

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

**August 22, 2023**  
**5:30 PM**

**A G E N D A**

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **APPROVAL OF THE ORDER OF THE MAIN AGENDA**
4. **RECOGNITIONS**
  - A. Acknowledgement of Good Work Provided by Outstanding District Employees 5
5. **PUBLIC COMMENT**
6. **APPROVAL OF THE ORDER OF THE CONSENT AGENDA**
7. **APPROVAL OF THE MINUTES**
  - A. Minutes of the Regular Meeting of the Board of Education of July 18, 2023 7
  - B. Minutes of the Special Meeting of the Board of Education of July 18, 2023 26
8. **COMMITTEE REPORTS**
  - A. Minutes of the Committee of the Board Meeting of August 9, 2023 28
9. **FUTURE MEETING SCHEDULE 36**
  - A. Board of Education Meetings (5:30 p.m. unless otherwise noted)
  - B. Committee of the Board Meetings (4:30 p.m. unless otherwise noted)
  - C. Action on Proposed 2024 Schedule for Regular and Committee of the Board Meetings 37
10. **SUPERINTENDENT'S ANNOUNCEMENTS**
11. **ACTION AGENDA ITEMS**
  - A. **Consent Agenda**
    1. Gifts
      - a. Acceptance of Gift from Start Proud!® 38
      - b. Highland Park Senior High School Gift Acceptance of \$5,391.22 39
      - c. Gift Acceptance from McGough for Student Store 40
      - d. Acceptance of Donation of Electric-Powered Landscape Equipment from The Toro Company and MTI Distributing 41

2.	Grants	
a.	Resolution for Safe Routes to School (SRTS) Boost Grant	42
3.	Contracts	
a.	Purchase of Districtwide 9-12 APEX License	43
b.	TMA Contract Renewal	45
4.	Agreements	
a.	Memorandum of Agreement for Recruitment and Retention of Special Education Teaching Assistants between St. Paul Public Schools (District) and Teamsters Local 320	47
b.	Memorandum of Understanding for Hiring and Retention Bonuses between St. Paul Public Schools (District) and Saint Paul Federation of Educators (Federation)	50
c.	Memorandum of Understanding between Saint Paul Public Schools and University of Saint Thomas	55
d.	Request to Sign School Psychology Practicum/Internship Agreement with the Minnesota State University	56
e