38.47	East African Elem Magnet
Hussein, I.	Classroom Teacher	08/12/2023	\$38.86	East African Elem Magnet
Li, W.	Classroom Teacher From: Teaching Assistant	08/12/2023	\$29.27	Jie Ming Mandarin Immrsn Academy
Rodriguez, M.	Classroom Teacher	08/12/2023	\$31.25	Adams Spanish Immrsn Magnet
Zeig, K.	Classroom Teacher	08/12/2023	\$42.20	Benjamin Mays/Museum
Tuy, T.	Classroom Teacher	08/12/2023	\$36.56	Washington Tech High
Her, K.	Classroom Teacher	08/12/2023	\$35.19	Txuj Ci Hmong Language-Culture
Bushey, T.	Classroom Teacher	08/26/2023	\$54.72	Como Park Senior High

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Hansen, M.	Classroom Teacher	08/29/2023	Jie Ming Mandarin Immrsn Academy
Robertson, K.	Classroom Teacher	07/01/2023	Virtual Learning – Elem
Ahmed, N.	Education Assistant	09/05/2023	Colborne Admin Offices
Berry, W.	Education Assistant	09/15/2023	Focus Beyond (18-Adult)
Messner, M.	Teaching Assistant	09/06/2023	Cherokee Heights
Bowman, J.	Clerical	08/12/2023	Colborne Admin Offices
Belmares, A.	Custodian	09/16/2023	Como Service Center
Groebner, J.	Custodian	09/14/2023	Como Service Center
Krueger, R.	Custodian	08/25/2023	Wellstone Elem
Obed, D.	Custodian	08/01/2023	Highland Park Senior High
Weyandt, R.	Machinists	07/10/2023	Como Service Center
Lee, J.	Nutrition Services	08/30/2023	Early Learning Hub - East

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LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Wolff, M.	Nutrition Services	08/09/2023	Como Service Center

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Anderson, P.	Classroom Teacher	08/12/2023	\$54.72	American Indian Magnet
Andre, C.	Classroom Teacher	08/12/2023	\$38.47	L Etoile du Nord French Immrsn
Anfinson, S.	Classroom Teacher	08/12/2023	\$38.43	Crossroads Science
Bjorn Nordeen, N.	Classroom Teacher	08/26/2023	\$57.18	Ronald M Hubbs Center
Blegen, J.	Classroom Teacher	08/12/2023	\$33.18	Open World Learning
Buchmann, K.	Classroom Teacher	08/12/2023	\$38.47	Global Arts Plus - Lwr
Cannon, J.	Classroom Teacher	08/12/2023	\$39.53	Benjamin Mays/Museum
Erickson, E.	Classroom Teacher	08/12/2023	\$31.75	Washington Tech High
Florentino, S.	Classroom Teacher	08/05/2023	\$27.21	271 Belvidere Bldg
Frey, D.	Classroom Teacher	08/12/2023	\$43.48	Washington Tech High
Garza, J.	Classroom Teacher	08/12/2023	\$30.30	Wellstone Elem
Golding, J.	Classroom Teacher	08/12/2023	\$30.30	Four Seasons A+
Hamilton, E.	Classroom Teacher	08/12/2023	\$58.26	Battle Creek Elem
Her, D.	Classroom Teacher	08/19/2023	\$49.16	Txuj Ci HMong Language-Culture
Homan, M.	Classroom Teacher	08/05/2023	\$30.43	271 Belvidere Bldg
Issa, Y.	Classroom Teacher	08/19/2023	\$51.45	East African Elem Magnet
Jackson, C.	Classroom Teacher	08/12/2023	\$45.65	Washington Tech Middle
James, W.	Classroom Teacher	08/12/2023	\$30.30	Bridge View
Lee, L.	Classroom Teacher	08/12/2023	\$39.53	Wellstone Elem
Mariucci, D.	Classroom Teacher	08/12/2023	\$35.86	Wellstone Elem
Meyer, L.	Classroom Teacher	08/12/2023	\$55.80	Capitol Hill Magnet
Musabyimana, E.	Classroom Teacher	08/12/2023	\$34.01	Wellstone Elem
Ninteman, J.	Classroom Teacher	08/12/2023	\$53.90	Adams Spanish Immrsn Magnet
Payan Ruiz, M.	Classroom Teacher	08/12/2023	\$30.30	Wellstone Elem
Phillips, A.	Classroom Teacher	08/12/2023	\$55.80	Benjamin Mays/Museum
Ripley, I.	Classroom Teacher	08/12/2023	\$35.86	Harding Senior High

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REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Schriver, M.	Classroom Teacher	08/12/2023	\$52.10	St Anthony Park Elem
Thosaengsiri, R.	Classroom Teacher	08/12/2023	\$31.25	International Academy - LEAP
Warden, P.	Classroom Teacher	08/12/2023	\$39.11	Capitol Hill Magnet
Waters, J.	Classroom Teacher	08/12/2023	\$45.65	East African Elem Magnet
Weinberg, E.	Classroom Teacher	08/12/2023	\$29.27	L Etoile du Nord French Immrsn
Xiong, P.	Classroom Teacher	08/12/2023	\$47.59	Cherokee Heights
Yohanes, G.	Classroom Teacher	08/12/2023	\$51.29	East African Elem Magnet
You, L.	Classroom Teacher	08/12/2023	\$52.10	Jie Ming Mandarin Immrsn Academy
Hernandez, E.	Classroom Teacher	08/12/2023	\$53.90	Farnsworth Aerospace Upr
Pliego, V.	Classroom Teacher	08/12/2023	\$30.22	American Indian Magnet
Rambow, A.	Classroom Teacher	08/12/2023	\$60.53	Washington Tech High
Rosas, E.	Classroom Teacher	08/12/2023	\$43.81	Wellstone Elem
Wardlaw, M.	Classroom Teacher	08/12/2023	\$45.65	Highwood Hills Elem
Samejima, S.	Classroom Teacher	08/12/2023	\$35.91	Maxfield Elem
Bedard, N.	Classroom Teacher	08/12/2023	\$51.29	Journeys Secondary
Grote, J.	Classroom Teacher	08/12/2023	\$53.16	Cherokee Heights
Henry, A.	Classroom Teacher	08/12/2023	\$31.25	Battle Creek Middle
Iwaszek, C.	Classroom Teacher	08/12/2023	\$30.30	JJ Hill Montessori Magnet
Manzo, M.	Classroom Teacher	08/12/2023	\$53.16	Chelsea Heights Elem
Nitti, N.	Classroom Teacher	08/26/2023	\$58.26	Harding Senior High
Yang, A.	Classroom Teacher	08/12/2023	\$51.29	Global Arts Plus - Lwr
Collier, J.	School/Community Professional	08/05/2023	\$23.44	1780 W. 7th Street
Espinoza-Day, P.	School/Community Professional	08/26/2023	\$32.33	Washington Tech Middle
Hernandez, A.	School/Community Professional	08/12/2023	\$32.33	Agape High (ALC)
House, T.	School/Community Professional	08/26/2023	\$34.73	American Indian Magnet

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<u>REHIRE</u> <u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ibrahim, A.	School/Community Professional	08/26/2023	\$35.81	East African Elem Magnet
Kemp, D.	School/Community Professional	08/26/2023	\$25.97	Central Senior High
Stewart, S.	School/Community Professional	08/12/2023	\$35.55	Washington Tech High
Berquist, L.	Education Assistant	08/26/2023	\$28.54	Early Learning Hub - West
Butler, S.	Education Assistant	08/05/2023	\$23.94	1780 West 7th St
Cantu, A.	Education Assistant	08/12/2023	\$28.03	1780 West 7th St
Carter, S.	Education Assistant	08/26/2023	\$28.54	Como Service Center
Infante, A.	Education Assistant	08/26/2023	\$18.85	Highland Park Middle
Riekenberg, T.	Education Assistant	08/12/2023	\$28.54	Early Learning Hub - West
Sherow, R.	Education Assistant	08/26/2023	\$27.42	Battle Creek Middle
Sutton, E.	Education Assistant	08/12/2023	\$26.79	Humboldt Secondary
Aman, M.	Teaching Assistant	08/26/2023	\$22.11	Highland Park Middle
Bazan, M.	Teaching Assistant	08/26/2023	\$17.08	Battle Creek Middle
Jones, A.	Teaching Assistant	08/26/2023	\$22.67	Como Park Senior High
Jones, J.	Teaching Assistant	08/19/2023	\$22.67	Murray Middle
Kallas, R.	Teaching Assistant	08/26/2023	\$22.11	St. Paul Music Academy
Perry, S.	Teaching Assistant	08/26/2023	\$17.08	Nokomis Montessori South
Powell, A.	Teaching Assistant	08/26/2023	\$22.67	Bridge View
Shaw, P.	Teaching Assistant	08/26/2023	\$22.67	Como Park Elem
Vang, M.	Teaching Assistant	08/26/2023	\$19.50	Early Learning Hub - East
Watson, J.	Teaching Assistant	08/26/2023	\$20.89	Randolph Heights Elem
Williams, O.	Teaching Assistant	08/26/2023	\$17.08	Murray Middle
Yang, Z.	Bus Driver	08/26/2023	\$27.50	Transportation Services
Hassan, A.	Clerical	08/05/2023	\$30.88	Colborne Admin Offices
Xiong, T.	Clerical	08/12/2023	\$25.87	Washington Tech High
Loggins, L.	Custodian	08/19/2023	\$18.35	Highland Park Senior High

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<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Abdur Razzaq, T.	Classroom Teacher	08/28/2023	Benjamin Mays/Museum
Beck, P.	Classroom Teacher	08/28/2023	Harding Senior High
Berkas, K.	Classroom Teacher	08/21/2023	Jie Ming Mandarin Immrsn Academy
Diaz, M.	Classroom Teacher	08/28/2023	Hamline Elem
Dorer, B.	Classroom Teacher	08/28/2023	JJ Hill Montessori Magnet
Dundek Bell, A.	Classroom Teacher	08/28/2023	Farnsworth Aerospace Upr
Everhart, B.	Classroom Teacher	08/28/2023	Washington Tech Middle
Fridley, S.	Classroom Teacher	08/28/2023	Early Learning Hub - West
Imbertson, D.	Classroom Teacher	08/28/2023	Bruce F Vento Elem
Lee, H.	Classroom Teacher	08/28/2023	Groveland Park Elem
Rancone, N.	Classroom Teacher	08/28/2023	Johnson Senior High
Ross, M.	Classroom Teacher	08/07/2023	Como Service Center
Schumacher, C.	Classroom Teacher	08/28/2023	Nokomis Montessori North
Sezer, J.	Classroom Teacher	08/28/2023	Capital Hill Magnet
Sparkman, C.	Classroom Teacher	08/28/2023	Hazel Park Preparatory Academy
Stenerson, L.	Classroom Teacher	08/28/2023	Four Seasons A+
Sutherland, E.	Classroom Teacher	08/07/2023	Washington Tech High
Sutherland, R.	Classroom Teacher	08/28/2023	Johnson Senior High
Tran, J.	Classroom Teacher	08/28/2023	Johnson Senior High
Robertson, K.	Classroom Teacher	08/12/2023	Virtual Learning – Elem
Mathews, R.	Classroom Teacher	08/28/2023	Early Learning Hub - West
Wallace, M.	Classroom Teacher	08/28/2023	Mississippi Creative Arts Elem
Lilja, L.	Classroom Teacher	08/28/2023	Virtual Learning - Elem
Thao, C.	Classroom Teacher	08/28/2023	Central Senior High
Ruddy, D.	Classroom Teacher	08/28/2023	Crossroads Science
Koziol, C.	Classroom Teacher	08/28/2023	Virtual Learning - Elem
Ali, A.	Education Assistant	09/05/2023	Early Learning Hub - West
Belden, J.	Education Assistant	08/28/2023	Maxfield Elem

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REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Fischbeck, C.	Education Assistant	08/28/2023	Humboldt Secondary
Moreno, H.	Education Assistant	08/28/2023	Focus Beyond (18-Adult)
Sullivan, R.	Clerical	08/14/2023	Colborne Admin Offices
Sedaro, M.	Custodian	08/09/2023	Como Park Senior High
Ali, S.	Nutrition Services	08/30/2023	Hamline Elem
Harris, A.	Nutrition Services	08/21/2023	E-STEM Middle
Muhamed, H.	Nutrition Services	08/29/2023	Nokomis Montessori North
Roy, D.	Nutrition Services	08/28/2023	Rondo Education Center

RECISION OF RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Luckett-Adeneke, J.	Nutrition Services	09/01/2023	\$19.23	Como Service Center

REHIRE AFTER TERMINATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Fox, M.	Custodian	07/01/2023	\$28.78	Groveland Park Elem

VOLUNTARY REDUCTION IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Childs, E.	Classroom Teacher	08/12/2023	\$58.26	Global Arts Plus - Lwr
Shuros, M.	Classroom Teacher	08/26/2023	\$53.90	1780 W. 7th Street
Vaerst, S.	Classroom Teacher	08/26/2023	\$57.18	Gordon Parks High - ALC
Moo, H.	School/Community Professional	08/26/2023	\$32.71	271 Belvidere Bldg
Ramirez, M.	School/Community Professional	08/12/2023	\$43.63	Colborne Admin Offices
Dino, M.	Education Assistant	08/26/2023	\$25.91	Como Service Center
Arias-Avina, S.	Clerical	08/19/2023	\$26.02	Central Senior High
Grundmeier, C.	Clerical	08/19/2023	\$25.34	St Anthony Park Elem
Sims, T.	Clerical	08/12/2023	\$21.14	Highland Park Senior High
Bromenschenkel, E.	Professional Employee	08/12/2023	\$30.37	Student Placement Center

CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Carrillo, E.	Central Administrator From: Classroom Teacher	08/12/2023	\$49.17	Wellstone Elem
Kraabel, S.	Classroom Teacher Career Progression	08/12/2023	\$30.30	Highland Park Senior High

HUMAN RESOURCE TRANSACTIONS**August 1, 2023 – August 31, 2023****September 19, 2023****CHANGE IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Stewart, C.	Classroom Teacher From: School/Community Professional	08/12/2023	\$37.08	Hamline Elem
Turnbull, C.	Classroom Teacher From: Central Administrator	08/12/2023	\$55.80	Virtual Learning - Middle
Yang, M.	Classroom Teacher From: Temporary Employee	08/12/2023	\$38.86	Txuj Ci Hmong Language-Culture
Lor, P.	Classroom Teacher From: Temporary Employee	08/12/2023	\$35.19	Open World Learning
Rujux-Xicay, A.	Classroom Teacher From: Temporary Employee	08/12/2023	\$31.75	Johnson Senior High
Quoie, Z.	School/Community Professional From: Education Assistant	08/26/2023	\$32.71	Central Senior High

CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Hutchenson, M.	Teaching Assistant From: Nutrition Services	08/26/2023	\$19.50	Riverview Dual Immrsn

REDUCTION IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ottinger, T.	Nutrition Services	08/26/2023	\$19.88	Global Arts Plus - Lwr

RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Roozen, R.	Classroom Teacher	09/16/2023	Johnson Senior High
Lee, T.	Education Assistant	08/19/2023	Txuj Ci Hmong Language-Culture
Amacher-Malm, L.	Custodian	11/04/2023	Chelsea Heights Elem

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Hill, W.	Central Administrator	08/12/2023	Como Service Center
Aufderheide, A.	Classroom Teacher	07/01/2023	Bruce F Vento Elem
Beseman, R.	Classroom Teacher	07/01/2023	Eastern Heights Elem
Buzzetta, C.	Classroom Teacher	07/01/2023	Early Learning Hub – West
Cornelius, A.	Classroom Teacher	07/01/2023	Highwood Hills Elem
Daily, A.	Classroom Teacher	07/01/2023	Highland Park Elem
Dunson, M.	Classroom Teacher	07/01/2023	Harding Senior High
Ellenson, J.	Classroom Teacher	08/25/2023	Focus Beyond (18-Adult)

HUMAN RESOURCE TRANSACTIONS
August 1, 2023 – August 31, 2023
September 19, 2023

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Engelsmith, T.	Classroom Teacher	07/02/2023	271 Belvidere Bldg
Fleming, R.	Classroom Teacher	07/01/2023	Farnsworth Aerospace Lwr
Gary, T.	Classroom Teacher	07/01/2023	Washington Tech High
Harper-Roy, M.	Classroom Teacher	07/01/2023	Harding Senior High
Harvey, D.	Classroom Teacher	07/01/2023	271 Belvidere Bldg
Hennessey, A.	Classroom Teacher	07/01/2023	Frost Lake Elem
Huffman, R.	Classroom Teacher	07/02/2023	Maxfield Elem
Ippolito, T.	Classroom Teacher	09/02/2023	Crossroads Science
Kraemer, K.	Classroom Teacher	07/01/2023	Washington Tech Secondary Magnet
Laabs, B.	Classroom Teacher	07/01/2023	Jie Ming Mandarin Immrsn Academy
Mattila, O.	Classroom Teacher	07/01/2023	Murray Middle
McAnulty, L.	Classroom Teacher	07/01/2023	Cherokee Heights
Medin, C.	Classroom Teacher	07/01/2023	Hamline Elem
Moore, K.	Classroom Teacher	07/01/2023	Randolph Heights Elem
Mosiori, R.	Classroom Teacher	07/01/2023	Creative Arts Secondary
Radtke, R.	Classroom Teacher	07/01/2023	Battle Creek Middle
Rogers, T.	Classroom Teacher	07/01/2023	Murray Middle
Sannie-Ariyibi, A.	Classroom Teacher	08/01/2023	Humboldt Secondary
Siguenza, B.	Classroom Teacher	07/01/2023	Harding Senior High
Skahen, C.	Classroom Teacher	07/01/2023	Four Seasons A+
Slattery, A.	Classroom Teacher	08/26/2023	Crossroads Science
Waters, J.	Classroom Teacher	08/12/2023	East African Elem Magnet
Whalen, A.	Classroom Teacher	07/01/2023	Farnsworth Aerospace Lwr
Brooks, A.	Classroom Teacher	07/02/2023	Farnsworth Aerospace Up
Schmitt, C.	Classroom Teacher	07/01/2023	Como Park Senior High
Sweeney, A.	Classroom Teacher	07/02/2023	Como Park Senior High
Yang, K.	Classroom Teacher	07/02/2023	Farnsworth Aerospace Up
Geoghegan, B.	Classroom Teacher	07/01/2023	Highland Park Elem

HUMAN RESOURCE TRANSACTIONS
August 1, 2023 – August 31, 2023
September 19, 2023

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Burk, C.	Classroom Teacher	07/01/2023	Washington Tech High
Freeberg, V.	Classroom Teacher	07/01/2023	Humboldt Secondary
Levy, J.	Classroom Teacher	07/01/2023	Washington Tech High
Wallace, A.	Classroom Teacher	07/01/2023	Groveland Park Elem
Abraham, J.	Classroom Teacher	07/01/2023	Johnson Senior High
Barr, A.	Classroom Teacher	07/01/2023	Washington Tech High
Boell, C.	Classroom Teacher	07/01/2023	Bruce F Vento Elem
Derrickson, C.	Classroom Teacher	07/01/2023	Creative Arts Secondary
Elks, Tara A.	Classroom Teacher	07/01/2023	Bruce F Vento Elem
Hayes, E.	Classroom Teacher	07/01/2023	Frost Lake Elem
Sampson, A.	Classroom Teacher	07/01/2023	Benjamin Mays/Museum
Spiegelberg, A.	Classroom Teacher	07/01/2023	Bruce F Vento Elem
Voss, N.	Classroom Teacher	07/01/2023	Washington Tech High
Yusuf, A.	Classroom Teacher	08/22/2023	Wellstone Elem
Beck, S.	School/Community Professional	08/05/2023	Crossroads Science
Cook, B.	School/Community Professional	06/17/2023	Journeys Secondary
Crockett, B.	School/Community Professional	07/01/2023	Benjamin Mays/Museum
Dunnivant, A.	School/Community Professional	08/24/2023	Washington Tech High
Kruzeski, J.	School/Community Professional	07/01/2023	Murray Middle
Watkins, A.	School/Community Professional	07/01/2023	Washington Tech High
Butler, S.	Education Assistant	08/08/2023	1780 West 7th St
Kraft, A.	Education Assistant	08/17/2023	Benjamin Mays/Museum
Omer, A.	Education Assistant	06/15/2023	Humboldt Secondary
Soe, H.	Education Assistant	08/28/2023	Washington Tech High
Thein, L.	Education Assistant	08/19/2023	Global Arts Plus - Lwr

HUMAN RESOURCE TRANSACTIONS
August 1, 2023 – August 31, 2023
September 19, 2023

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Vang, M.	Education Assistant	09/08/2023	Nokomis Montessori South
Barnard, A.	Teaching Assistant	06/15/2023	Murray Middle
Callahan, J.	Teaching Assistant	06/15/2023	Four Seasons A+
Carrillo, D.	Teaching Assistant	07/16/2023	Adams Spanish Immrsn Magnet
Chang, C.	Teaching Assistant	06/16/2023	Jie Ming Mandarin Immrsn Academy
Ciolkosz, C.	Teaching Assistant	06/15/2023	Early Learning Hub - East
Goodwin, J.	Teaching Assistant	06/16/2023	Expo for Excellence Elem
Johnson, K.	Teaching Assistant	06/17/2023	Benjamin Mays/Museum
King, H.	Teaching Assistant	06/29/2023	Highland Park Senior High
Kogler, T.	Teaching Assistant	09/01/2023	Nokomis Montessori North
Long, I.	Teaching Assistant	08/24/2023	Benjamin Mays/Museum
Lynch Packard, M.	Teaching Assistant	06/15/2023	Wellstone Elem
Poulose, V.	Teaching Assistant	07/02/2023	Benjamin Mays/Museum
Stevenson, A.	Teaching Assistant	07/01/2023	Benjamin Mays/Museum
Taylor, J.	Teaching Assistant	06/16/2023	Chelsea Heights Elem
Tschida, C.	Teaching Assistant	07/01/2023	Como Park Elem
Vavra, S.	Teaching Assistant	08/22/2023	St. Paul Music Academy
West, N.	Teaching Assistant	07/01/2023	Johnson Senior High
Xiong, M.	Teaching Assistant	08/19/2023	Phalen Lake Hmong Studies Magnet
Xiong, P.	Teaching Assistant	06/15/2023	Wellstone Elem
Lao, K.	Clerical	08/26/2023	Como Service Center
Moua, K.	Clerical	07/28/2023	Colborne Admin Offices
Woods, J.	Clerical	08/26/2023	Colborne Admin Offices
Cylkowski, J.	Custodian	08/19/2023	Adams Spanish Immrsn Magnet
England, M.	Custodian	08/20/2023	American Indian Magnet
Feustel, A.	Custodian	09/02/2023	American Indian Magnet
Fox, M.	Custodian	07/01/2023	Groveland Park Elem
Jones, M.	Custodian	09/02/2023	Washington Tech High

HUMAN RESOURCE TRANSACTIONS
August 1, 2023 – August 31, 2023
September 19, 2023

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Carter, L.	Nutrition Services	07/01/2023	Highland Park Senior High
Duran Sanson, C.	Nutrition Services	07/01/2023	Highland Park Senior High
Greaves, S.	Nutrition Services	06/15/2023	Rondo Education Center
Hagos, H.	Nutrition Services	07/01/2023	Como Park Senior High
Matykiewicz, J.	Nutrition Services	08/26/2023	Como Service Center
Pernatiy, K.	Nutrition Services	06/15/2023	Highland Park Senior High
Harris, A.	Professional Employee	08/16/2023	Colborne Admin Offices
Tarpeh, D.	Professional Employee	08/05/2023	Colborne Admin Offices
Vang, Y.	Professional Employee	08/12/2023	Colborne Admin Offices
Karels, M.	Supervisory	09/13/2023	Colborne Admin Offices
Somaiah, R.	Supervisory	08/26/2023	1780 West 7th St

TERMINATION OF TEMPORARY EMPLOYMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
X., T.	Classroom Teacher	08/13/2023

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Approval to Create a Cooperative Sponsorship between St. Paul Johnson, St. Paul Como Park, St. Paul Harding and St. Croix Lutheran for Boys Hockey

A. PERTINENT FACTS:

1. **General Overview.** For over 100 years, Johnson has provided an exciting hockey atmosphere but recently, the school's participation numbers have dropped to the point that the school needs to expand boundaries to continue to provide a safe and successful experience for Johnson's student-athletes.
2. **Outcomes.** Johnson works to create a positive experience, affording the participating students opportunities to work together and create lifetime, lasting memories.
3. **Duration of Proposal.** Plan to re-assess participation numbers and need to maintain a co-operative agreement in 2-3 years.
4. **Costs/Funds.** Costs will be divided as appropriate.
5. **District Strategic Plan Focus Areas.** This cooperative agreement will meet the district goals for student-athlete participation opportunities in athletics.
 - Positive School and District Culture
 - Program Evaluation / Resource Allocation
6. **Sponsor.** This item is submitted by: Johnson's Don Bross, Athletic Director, and Jamil Payton, Principal; Como Park's Koua Yang, Athletic Director and Dr. Diana Brown, Principal; Harding's Otto Kraus, Athletic Director and Anthony Chlebeczek, Principal; Monroe Denarvise Thornton, Jr., Districtwide Athletic Administrator, and Andrew Collins, Executive Chief of Schools and Learning. The item is also supported by St. Croix Lutheran's Athletic Director and Principal.

B. RECOMMENDATION:

Authorize the Superintendent (or Designee) to approve the Cooperative Sponsorship for Girls' Basketball with St. Paul- Washington Technology Magnet and St. Paul- Johnson.

Application for Cooperative Sponsorship

Deadline: Not later than 30 days prior to the first day of practice for that sport season.
PLEASE SEE BYLAW 403.2 (A-C) and 403.4 (A-D) (amended May 15, 2017) FOR INFORMATION REGARDING REQUIRED DOCUMENTATION AND APPLICATION PROCEDURE

The governing boards of each participating school must jointly make application for cooperative sponsorship.

On behalf of the following schools, we hereby apply for cooperative sponsorship of **Boys Hockey**

beginning with the **2023 – 2024** school year.

(activity) (boys' or girls') (Adapted-CI or PI)

List **ALL** schools included in the cooperative sponsorship. *Attach another form if necessary.*

	School	Enrollment (9-12)*	City	Administrative Region**	Competitive Section**
High School #1:	St. Paul- Johnson Senior HS	1200	Saint Paul	4AA	1A
High School #2:	St. Paul- Harding HS	1900	Saint Paul	4AA	NA
High School #3:	St. Croix Lutheran	450	West. St. Paul	4A	NA
High School #4:	St. Paul - Como Park HS	1100	St. Paul	4AA	1A

*Enrollment reported to the State of Minnesota on October 1 of the previous school year.

**Current (Number and Class)

1. Do any of the above schools belong to a conference in this activity?

☐ **Yes** This application must include a review and comments from the conference(s) of which the schools are members.

☒ **No**

2. Do any of the above schools currently have a cooperative agreement in this activity?

☒ **Yes** An application for dissolution must be submitted for the existing agreement.

☐ **No**

3. Describe the conditions which have prompted your request to co-sponsor this activity.

For over 100 years, Johnson has provided an exciting hockey atmosphere but recently, the school's participation numbers have dropped to the point that the school needs to expand boundaries to continue to provide a safe and successful experience for Johnson's student-athletes. The Johnson and Como Park have co-sponsored over the past several years, but with the dwindled numbers, including St. Croix Lutheran and Harding to the co-sponsorship allows the opportunity to participate in boys hockey to continue on the east side of St. Paul, MN.

4. List the number of students, by grade level, who participated in this activity during the previous year. *If the school did not sponsor the program last year, indicate the number of students expected to participate in this cooperatively-sponsored activity this year if approved.*

	7th	8th	9th	10th	11th	12th
High School #1	0	0	5	4	1	1
High School #2	0	0	0	0	1	0
High School #3	0	0	1	3	2	1
High School #4	0	0	1	0	1	6

5. Team Identification: (Indicate how cooped schools should be identified in tournament programs): St. Paul- Washington/Johnson

Johnson/Como Park/Harding/St. Croix Lutheran

6. Team Colors: Maroon White Team Mascot: Governor

7. Host School (school that will receive revenue share check): St. Paul Johnson Senior High School

Board of Education (or designee)	School	Date
Signed _____	_____	_____
Signed _____	_____	_____
Signed _____	_____	_____
Signed _____	_____	_____

Official Action of the MSHSL Board of Directors

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☐ **Approved**

☐ **Not Approved**

Signature: _____

Date: _____

MSHSL Executive Director

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Revision to Policy 102.00 Equal Opportunity/Non Discrimination and
Policy 401.00 Equal Employment Opportunity

A. PERTINENT FACTS:

1. Per SPPS Policy 209.00 Development, Adoption, Implementation and Monitoring of Policies, “revisions that are required owing to a change in statute, rule, or other governmental mandate may be made through a consent agenda rather than through the three-reading process.” And, “minor editorial updates that do not affect the title or substance of the policy do not need to go through the formal approvals process.”
2. Policy 102.00 Equal Opportunity/Non Discrimination and Policy 401.00 Equal Employment Opportunity will be updated through the consent agenda and not through the three-reading process because the revisions made are due to a change in statute that requires entities to provide contact information to which a complaint can be made.
3. The change to 102.00 Equal Opportunity/Non Discrimination and Policy 401.00 Equal Employment Opportunity reflects additional language that provides contact information to file a complaint:

“A grievance procedure for complaints of discrimination may be found in Policy 415.00. In addition, a student, parent, or employee can file a complaint with Office of Civil Rights (OCR) at any time at:

Office for Civil Rights, Chicago Office
U.S. Department of Education
John C. Kluczynski Federal Building
230 S. Dearborn Street, 37th Floor
Chicago, IL 60604
(312) 730-1560
Facsimile: (312) 730-1576
TDD: (800) 877-8339

Student, parents, and employees may file a complaint of discrimination with:

MN Department of Human Rights
Griggs Midway Building
540 Fairview Ave. N., Ste 201
Saint Paul, MN 55104
(800) 657-3704
(651) 539-1100
TDD (651) 296-1283

Employees may file a complaint of discrimination with:

Equal Employment Opportunity Commission
330 S. 2nd Avenue, Suite 720
Minneapolis, MN 55401
(800) 669-4000
TDD (800) 669-6820”

4. This project will meet the District strategic plan goals of Positive School and District Culture.
5. This item is submitted by Jada Wollenzien, Program Manager; Charles Long, General Counsel; Pat Pratt-Cook, Executive Chief of Human Resources.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to approve the revisions to Policy 102.00 Equal Opportunity/Non Discrimination and Policy 401.00 Equal Employment Opportunity.

102.00 EQUAL OPPORTUNITY/NON-DISCRIMINATION

1. Saint Paul Public Schools does not discriminate on the basis of race, creed, sex, marital status, national origin, immigration status, age, color, religion, ancestry, status with regard to public assistance, socio-economic status, sexual or affectional orientation, gender identity and expression, familial status, physical appearance or disability. Saint Paul Public Schools also makes reasonable accommodation to the known disabilities of qualified disabled individuals. This policy applies to all areas of education, employment, programs and services operated by the school district.
2. Every school district employee and school board member shall comply with this policy.
3. The Superintendent shall designate one or more employees to coordinate the school district's efforts to implement this policy and to comply with and carry out the district's responsibilities under the following laws and their implementing regulations: section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, and the Civil Rights Act of 1964. The Superintendent or designee shall publish contact information for the employees responsible for carrying out the requirements of this paragraph.
4. Individuals may direct questions about this policy or its implementation to the responsible school district employee, designated by the Superintendent, or to the Superintendent.
5. A grievance procedure for complaints of discrimination may be found in Policy 415.00. In addition, a student, parent, or employee can file a complaint with Office of Civil Rights (OCR) at any time at:

Office for Civil Rights, Chicago Office
U.S. Department of Education
John C. Kluczynski Federal Building
230 S. Dearborn Street, 37th Floor
Chicago, IL 60604
(312) 730-1560
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TDD (651) 296-1283

Employees may file a complaint of discrimination with:

Equal Employment Opportunity Commission
330 S. 2nd Avenue, Suite 720
Minneapolis, MN 55401
(800) 669-4000
TDD (800) 669-6820

LEGAL REFERENCES:

Minn. Stat.. Chapter 363A (Minnesota Human Rights Act)
Minn. Stat. § 121A.04
20 U.S.C. § 1681 et seq. (Title IX)
20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)
29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)
29 U.S.C. § 794 et seq. (Rehabilitation Act)
42 U.S.C. § 2000c et seq. (Civil Rights Act—Public Education)
42 U.S.C. § 2000d et seq. (Title VI, Civil Rights Act—Federally Assisted Programs)
42 U.S.C. § 2000e et seq. (Civil Rights Act—Equal Employment Opportunity) 42
U.S.C. Ch. 126 (Americans with Disabilities Act)
29 C.F.R. Part 32
29 C.F.R. § 1630.1 et seq.
34 C.F.R. Parts 104, 106

CROSS REFERENCES:

Policy 101.00 Racial Equity
Policy 401.00 Equal Employment Opportunity
Policy 415.00 Discrimination, Harassment, Violence, and Retaliation
Policy 500.00 Gender Inclusion
Policy 609.00 Religion
Procedures 102.00.01 Title IX Grievance Procedures

401.00 EQUAL EMPLOYMENT OPPORTUNITY

1. The Saint Paul Public Schools shall provide equal employment opportunity for all applicants and employees. The school district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with respect to public assistance, disability, sexual or affectional orientation, age, familial status, gender identity and expression, veteran status or membership or activity in a local commission as defined by Minn. Stat. § 363A.03. The school district also shall make reasonable accommodations for disabled employees.
2. The school district prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and the school district's internal procedures for addressing complaints of harassment, please refer to school district policy 415.00.
3. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
4. Every school district employee shall comply with this policy.
5. The Executive Director of Human Resources and/or the Equal Employment Opportunity Director shall reply to all inquiries made regarding the interpretation and application of this policy.
6. A grievance procedure for complaints of discrimination may be found in Policy 415.00. In addition, a student, parent, or employee can file a complaint with Office of Civil Rights (OCR) at any time at:

Office for Civil Rights, Chicago Office
U.S. Department of Education
John C. Kluczynski Federal Building
230 S. Dearborn Street, 37th Floor
Chicago, IL 60604
(312) 730-1560
Facsimile: (312) 730-1576
TDD: (800) 877-8339

Student, parents, and employees may file a complaint of discrimination with:

MN Department of Human Rights
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Saint Paul, MN 55104

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Employees may file a complaint of discrimination with:

Equal Employment Opportunity Commission
330 S. 2nd Avenue, Suite 720
Minneapolis, MN 55401
(800) 669-4000
TDD (800) 669-6820

LEGAL REFERENCES:

Minn. Stat. Chapter 363A (Minnesota Human Rights Act)
29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)
29 U.S.C. § 2615 (Family and Medical Leave Act)
38 U.S.C. § 4301 *et seq.* (Employment and Re-employment Rights of
Members of the Uniformed Services)
38 U.S.C. § 4211 *et seq.* (Employment and Training of Veterans)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 *et seq.* (Equal Opportunity for Individuals with
Disabilities)

CROSS REFERENCES:

102.00, Equal Opportunity/Non-Discrimination
602.00, Multicultural, Intercultural, Non-Racist, Non-Sex-Biased, Gender
and Disability Fair Education
415.00 Discrimination, Harassment, Violence and Retaliation

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Settlement of Claim

A. PERTINENT FACTS:

1. The School District has been engaged in a contract dispute with a vendor.
2. The vendor is willing to settle that dispute for service credits back to the School District on the terms set forth in a Settlement Agreement.
3. This settlement supports the District's target area goal of resource allocation.
4. This item is submitted by Chuck Long, General Counsel.

B. RECOMMENDATION:

That the Board of Education approve the Settlement Agreement in the above-referenced matter; authorize its Superintendent to sign the Settlement Agreement; and authorize School District administration to perform the Settlement Agreement.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Phase Gate Approval of the Wilson (fka LEAP) School Concrete Replacement (Project # 4270-22-01): Gate #3 – Project Budget

A. PERTINENT FACTS:

1. This agenda item seeks approval for the Wilson (fka LEAP) School Concrete Replacement project at the following phase gate(s):
 - a. Gate #3 – Project Budget / Proceed to Bidding
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter (Predesign)	N/A – does not exist for projects of this size
#3 – Project Budget	September 19, 2023 (current)
#4 – Contract Award	September 19, 2023 (current)
#5.1 – Project Close-Out	November 2023 (anticipated)
#5.2 – Final Project Summary	November 2024 (anticipated)

3. A summary of the current project budget is as follows:

Proposed Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$465,000	\$0	\$0	0%

4. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY24	\$465,000

5. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
6. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the Wilson (fka LEAP) School Concrete Replacement project (Project # 4270-22-01) at Phase Gate #3 – Project Budget, setting the final project budget at \$465,000 and indicating direction to proceed with construction bidding.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: *SPPS Builds* Phase Gate Title Simplification

A. PERTINENT FACTS:

1. The District has implemented a series of program and project checkpoints with the Board to facilitate mutual understanding, expectations, and approvals regarding the progress of *SPPS Builds*, the District's deferred maintenance and capital improvement program, and the individual projects therein. This series of phase gates consists of the requested action by the Board, the financial status of the project and a brief summary of the corresponding funding strategy.
2. In an effort to streamline communication and make information understandable to the general public we are simplifying the titles of the individual phase gate checks. A summary of the existing and new titles is as follows:

Existing Title	New Title
Gate Check #1 – SPPS Builds Five-Year Plan; <i>Gate #1A – Finance Plan Update</i>	Gate Check #1 – SPPS Builds Five-Year Plan
Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #2 – Project Charter; <i>Gate #2A – Finance Plan Update</i>	Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #2 – Project Charter
Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #3 – Project Budget; <i>Gate #3A – Finance Plan Update</i>	Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #3 – Project Budget
Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #4 - Contract Award; <i>Gate #4A – Finance Plan Update</i>	Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #4 - Contract Award
Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #5.1 – Project Close-Out; <i>Gate #5.1A – Finance Plan Update</i>	Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #5.1 – Project Close-Out
Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #5.2 – Final Project Summary; <i>Gate #5.2A – Finance Plan Update</i>	Phase Gate Approval of the [PROJECT] (Project # XXXX-XX-XX): Gate #5.2 – Final Project Summary

3. The information contained in each phase gate check will not change as part of this action, as only the title is changing.

4. This item meets the District Strategic Plan goals by aligning resource allocation to District priorities.
5. This item is submitted by Tom Parent, Executive Director of Operations and Administration; and Jackie Turner, Chief Administration and Operations Officer, and Tom Sager, Executive Chief of Financial Services.

B. RECOMMENDATION:

That the Board of Education accepts this report on the title revision to the *SPPS Builds* phase gate check agenda items.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Maximum Hourly Rate Increases for Pre-Qualified Professional Engineers, Technology Consultants and Landscape Architects for Small Projects

A. PERTINENT FACTS:

1. The District desires to obtain professional engineering services on an as needed basis for appropriate projects. The desired engineering services include, but are not limited to engineering, technology and landscape design services, cost estimating, value engineering, and construction administration for capital improvement and deferred maintenance projects
2. In alignment with Board and Procurement protocols, a Request for Qualifications (No. A21-1417-A) was in 2021 to establish a slate of Board approved consultants with a standard contract form. The selected consultants were approved by the Board on September 21, 2021. The District uses this slate to issue targeted solicitations with Requests for Proposals (RFP) for specific projects. RFP responses are reviewed using consistent metrics and a consultant is selected for award of contract.
3. The Consultants are allowed to increase their maximum hourly rate every two years.
4. The new maximum hourly not-to-exceed rate will be locked in for the next two years.
5. These rates only represent the maximum billing not-to-exceed rate for professional services. Each awarded amount is decided on a project-by-project basis, and consultant staff assigned are generally billed at a lower rate.

<u>Consultant</u>	<u>2021 Maximum Hourly Rate</u>	<u>2023 Maximum Hourly Rate</u>
Armstrong Torseth Skold and Rydeen, Inc.	\$258	No change
Cunningham	\$225	\$247.50
LHB, Inc.	\$257	\$269
Tom Loucks & Associates, Inc.	\$245	No change
Tolz King Duvall Anderson & Associates, Inc. dba TKDA	\$195	\$214
WSB & Associates, Inc.	\$197	\$216
Design Tree Engineering, Inc.	\$200	\$215
I & S Group, Inc.	\$190	\$209
Bakke Kopp Ballou & McFarlin, Inc. (BKBM)	\$240	\$260
DLR Group, Inc.	\$235	\$258.50
IMEG Corp.	\$230	\$253
Krech, O'Brien, Mueller & Associates, Inc.	\$180	\$198
Meyer, Borgman & Johnson, Inc.	\$230	\$242
Karges-Faulconbridge, Inc.	\$194	\$213
Nexus Solutions, LLC	\$195	\$210
Dunham Associates, Inc.	\$235	\$255
Hallberg Associates, Inc.	\$200	\$210
Willen, Incorporated	\$150	No change
True North Consulting Group LLC	\$185	No change

The Westlund Group, Inc.	\$175	\$192
Emanuelson-Podas, Inc.	\$220	\$242
Obernel Engineering dba CMTA	\$230	No change
Wold Architects, Inc.	\$210	\$240
Boarman Kroos Vogel Group, Inc dba BKV Group	\$300	\$312
Larson Engineering, Inc.	\$175	\$195

6. This item meets the District Strategic Plan goals by aligning resource allocation to District priorities.
7. This item is submitted by Tom Parent, Executive Director of Operations and Administration; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize the administration to adjust the terms of professional consulting services in accordance with the Request for Qualifications No. A21-1417-A to incorporate new maximum hourly billing rates per the above table.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Phase Gate Approval of the E-STEM Chiller Replacement (Project # 2210-20-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the E-STEM Chiller Replacement at the following gate check(s):
 - Gate #5.2 – Project Final Fiscal Close-out
2. This project is complete and all associated contracts have been paid in full.
 - Design Start December 2020
 - Bid February 2021
 - Construction Start April 2021
 - Substantial Completion (Occupancy) June 2021
 - Close-out July 2021
3. At this stage we can state the final cost of delivery and affirm it is within the Board approved project budget.
4. The Project gate schedule is:

Gate # and Description	Date
#1 – Master Planning	N/A
#2 – Project Charter (Predesign)	N/A
#3 – Project Budget	N/A
#4 – Contract Award	March 23, 2021
#5.1 – Project Close-Out *	N/A
#5.2 – Final Project Summary	September 19, 2023

* The close-out period for smaller, less complex projects is relatively brief and, therefore, do not necessitate the interim Gate # 5.1 report.

5. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$410,000	\$0	\$344,030	100%

6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM	\$344,030

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

8. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept the financial report provided for E-STEM (Project # 2210-20-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Phase Gate Approval of the Humboldt Senior High School Athletics (Project #2142-22-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the Humboldt Senior High School Athletics at the following gate check(s):

- Gate #5.2 – Project Final Fiscal Close-out

2. This project is complete and all associated contracts have been paid in full.

- Design Start January 2022
- Bid May 2022
- Construction Start June 2022
- Substantial Completion June 2023
(Occupancy)
- Close-out June 2023

3. At this stage we can state the final cost of delivery and affirm it is within the Board approved project budget.

4. The Project gate schedule is:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter (Predesign)	N/A
#3 – Project Budget	April 19, 2022
#4 – Contract Award	May 24, 2022
#5.1 – Project Close-Out *	N/A
#5.2 – Final Project Summary	September 19, 2023

* The close-out period for smaller, less complex projects is relatively brief and, therefore, do not necessitate the interim Gate # 5.1 report.

5. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$1,850,000	\$0	\$1,689,473	100%

6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
Capital Bonds	\$1,508,278
LTFM	\$181,195

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

8. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept the financial report provided for Humboldt Senior High School Athletics (Project # 2142-22-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Phase Gate Approval of the Phalen Lake Hmong Studies (now Txuj Ci) HVAC
(Project # 1200-19-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the Phalen Lake Hmong Studies (now Txuj Ci) HVAC at the following gate check(s):
 - Gate #5.2 – Project Final Fiscal Close-out
2. This project is complete and all associated contracts have been paid in full.
 - Design Start January 2019
 - Bid March 2020
 - Construction Start June 2020
 - Substantial Completion May 2020
(Occupancy)
 - Close-out August 2023
3. At this stage we can state the final cost of delivery and affirm it is within the Board approved project budget.
4. The Project gate schedule is:

Gate # and Description	Date
#1 – Master Planning	October 23, 2018
#2 – Project Charter (Predesign)	NA – Gate did not exist at the time
#3 – Project Budget	January 21, 2020
#4 – Contract Award	March 24, 2020
#5.1 – Project Close-Out	June 21, 2022
#5.2 – Final Project Summary	September 19, 2023

5. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$7,157,000	\$0	\$5,946,479	100%

6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
COP	\$4,806,532
LTFM	\$1,139,947

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
8. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept the financial report provided for Phalen Lake Hmong Studies (now Txuj Ci) HVAC (Project # 1200-19-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Phase Gate Approval of the Washington Technology Magnet Athletic Site Improvements (Project # 4040-19-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the Washington Technology Magnet Field Turf Replacement at the following gate check(s):

- Gate #5.2 – Project Final Fiscal Close-out

2. This project is complete and all associated contracts have been paid in full.

- Design Start March 2019
- Bid February 2020
- Construction Start June 2020
- Substantial Completion (Occupancy) October 2021
- Close-out August 2023

3. At this stage we can state the final cost of delivery and affirm it is within the Board approved project budget.

4. Due to an unforeseen environmental condition, this project has exceeded the Board approved budget. A summary of the required correction and necessary funding were presented to, and approved by, the Board of Education on September 22, 2020.

5. The Project gate schedule is:

Gate # and Description	Date
#1 – Master Planning	October 23, 2018
#2 – Project Charter	NA – Gate did not exist at the time
#3 – Project Budget	January 21, 2020
#4 – Contract Award	March 24, 2020
#5.1 – Project Close-Out	June 21, 2022
#5.2 – Final Project Summary	September 19, 2023

6. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$4,669,000	\$0	\$6,113,370	100%

7. A summary of current and anticipated funding is as follows:

Funding Source	Amount
Capital Bonds	\$5,420,041
LTFM	\$693,329

8. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
9. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept the financial report provided for Washington Technology Magnet Athletic Site Improvements (Project # 4040-19-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Minnesota Department of Transportation ("MN DOT") Proposal to Purchase Rights to District Property

A. PERTINENT FACTS:

1. In November and December, 2022, MN DOT sent correspondence to the District outlining their intent to acquire interests in property needed for the replacement of signals, highway purposes, lane conversion, and improvement of sidewalks for Pedestrian American Disabilities Act, in the form of temporary easements related to both Highland Park Middle School and Highland Park Track and Field, and in a fee taking of part of Highland Park Track and Field.
2. Highland Park Middle School is located at 975 Snelling Ave S, St Paul, MN 55116.
3. The terms of the temporary easement affecting Highland Park Middle School shall be effective from the date the temporary easement is signed to December 1, 2026.
4. In exchange for the temporary easement affecting Highland Park Middle School, MN DOT will pay the District, as full compensation, the amount of Seven Hundred Fifty and 00/100 Dollars (\$750.00).
5. The Highland Park Track and Field parcel is located east of Highland Park Middle and High Schools.
6. The terms of the temporary easement affecting Highland Park Track and Field shall be effective from the date the temporary easement is signed to December 1, 2026.
7. The property that will be conveyed to MN DOT contains approximately 160 square feet.
8. The District's vesting deed for the Highland Track and Field parcel contains a use restriction in favor of the State of Minnesota that requires that the property be used by it exclusively for general physical education and related activities, athletic activities, and general outdoor school uses, and if it is not used for that purpose the State of Minnesota has a right of reversion to the property.
9. Pursuant to Minn. Stat. 282.01, Subd. 1d(c), the use restriction will be released if the board records a resolution indicating it is released.
10. While the District seeks to obtain the county board resolution releasing the use restriction, MN DOT has requested a temporary construction permit to begin construction on the Highland Park Track and Field parcel.
11. In exchange for the sale of a portion of the Highland Track and Field parcel and the temporary easement affecting Highland Park Track and Field, MN DOT will pay the District, as full compensation, the amount of Three Thousand Six Hundred Twenty-five and 00/100 Dollars (\$3,625.00).

12. This item is submitted by Tom Parent, Executive Director of Operations and Administration, and Jackie Turner, Chief of Operations and Administration.

B. RECOMMENDATION:

That the Superintendent (or designee, including Tom Parent, Executive Director of Operations and Administration) execute and approve MN DOT's proposal to purchase property and temporary easement and construction rights to a portion of the District property located at and around 975 Snelling Ave S, St Paul, MN 55116 in the amount of \$4,375.00 for replacement of signals, highway purposes, lane conversion, and improvement of sidewalks around the District's property, and to seek a county board resolution releasing the use restriction that affects the Highland Track and Field parcel.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Phase Gate Approval of the Wilson (fka LEAP) School Concrete Replacement
(Project # 4270-22-01): Gate #4 - Contract Award

A. PERTINENT FACTS:

1. This agenda item seeks approval for the Wilson (fka LEAP) School Concrete Replacement project at the following phase gate(s):
 - a. Gate #4: Contract Award
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter	N/A – does not exist for projects of this size
#3 – Project Budget*	September 19, 2023 (current)
#4 – Contract Award	September 19, 2023 (current)
#5.1 – Project Close-Out	November 2023 (anticipated)
#5.2 – Final Project Summary	November 2024 (anticipated)

* Please note Gate Check 3 is under separate concurrent consideration on the agenda.

3. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$465,000	\$0	\$0	0%

4. The following bids were received per the terms of Ramsey County Contract #RC-000255:

Lump Sum Base Bid

RAK Construction\$342,725

5. Bids will be reviewed by Purchasing.
6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY24	\$465,000

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
8. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the award of the Wilson (fka LEAP) School Concrete Replacement project (Project # 4270-22-01) to RAK Construction for a lump sum base bid of \$342,725.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Approval of Resolution Relating to Extending a Tax Increment Financing District for the Minnesota Event District in the City of Saint Paul.

PREPARED BY: Tom Sager, Executive Chief of Financial Services

A. PERTINENT FACTS:

1. Tax Increment Financing (TIF) is an economic strategy used by municipalities to temporarily reduce property taxes for defined properties for a limited period of time. The intent of this tool is to provide the property owner greater financial flexibility to better manage operational expenses, investments, and improvements and promote economic growth and development within the taxing authority's region.
2. The current TIF being presented here began in 2009, and is scheduled to expire through taxes payable year 2023.
3. Commencing with taxes payable year 2024, tax increments from the district may be extended to facilitate capital improvements within the city's RiverCentre complex, including but not limited to the St. Paul RiverCentre, Xcel Energy Center, Roy Wilkins Auditorium, and St. Paul RiverCentre Parking Ramp and adjacent areas controlled by the city.
4. In the spring of 2023, the Minnesota Legislature passed a new law for Saint Paul only that requires the city, county, and school district to each pass a resolution publicly supporting extension of Saint Paul's TIF district. Heretofore, when cities are creating a TIF plan to be implemented, counties and school districts were notified, but their formal approval was not required – except in this instance with the specific statutory language.
5. Also included in the BAI (See below.) is the request letter and background from the City of Saint Paul; specific detail in Minnesota Statute 469.1782 requires this action, and the School Board Resolution approving the extension of the existing TIF as outlined in the documents.
6. This recommendation is presented by Tom Sager, with prior review Executive Chief Jackie Turner and Superintendent Joe Gothard.

B. RECOMMENDATION:

District Administration recommends School Board approval of Resolution Relating to Extending a Tax Increment Financing District for the Minnesota Event District in the City of Saint Paul and presented and as attached.



Saint Paul
PUBLIC SCHOOLS

Tax Increment Financing (TIF) District

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Board of Education
Tom Sager, Executive Chief of Financial Services

September 19, 2023

Pertinent Facts

- Tax Increment Financing (TIF) is an economic strategy that cities use to temporarily reduce property taxes on a specific properties
- This tool is intended to give property owners greater financial flexibility to manage expenses and investments ¹²¹
- The City of Saint Paul is seeking an extension to the city's current TIF District that is set to expire in 2023. This TIF has been in place since 2009

Pertinent Facts Continued

- New legislation now requires the city, county and school district to pass a resolution in support of extending Saint Paul's TIF District by 10 years through 2033
- Starting in 2024, the TIF would facilitate capital improvements to the RiverCentre, Xcel Energy Center, Roy Wilkins Auditorium and RiverCentre Parking Ramp
- SPPS will not lose significant revenue through the extension of this TIF. There is no negative impact to the school district property tax levy as a result of this TIF. There is one very slight exception to this pertaining to the severance levy and the Net Tax Capacity.

Further Background Information

- The City of Saint Paul has provided SPPS with a letter of request outlining the background and rationale for this TIF plan, along with the proposed resolution
- The BOE reviewed this information at the COB meeting on September 5, 2023

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Recommendation

- The district recommends that the School Board continue to partner with the City of Saint Paul and Ramsey County to approve the resolution and extend the TIF District for the City of Saint Paul as presented

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August 25, 2023

Dr. Joe Gothard and School Board Members
Saint Paul Public Schools #625
360 Colborne Street
Saint Paul, MN 55102
Joe.Gothard@spps.org

Dear Superintendent Gothard and School Board Members,

The City Council of the City of Saint Paul will consider RES 23-1276 (the "City Council Resolution") on September 6, 2023, to approve Sections 4 and 5 of Minnesota Laws 2023, Chapter 64, Article 8 (the "Special Law") authorizing the Housing and Redevelopment Authority of the City of Saint Paul, Minnesota to extend the duration of the Downtown and Seventh Place (For the Minnesota Event District) Tax Increment Financing District ("TIF District") by 10 years to 2033 and amend the authorized expenditures, subject to certain terms and conditions found in the Special Law (**Attachment #1**). The Special Law will enable the following:

Expenditure of tax increment collections for an additional ten years for the exclusive use to facilitate capital improvements within the city's RiverCentre complex, including but not limited to the Saint Paul RiverCentre, Xcel Energy Center, Roy Wilkins Auditorium, and the St. Paul RiverCentre Parking Ramp and adjacent areas controlled by the city.

This Special Law is ONLY effective upon approval of the City Council Resolution and by a majority vote of the School Board of Independent School District No. 625 (the "**School Board**") and by a majority vote of the Ramsey County Board of Commissioners, and certification by the Secretary of State.

The City hereby requests subsequent action by the **School Board** to consider a resolution, similar to the attached sample (**Attachment #2**), which will be used to certify the Special Law with the Secretary of State of the State of Minnesota.

The City pursued the extension of the TIF District to generate a consistent revenue stream to invest in the RiverCentre complex, which is one of our most important economic development drivers in downtown Saint Paul. This investment will allow the RiverCentre complex to continue to generate significant sales tax, hotel occupancy tax and jobs.

We are available to discuss this important economic driver and its investment needs with **School Board** members and respectfully request your consideration at your upcoming meeting in September.

Once the Special Law is effective, the City will pursue an amendment to the TIF Plan for the TIF District, which will include submission of materials to the School Board. We are targeting a City Council public hearing on the amendment to the TIF plan on November 8, 2023.

Sincerely,



Mayor Melvin Carter
City of Saint Paul



Councilmember Rebecca Noecker
Ward 2 – City of Saint Paul

cc: Ms. Chauntyll Allen, School Board Clerk (chauntyll.allen@spps.org)
Tom Sager, tom.sager@spps.org

Attachment #1 – Special Law

Minnesota Session Laws – 2023, Regular Session, Chapter 64

Article 8 – Tax Increment Financing

Sec. 4. Laws 2008, chapter 366, article 5, section 36, subdivision 1, is amended to read:

Subdivision 1. Authorization. Notwithstanding the provisions of any other law, upon approval of the governing body of the city of St. Paul, the Housing and Redevelopment Authority of the city of St. Paul may establish a redevelopment tax increment financing district comprised of the properties included in the existing downtown and Seventh Place tax increment district (County #82). Notwithstanding Minnesota Statutes, section 469.177, subdivision 6, if certification of the district is requested by July 31, 2008, the certification will be recognized by the county auditor in determining local tax rates for taxes payable in 2009 and subsequent years. The district created under this section terminates December 31, ~~2023~~ 2033. The city may create the district under this section only if it enters into an agreement with Ramsey County to pay the county annually out of the increment from this district an amount equal to the tax that would have been payable to the county on the captured tax capacity of the district had the district not been created.

EFFECTIVE DATE. This section is effective the day after the governing bodies of St. Paul, Ramsey County, and Independent School District No. 625 comply with the requirements of Minnesota Statutes, sections 469.1782, subdivision 2, and 645.021, subdivisions 2 and 3.

Sec. 5. Laws 2008, chapter 366, article 5, section 36, subdivision 3, as amended by Laws 2014, chapter 150, article 5, section 5, is amended to read:

Subd. 3. Authorized expenditures. Tax increment from the district may be expended only to pay principal and interest on bond obligations issued by the city of St. Paul in 2009 for the RiverCentre Arena, including payment of principal and interest on any bonds issued to repay the bonds or loans, as amended in 2014, but only through taxes payable year 2023. Commencing with taxes payable year 2024, tax increments from the district may be expended to facilitate capital improvements within the city's RiverCentre complex, including but not limited to the St. Paul RiverCentre, Xcel Energy Center, Roy Wilkins Auditorium, and St. Paul RiverCentre Parking Ramp and adjacent areas controlled by the city. All such expenditures are deemed to be activities within the district under Minnesota Statutes, section 469.1763, subdivisions 2, 3, and 4.

EFFECTIVE DATE. This section is effective the day after the governing body of the city of St. Paul and its chief clerical officer comply with Minnesota Statutes, section 645.021, subdivisions 2 and 3.

Attachment #2 – Sample Resolution

School Board of
Independent School District No. 625

RESOLUTION NO. _____

APPROVING MINNESOTA LAWS 2023, CHAPTER 64, ARTICLE 8, SECTION 4
RELATING TO EXTENDING A TAX INCREMENT FINANCING DISTRICT
FOR THE MINNESOTA EVENT DISTRICT IN THE CITY OF SAINT PAUL

BE IT RESOLVED By the School Board of Independent School District No. 625 (the “School District”) as follows:

1. It is hereby determined that:

(a) Minnesota Laws 2023, Chapter 64, Article 8, Section 4 (the “Special Law”) authorized the Housing and Redevelopment Authority of the City of Saint Paul, Minnesota to extend the duration of the Downtown and Seventh Place (For the Minnesota Event District) Tax Increment Financing District by 10 years to 2033, subject to certain terms and conditions;

(b) the Special Law is effective upon approval by a majority vote of the City Council of the City of Saint Paul, Minnesota (the “City”), a majority vote of the Ramsey County Board of Commissioners, and a majority vote of the School Board of Independent School District No. 625 (the “School Board”), and the filing of a certificate with the Minnesota Secretary of State, all in accordance with Minnesota Statutes, Sections 469.1782, subd. 2 and 645.021, subds. 2 and 3; and

(c) the School Board has determined that is in the best interest of the School District and its residents to approve the Special Law.

2. The Special Law is hereby approved in all respects.

3. School District staff are authorized and directed to transmit a certified copy of this resolution to the City for filing with the Secretary of State.

The foregoing resolution was introduced by Board Member _____ and duly seconded by Board Member _____. The following Board Members voted in favor of the resolution: _____. The following Board Members voted against the resolution: _____. The following Board Members were absent: _____. Whereupon the resolution was adopted.

ADOPTED: _____, 2023

Chair

Clerk

School Board of
Independent School District No. 625

RESOLUTION NO. _____

APPROVING MINNESOTA LAWS 2023, CHAPTER 64, ARTICLE 8, SECTION 4
RELATING TO EXTENDING A TAX INCREMENT FINANCING DISTRICT
FOR THE MINNESOTA EVENT DISTRICT IN THE CITY OF SAINT PAUL

BE IT RESOLVED By the School Board of Independent School District No. 625 (the
“School District”) as follows:

1. It is hereby determined that:

(a) Minnesota Laws 2023, Chapter 64, Article 8, Section 4 (the “Special Law”) authorized the Housing and Redevelopment Authority of the City of Saint Paul, Minnesota to extend the duration of the Downtown and Seventh Place (For the Minnesota Event District) Tax Increment Financing District by 10 years to 2033, subject to certain terms and conditions;

(b) the Special Law is effective upon approval by a majority vote of the City Council of the City of Saint Paul, Minnesota (the “City”), a majority vote of the Ramsey County Board of Commissioners, and a majority vote of the School Board of Independent School District No. 625 (the “School Board”), and the filing of a certificate with the Minnesota Secretary of State, all in accordance with Minnesota Statutes, Sections 469.1782, subd. 2 and 645.021, subds. 2 and 3; and

(c) the School Board has determined that is in the best interest of the School District and its residents to approve the Special Law.

2. The Special Law is hereby approved in all respects.

3. School District staff are authorized and directed to transmit a certified copy of this resolution to the City for filing with the Secretary of State.

The foregoing resolution was introduced by Board Member _____ and duly seconded by Board Member _____. The following Board Members voted in favor of the resolution: _____. The following Board Members voted against the resolution: _____. The following Board Members were absent: _____. Whereupon the resolution was adopted.

ADOPTED: _____, 2023

Chair

Clerk

Minnesota Session Laws – 2023, Regular Session, Chapter 64

Article 8 – Tax Increment Financing

Sec. 4. Laws 2008, chapter 366, article 5, section 36, subdivision 1, is amended to read:

Subdivision 1. Authorization. Notwithstanding the provisions of any other law, upon approval of the governing body of the city of St. Paul, the Housing and Redevelopment Authority of the city of St. Paul may establish a redevelopment tax increment financing district comprised of the properties included in the existing downtown and Seventh Place tax increment district (County #82). Notwithstanding Minnesota Statutes, section 469.177, subdivision 6, if certification of the district is requested by July 31, 2008, the certification will be recognized by the county auditor in determining local tax rates for taxes payable in 2009 and subsequent years. The district created under this section terminates December 31, ~~2023~~ 2033. The city may create the district under this section only if it enters into an agreement with Ramsey County to pay the county annually out of the increment from this district an amount equal to the tax that would have been payable to the county on the captured tax capacity of the district had the district not been created.

EFFECTIVE DATE. This section is effective the day after the governing bodies of St. Paul, Ramsey County, and Independent School District No. 625 comply with the requirements of Minnesota Statutes, sections 469.1782, subdivision 2, and 645.021, subdivisions 2 and 3.

Sec. 5. Laws 2008, chapter 366, article 5, section 36, subdivision 3, as amended by Laws 2014, chapter 150, article 5, section 5, is amended to read:

Subd. 3. Authorized expenditures. Tax increment from the district may be expended only to pay principal and interest on bond obligations issued by the city of St. Paul in 2009 for the RiverCentre Arena, including payment of principal and interest on any bonds issued to repay the bonds or loans, as amended in 2014, but only through taxes payable year 2023. Commencing with taxes payable year 2024, tax increments from the district may be expended to facilitate capital improvements within the city's RiverCentre complex, including but not limited to the St. Paul RiverCentre, Xcel Energy Center, Roy Wilkins Auditorium, and St. Paul RiverCentre Parking Ramp and adjacent areas controlled by the city. All such expenditures are deemed to be activities within the district under Minnesota Statutes, section 469.1763, subdivisions 2, 3, and 4.

EFFECTIVE DATE. This section is effective the day after the governing body of the city of St. Paul and its chief clerical officer comply with Minnesota Statutes, section 645.021, subdivisions 2 and 3.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 19, 2023

TOPIC: Naming the Harding Senior High School Auditorium in Honor of JoAnn Clark

A. PERTINENT FACTS:

1. JoAnn Clark has served the Saint Paul Public School District for 35 years as a Harding parent volunteer, PTA president, and AVID (Advancement Via Individual Determination) tutor. She has been a community advocate and a friend to the entire Harding Senior High School community.
2. JoAnn Clark is a pillar of the Saint Paul community. Her work with the annual PROCEED HBCU (Historically Black College or University) College Tour has served over 1,000 students over the years. She has also served as the Chair of the Thinking College Early Fair in partnership with Saint Paul Public Schools for many years. Her JoAnn Clark Scholarship has raised \$50,000 in the past two years. She has been recognized for her community service in the past, receiving the President's Award for Community Service in 2015, the 2021 Annie C. Singleton Award from Alpha Phi Alpha Fraternity Inc., the 2022 NAACP Award, Mamie Till Mobley Woman of Courage Award, Minnesota African American Heritage Award, the 2006 MLK Legacy Award, 2022 History Maker at Home Award, and received a proclamation from Mayor Carter and the City of Saint Paul in 2022 acknowledging September 11 as JoAnn Clark Day.
3. Naming Harding's Auditorium "JoAnn Clark Auditorium" honors her, her achievements, and her legacy to Harding Senior High School students past, present, and future.
4. This item is submitted by Anthony Chlebeczek, Interim Harding Principal; Nancy Páez, Assistant Superintendent of Schools; and Jackie Turner, Executive Chief of Administration and Operations.

B. RECOMMENDATION:

That the Board of Education approves the request to name the Harding Senior High School auditorium in honor of JoAnn Clark.



JoAnn Clark

Harding Auditorium Dedication

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Board of Education Meeting
Jackie Turner, Executive Chief Administration and Operations
September 19, 2023

Purpose

- To acknowledge JoAnn Clark for the great work and many years of service she has given to the community
- Working Committee
 - Jackie Turner, Dana Abrams, Annette Lee, Pablo Matamoros, James Bush, & Jeanelle Foster
- Community Support
 - Mayor Melvin Carter; Councilmember Jane Prince; and Pastor, Reverend Dr. Melvin G. Miller

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Dedication Timeline

- Plaque Presentation
 - October 16, 2023
 - HBCU college tour send off
 - Progressive Baptist Church
- JoAnn Clark Auditorium Celebration
 - February 17, 2024
 - Thinking College Early Fair
 - Harding High School

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Board Action

RECOMMENDATION:

That the Board of Education approves the request to name the Harding Senior High School auditorium in honor of JoAnn Clark.





Saint Paul
PUBLIC SCHOOLS

Summer Learning and First Week of School 2023

Board of Education Meeting
September 19, 2023

Summer Enrollment

Total Summer Learning Enrollment: 12,719 students

ESY Sites ESCE Transitions:	745
PreK-4 Summer Stars:	2,387
K-4 Power Scholars:	176
K-8 CDF Freedom School:	629
3-8 E-STEM Program:	438
5-8 Summer Quest:	1,084
9-12 Credit Recovery:	6,217
K-12 Charter Schools:	1,043





Saint Paul
PUBLIC SCHOOLS

PreK-12 Summer Learning

Summer Literacy Focus

K-4 Summer Stars: WINN Reading

- 53% of students showed growth on FAST assessment from Spring to end of Summer.

Middle School Summer Quest: WINN/SIPPS

- 71% of students showed growth on FAST assessment from Spring to end of Summer with WINN.
- 100% of students showed growth on FAST assessment from Spring to Summer with SIPPS.

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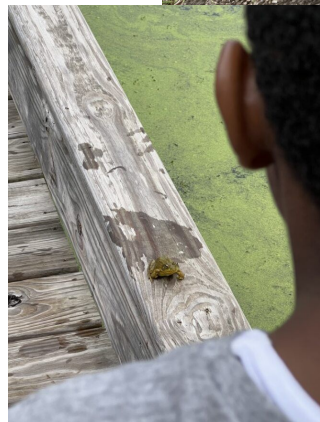
PreK-4 Summer Stars

Math Success

- SPPS Summer Curriculum: K-4 students averaged 22% growth
- MN Council of Economics Units: K-4 students averaged 22% growth

STEAM Success (Staff feedback)

- Most common comments from staff: *Fun; Amazing; Flexible; Hands-on; ELL implementation*
- Grade 3 teacher: *"The new reading STEAM program is wonderful! Students love the hands-on experiences."*



Themed Summer Programs

K-4 Power Scholars

- Academics in the morning with SPPS teachers
- Enrichment in the afternoon with YMCA staff

K-4 American Indian Culture & Language Program

- Partnered with Interfaith Action and Department of Indian Work
- American Indian culture taught through language, art, literacy, and field trips

3-8 E-STEM Program

- Environmental Engineering, Technology, Math and Art



5-8 Summer Quest

Transition and Leadership Core Classes

- Prepare for the future in SPPS and beyond, co-taught with social workers to increase student support

Project Scientist (Girls in STEM)

- Ignite and cultivate STEAM confidence for girls
- Field trips to Pentair and 3M Corporate Headquarters
- Hands-on activities: Prosthetic design, 3D printing, engineering and bridge construction



Breakthrough Twin Cities

- Prepares students for college success and cultivates the next generation of educators!
- 156 students participated at Washington

9-12 High School Credit Recovery

- ✓ Credit Recovery courses are offered to students who have taken and not passed classes during the regular school year.
- ✓ Extended Day (After school and Summer Learning) are the options students have to make up classes they do not pass.
- ✓ Students cannot “get ahead” with credit recovery.
- ✓ Credit Recovery Teacher: *“The majority of my students had life situations that prevented them from earning credits during the school year...Teaching this summer reminded me that every student has a story, and it's essential to get to know them and to build positive relationships.”*



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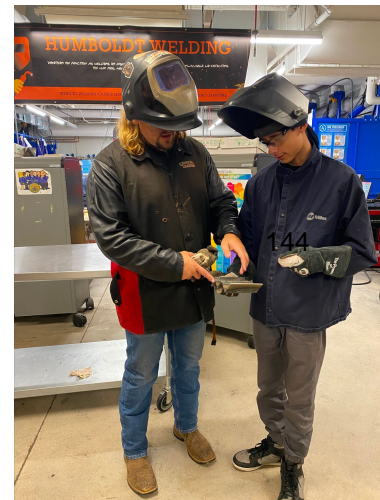
9-10 High School Credit Recovery

Experiential Learning Credit Recovery

- Students connect core content courses with practical, real-world applications
- Students learn **English** during Wilderness Inquiry Trips, **Physical Science** from Welding, **Biology** in Farm to Table, **Algebra** in Construction Trades, and **Art** in World History

9-10 Grade Program

- Focus on support and relationships: administration, support staff and SSLs from multiple SPPS schools hired to bridge relationships
- Mindset shift that Credit Recovery is about content understanding and not seat time



9-12 Online Credit Recovery

Credit Recovery Network

- Students participate online
- Enrollment and course completion is similar to in-person programs
- Additional partner programs support students through the process

Empower U

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- Connecting mental health and wellness with online learning and credit recovery

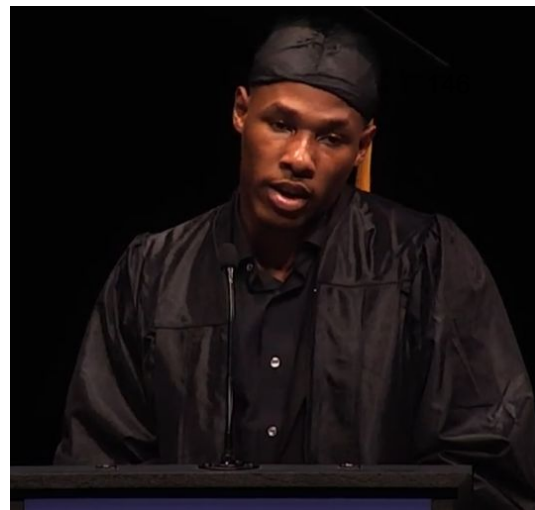
Right Track Credit Recovery

- Interns earned credits in English and Social Studies
- Online courses with in-person support during a paid internship
- Curriculum connects internship experiences with course content

11-12 High School Credit Recovery

Target Audience: Potential graduates and rising seniors

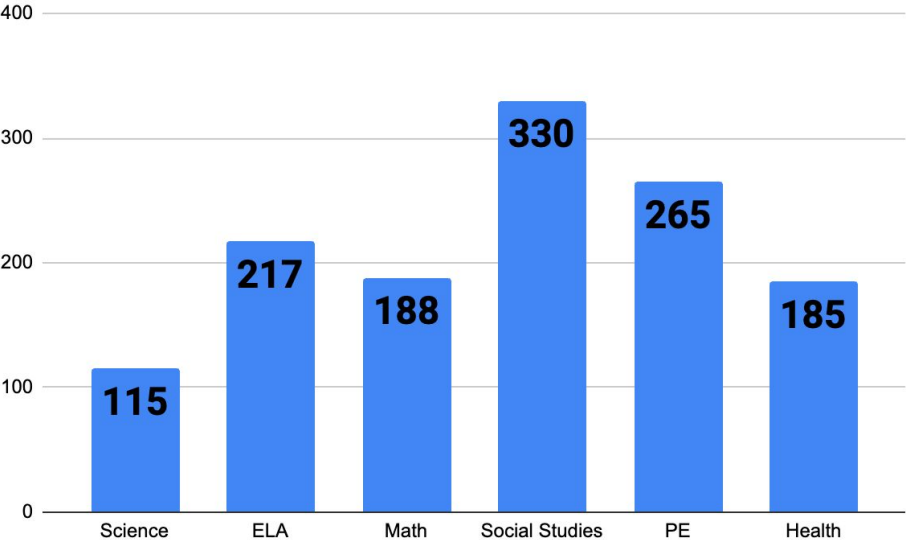
- Focus: Complete any missed learning in order to graduate or enter your senior year “on-track”
- Students schedules included academic support and increased access to school counselors
- Summer Graduates: 159 scholars
 - Summer Graduation Speaker: Davien Crews
 - ✓ Don’t Give Up!
 - ✓ Give 120% in this opportunity!



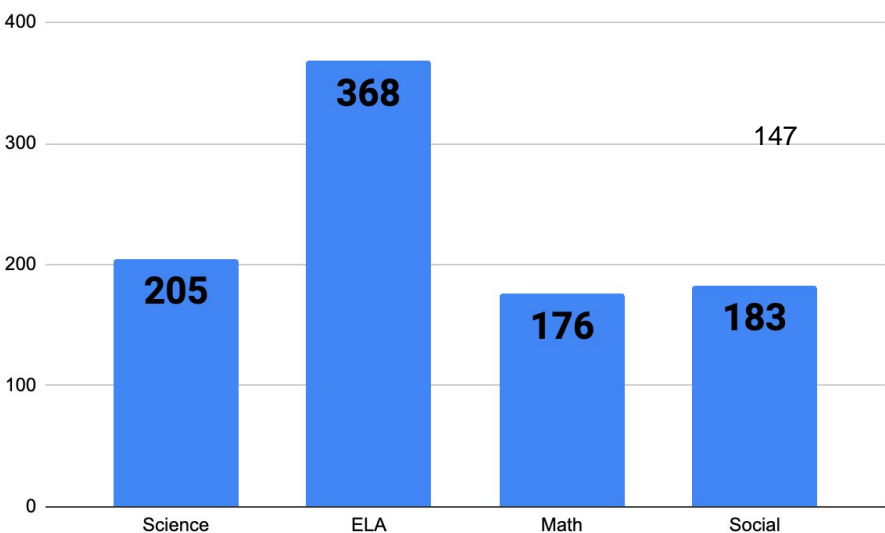
High School Credit Recovery: Student Data

How did summer learning success impact the Class of 2024?

Rising Seniors Now On Track After Completing Summer Learning Courses

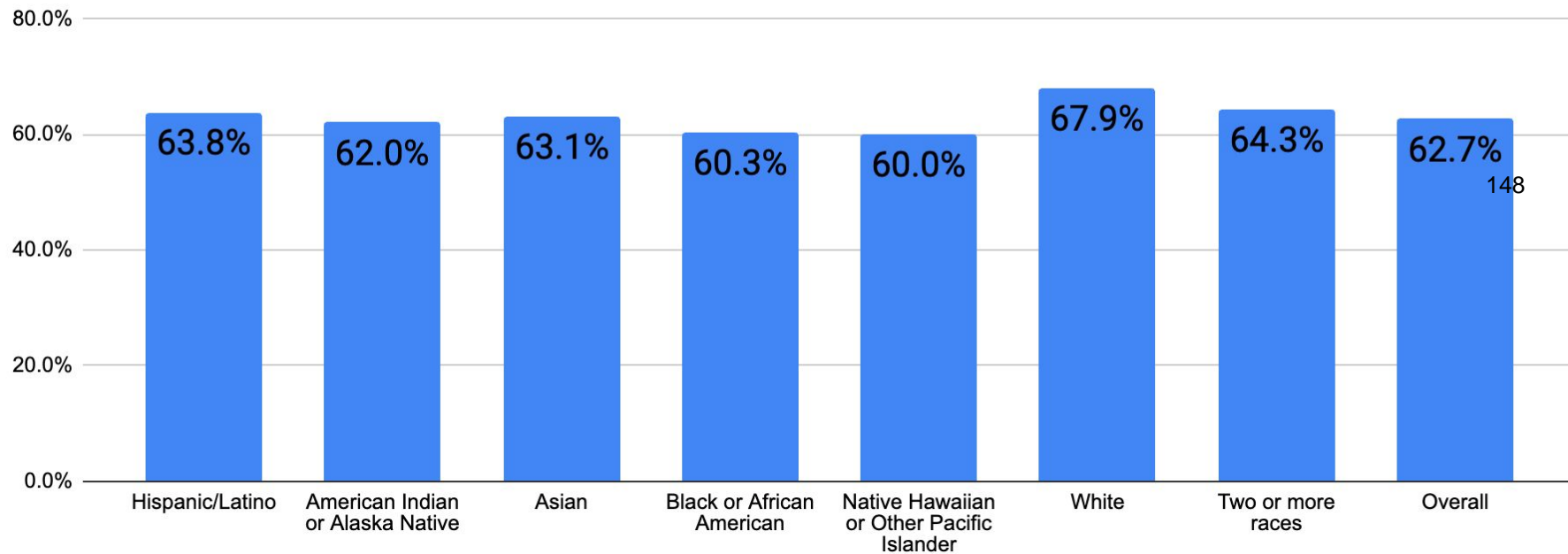


Rising Seniors Now Closer to On Track After Completing Summer Learning Courses



High School Credit Recovery: Demographics

Summer Learning Credit Recovery Passing Rates



Special Education Extended School Year

Enrollment Criteria:

School districts are required to provide Extended School Year (ESY) services to a pupil if the IEP team determines the services are necessary during a break in instruction in order to provide a free appropriate public education.

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ESY Specialized Program Summer Sites:

- Early Childhood Special Education (Rondo ESCE): 232 students
- K-8 Students (Rondo): 284 students
- Bridgeview: 76 students
- Focus Beyond 9-12 students: 107 students
- Rivereast, Journeys, and Journeys Transition: 46 students



Saint Paul
PUBLIC SCHOOLS

Community Education Summer Programs

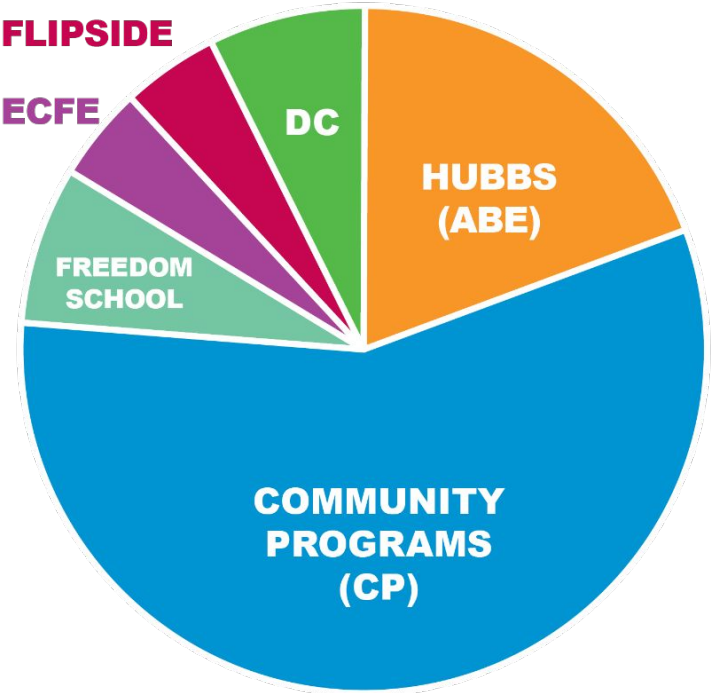
150





Summer Programs

CE Summer Enrollment Summary



8,532 TOTAL PARTICIPANTS

ADULT BASIC EDUCATION - HUBBS (ABE)
42 Classes 1,659 Participants

COMMUNITY PROGRAMS (CP)
156 Adult Courses 1,254 Adults
167 Youth Courses & Camps 3,579 Youth

DISCOVERY CLUB (DC)
3 Sites 152
18 Off-Site Field Trips
9 On-Site Events 632 Participants

EARLY CHILDHOOD FAMILY EDUCATION (ECFE)
10 Class Sections 110 Families/387 Participants

FLIPSIDE
3 Two-Week Camps 392 Participants

FREEDOM SCHOOL
2 Sites 629 Participants

CE Youth & Adult Summer

Youth Enrichment

- Aquatics, Gymnastics, Driver Education: 1215 served; 7% increase from Summer 2022
- 1575 Youth Served in Enrichment Camps/Classes; 11% increase; 85% attended free w/ARP Funding
 - 11 One-Week/Full-Day Camps for Elementary Youth @ Horace Mann and Nokomis South
 - 3 Camps for New Kindergarteners @ Hamline, Randolph Heights, Adams Spanish Immersion
 - 7 courses offered to Summer SPED classrooms and ESY; 114 youth served

Flipside

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- Three two-week Camps held at Hidden River Middle School for middle school aged youth
- Camps included trips to Base Camp, excursions with Wilderness Inquiry and other activities
- 392 Total Youth Served; Average of 100 youth per day
- Bus transportation provided for students from their homes to Hidden River Middle School

Adult Enrichment

- 1254 Adults Served
- 21% increase from Summer 2022
- 5 SPPS Buildings; 25 Locations Overall



CDF Freedom School

- Six weeks/Full-Day Program (Grades K-8)
 - 345 enrolled at Capitol Hill; 284 enrolled at Hazel Park; 629 total enrolled
 - Bus transportation provided to scholars
 - Programs included: MN Chill, Keane Sense of Rhythm, Freedom to STEM, Intro to Coding, Choir, Hip Hop, Drumming
- Parent Empowerment Workshops
 - 5 Workshops; Average attendance of 100
 - Presenters included: Osiris Organization, SPPS Office of School Support, Reverend Dr. Darcel Hill, Artist Sean Garrison and Reverend Grant Abbott
- Eight Week Credit Recovery Program (Grades 9-12)
 - Academics plus Cultural Supports for African American Males
 - 16 Enrolled; 48 Credits Obtained

Demographics	
American Indian/ Native American	1%
Asian	14%
Black/ African American	48%
Hispanic	12%
White	9%
Two or More Races	16%
Male	57%
Female	43%



CE Adult Basic Education Summer

Summer School Dates

- June 20-August 17 at Hubbs Center and Online
- June 20- July 27 at Hub@Harding

Programming

- Delivery: In-Person, Online, and Independent Study
- Job Classes: ParaPro and Introduction to Small Business
- Classes: ELL, Reading, Math, College Pathways, GED, and Communication
- Summer enrollment: 1,659 students
- Success story: Four recent ParaPro grads started work this fall at the East African Elementary School



CE Discovery Club Summer

[DC Summer Webpage](#)

Summer Theme: Around The World

- Adams: 224 Students
- Horace Mann: 252 Students
- Rondo: 136 Students

Field Trip Highlights

- Adams: Rock & Jump, Stages Theater & Hyland Park
- Horace Mann: MN Zoo, Circus Juventas & Elm Creek
- Rondo: Cascade Bay, Sidekick Theater & Madison's Place playground/Splash Pad

Summer Fun

- Bookmobile/Library visits
- Bike fleet
- Urban Tennis
- All Discovery Club DJ Dance Party
- Water play onsite



ECFE Pop-Ups, Outreach, and Drop Ins (June, July, and August)

12 Partnership Events

12 ECFE Drop In Sessions



CE Early Childhood Family Education Summer

[ECFE Summer Website](#)

- **1 Circle of Security Class**
 - 9 Families
- **2 Infant Classes**
 - Welcome, New Baby
 - Birth-12 Months
 - 14 Families enrolled
- **ECFE Mixed Age Classes**
 - Nacimiento -3 Años
 - Nature as Our Teacher
 - Out in the Woods
 - Outdoor Learning Adventures
- **3 Weekly Drop In Programs**
- **Total Families Enrolled for Summer Classes: 110**





Saint Paul
PUBLIC SCHOOLS

2023-2024 School Year Opening Week Update

Student Placement

In the last 5 weeks of summer...

- 2,906 students* were enrolled
- High customer volume:
 - Over 1,500 voicemails received
 - Over 1,050 calls to the Call Center
 - Over 1,000 email enrollment inquiries
- Student Records received over 1,500 records requests via in-person, email, and phone
- Partnered with East African Elementary Magnet leaders to hire 12 enrollment recruiters to promote and recruit students for the school



*Total includes new and returning students, plus current SPPS students requesting a change in enrollment

Nutrition Services

- School meal participation increasing!
 - +6% participation in breakfast
 - +8% participation in lunch
- Positive feedback on new menu items.
- Universal meals have been implemented seamlessly.
- Staffing remains a priority; still hiring for:
 - 16 Nutrition Services Assistants, 4 Supervisors
- The deadline for families to submit an Application for Educational Benefits is December 15.
 - 78.4% students have information on file (-0.9% compared to last year).
 - 65.3% FR (+0.9% compared to this time last year).



Transportation Services

- New services to Central, Washington, and Harding have all started successfully
 - Fully covered with no cancellations!
- More students on buses this year, less students on vans
 - Coming up with ways to free up buses for Extended Day Learning.
- Working on the plan to add buses back to Como Senior High.



Human Resources Talent Acquisition Update

Positions Open for first day of school	9/6/2022	9/7/2023
Teachers	80	24
EAs	29	23
TAs	101	36
Counselors	0	1
Social Workers	10	3
Clerks	49	21



1,159 Positions Filled

Questions?

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Thank You!

Board of Education Meeting



FIRST READING: Updates to Policy 413.01 Chemical Use and Abuse

165

September 19, 2023

Kathy Kimani, Director, Office of Student Support

Mary Langworthy, Director, Student Health & Wellness

Why Update the Policy?

- Policy was last updated in 2008
- Updates reflect current requirements in federal and state statute
- Incorporate Minnesota School Board Association model policy language
- Recent chemical use and abuse has caused us to review and update procedures, resources and services, including this policy.

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Committee Members

Beth Coleman, Assistant Director of OCCR

Kelly Katak, School Nurse

Mary Langworthy, Director of Health & Wellness

Erin Metz, PBIS Coordinator & LADC

Laurie Olson, Director of Safety Emergency Management & LADC

Michelle Viera Keleny, Social Work Coordinator

Amy Wardell, Health & PE Coordinator

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Proposed Changes to Policy

Changes reflect MSBA Model Policy language and include:

- Added a purpose statement and general statement of policy
- Items A thru D reflect the mandatory provisions according to state and federal statutes
- Requirement for an advisory team is struck out, as this part of the statute was repealed in 2009;

Link to the [Draft Policy](#)

Adopted: 10/16/1979
Revised: 2/19/1991; 6/17/2008; 6/6/2023

Saint Paul Public Schools Policy 413.01

413.01 CHEMICAL USE AND ABUSE

I. PURPOSE

Saint Paul Public Schools recognizes that chemical use and abuse constitutes a grave threat to the physical and mental well-being of students and employees and significantly impedes the learning process. We believe that the public school has a role in education, intervention, and prevention of chemical use and abuse. The purpose of this policy is to assist the school district in its goal to prevent chemical use and abuse.

II. GENERAL STATEMENT OF POLICY

A. Use or possession of controlled substances, toxic substances, cannabis, and alcohol before, during, or after school hours, at school or in any other school location, is prohibited in accordance with school district policies with respect to a Drug-Free Workplace/Drug-Free School.

4-It is the policy of this school district to provide an instructional program in every elementary and secondary school in chemical abuse and the prevention of chemical dependency.

B. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievement.

2-The school district shall establish and maintain in every school a chemical abuse pre-assessment team as required under Minn. Stat. 121A.25.20.

C. Every school that participates in a school district chemical abuse program shall establish a chemical abuse pre-assessment team. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.

3-It shall be the responsibility of the superintendent, with the advice of the school board, to establish a school and community advisory team (which shall report to the superintendent or the superintendent's designee) to address chemical abuse problems in the district.

4-The school district shall establish and maintain a program to educate and assist employees, students and others in understanding this policy and the goals of achieving drug-free schools and drug-free workplaces:

D. The school district shall establish a drug-free awareness program for its employees.

Questions & Next Steps

- Questions?
- Next Steps:
 - Move to second reading at October meeting.

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413.01 CHEMICAL USE AND ABUSE

I. PURPOSE

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~~1. It is the policy of this school district to provide an instructional program in every elementary and secondary school in chemical abuse and the prevention of chemical dependency.~~

- B. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievement.

~~2. The school district shall establish and maintain in every school a chemical abuse pre-assessment team as required under Minn. Stat. 121A.25-29.~~

- C. Every school that participates in a school district chemical abuse program shall establish a chemical abuse pre-assessment team. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.

~~3. It shall be the responsibility of the superintendent, with the advice of the school board, to establish a school and community advisory team (which shall report to the superintendent or the superintendent's designee) to address chemical abuse problems in the district.~~

~~4. The school district shall establish and maintain a program to educate and assist employees, students and others in understanding this policy and the goals of achieving drug-free schools and drug-free workplaces.~~

- D. The school district shall establish a drug-free awareness program for its employees.

III. DEFINITIONS

- A. ~~4.~~ "Chemical abuse" means use of any psychoactive or mood-altering chemical substance, without compelling medical reason, in a manner that induces mental, emotional or physical impairment and causes socially dysfunctional or socially disordering behavior, to the extent that the student's normal function in academic, school, or social activities is chronically impaired.
- ~~2. "Chemicals" includes but is not limited to alcohol, toxic substances and controlled substances as defined in the school district's Drug-Free Workplace and Drug-Free Schools policies.~~

- B. "Controlled substances," as applied to the chemical abuse assessment of students, means a drug, substance, or immediate precursor in Schedules I through V of Minnesota Statutes section 152.02 and "marijuana" as defined in Minnesota Statutes section 152.01, subdivision 9 but not distilled spirits, wine, malt beverages, intoxicating liquors or tobacco. As otherwise defined in this policy, "controlled substances" include narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21 United States Code section 812, including analogues and look-alike drugs.
- C. "Drug prevention" means prevention, early intervention, rehabilitation referral, recovery support services, or education related to the illegal use of drugs, such as raising awareness about the consequences of drug use that are evidence based.

LEGAL REFERENCES:

Minn. Stat. § 121A.25-121A.29 (Chemical Abuse)
Minn. Stat. § 152.02 (Schedules of Controlled Substances; Administration of Chapter)
Minn. Stat. § 152.22 (Definitions; Medical Cannabis)
Minn. Stat. § 152.23 (Limitations; Medical Cannabis)
20 U.S.C. § 5812 (National Education Goals)
20 U.S.C. §§ 7101-7165 (Safe and Drug Free Schools and Communities)
34 C.F.R. Part 84 (Government-Wide Requirements for Drug-Free Workplace)
41 U.S.C. §§ ~~701-707~~ 8101-8106 (Drug-Free Workplace Act)
34 C.F.R. Part 84 (Government-Wide Requirements for Drug-Free Workplace)

CROSS REFERENCES:

413.00, Drug-Free Workplace
504.00, Drug-Free Schools
516.00, Students – Medications/Medical Procedures



Board of Education Meeting

FIRST READING: Updates to Policy 501.03 Student Dress Code

172

September 19, 2023

Pat Pratt-Cook, Executive Chief of Human Resources

Policy 501.03 Student Dress Code

Why are we proposing new language to this policy?

Last updated in 2017.

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During our review, the Policy Work Group believed that current language was subjective, vague and not entirely inclusive.

Policy 501.03 Student Dress Code

Current Policy:

1. The principal or the principal's designee shall mandate minimum standards of cleanliness and neatness.
2. Footwear is required.
3. There shall be no other restrictions, except as previously stated, on any student's hair style or manner of dress unless the hair style or manner of dress presents a clear and present danger to the student's health and safety, causes an interference with work or creates classroom or school disorder.
4. Dress code mandates may not set limitations or requirements of students based on gender.

Policy Work Group's Rationale

1. "Minimum standards of cleanliness and neatness" is subjective.
2. "Footwear is required" - The Policy Work Group was not sure what this statement was trying to accomplish/why it was included.
 - The proposed policy includes, "Footwear that does not present a safety hazard."
1. The statement in paragraph 3 is vague which leads to inconsistent practices from school to school.
2. The Policy Work Group appreciated this statement but the new/proposed language is more inclusive as it pertains to also race and religion (not just gender).

Policy 501.03 Student Dress Code

The new proposed language:

- Reflects key goals of permitting students to engage in their First Amendment right to express themselves while maintaining a positive school environment in which learning is promoted and students are protected from harm.
- Seeks to promote fair treatment of all students and to reduce staff time spent monitoring student clothing.
- Allows “Headwear, including hats, hoodies or head coverings, are allowed provided that it does not cover the student’s face to the extent that the student is not identifiable. Headgear must not interfere with the educational process.” 175
 - This change addresses inconsistencies across schools. Hoodies and hats will now be allowed.
- The Minnesota legislature passed two laws in 2023 that are relevant to dress codes and incorporated into this policy. These changes are:
 - “Hair, including but not limited to hair texture and hair styles such as braids, locks, and twists.”
 - “The District must not prohibit an American Indian student from wearing American Indian regalia, Tribal regalia, or objects of cultural significance at a graduation ceremony.”

Policy 501.03 Student Dress Code

See all updates to Policy 501.03 [HERE](#)

Questions?

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501.03 STUDENT DRESS CODE

- ~~1. The principal or the principal's designee shall mandate minimum standards of cleanliness and neatness.~~
- ~~2. Footwear is required.~~
- ~~3. There shall be no other restrictions, except as previously stated, on any student's hair style or manner of dress unless the hair style or manner of dress presents a clear and present danger to the student's health and safety, causes an interference with work or creates classroom or school disorder.~~
- ~~4. Dress code mandates may not set limitations or requirements of students based on gender.~~

I. PURPOSE

The purpose of this policy is to enhance the education of students by establishing expectations that support educational goals. Students and their families have the primary and joint responsibility for student clothing and appearance. Teachers and other district staff should exemplify and reinforce student clothing and appearance standards and help students develop an understanding of appropriate appearance in the school environment.

II. GENERAL STATEMENT OF POLICY

- A. A student's clothing or appearance may not materially and substantially disrupt or interfere with the educational mission, school environment, classwork, or school activities. A student's dress or appearance may not incite or contribute to substantial disorder or invasion of the rights of others or pose a threat to the health or safety of the student or others.
- B. Students' rights to choose their dress and appearance for school and school-related activities will be protected provided that the clothing:
 1. does not injure people or damage property;
 2. does not materially and substantially disrupt or interfere with the educational process or classwork;
 3. does not interfere with the requirements of discipline in the operation of the school or school activities, materially disrupt classwork;
 4. does not involve substantial disorder or invasion of the rights of others.

Such clothing includes, but is not limited to, the following:

1. Clothing for the weather.
2. Clothing that does not create a health or safety hazard.
3. Clothing for the activity (i.e., physical education or the classroom).
4. Footwear that does not present a safety hazard.

5. Headwear, including hats, hoodies or head coverings, are allowed provided that it does not cover the student's face to the extent that the student is not identifiable. Headgear must not interfere with the educational process.
 6. Students may wear headgear that covers their face for a medical or religious reason.
 7. Hair, including but not limited to hair texture and hair styles such as braids, locks, and twists.
- C. Student clothing may not include the following:
1. Clothing (including emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry) bearing a message that is lewd, vulgar, obscene, libelous, or denigrates, harasses, discriminates against others on the basis of protected class status under the Minnesota Human Rights Act, or violates school district policies prohibiting discrimination, violence, harassment, or other harmful activities.
 2. Apparel promoting products or activities that are illegal for use by minors.
 3. Communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group, or approves, advances, or provokes any form of religious, racial, or sexual harassment and/or violence against other individuals as defined in Policy 415.00.
- D. The intention of this policy is not to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing clothing on which such messages are stated. Such messages are acceptable as long as they are not lewd; vulgar; obscene; libelous; do not denigrate, harass, or discriminate against others on the basis of protected class status under the Minnesota Human Rights Act; or do not violate school district policies prohibiting discrimination, bullying, violence, harassment, or other harmful activities.

III. PROCEDURES

- A. Enforcement of a student dress code will be approached with careful consideration and sensitivity, with the goals of supporting students as they express themselves and pursue their full potential, of not shaming students, and of minimizing loss of instructional time. When possible, dress code matters should be addressed privately with students, should seek to determine whether factors exist that impact the student's ability to comply with the dress code, and should seek to address such issues.
- B. When, in the reasonable judgment of the administration, (1) a student's clothing or appearance may materially and substantially disrupt or interfere with the educational mission, school environment, classwork, or school activities; (2) may incite or contribute to substantial disorder or invasion of the rights of others; or (3) pose a threat to the health or safety of the student or others, the student will be directed to make modifications. Parents or guardians will be notified. Other consequences may be enforced in line with district Policy 506.00 Student Discipline.
- C. The administration may recommend a form of clothing considered appropriate for a specific event and communicate the recommendation to students and parents or guardians. ~~A school. The District or charter school~~ must not prohibit an American Indian student from wearing American Indian regalia, Tribal regalia, or objects of cultural significance at a graduation ceremony.
- D. Likewise, an organized student group may recommend a form of clothing for

students considered appropriate for a specific event and bring such recommendation to the administration for approval.

LEGAL REFERENCES :

Minn. Stat. Chapter 363A (Minnesota Human Rights Act)
U. S. Const., amend. I
Minn. Stat. § 124D.792 (Graduation Ceremonies; Tribal Regalia and Objects of Cultural Significance)
Minn. Stat. § 363A.03, Subd. 36a (Definitions)
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503 (1969)
B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8th Cir. 2009)
Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)
Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)
B.H. ex rel. Hawk v. Easton Area School Dist., 725 F.3d 293 (3rd Cir. 2013)
D.B. ex rel. Brogdon v. Lafon, 217 Fed. Appx. 518 (6th Cir. 2007)
Hardwick v. Heyward, 711 F.3d 426 (4th Cir. 2013)
Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)
McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F.Supp. 1415 (W.D. Okla. 1992)
Hicks v. Halifax County Bd. of Educ., 93 F.Supp.2d 649 (E.D. N.C. 1999)
Olesen v. Bd. of Educ. of Sch. Dist. No. 228, 676 F.Supp. 820 (N.D. Ill. 1987)

CROSS REFERENCES :

SPPS Policy 102.00: Equal Opportunity / Nondiscrimination
SPPS Policy 500.00: Gender Inclusion
SPPS Policy 501.04: Student Dress: Uniforms
SPPS Policy 415.00 Discrimination, Harassment, Violence, and Retaliation
SPPS Policy 506 Student Discipline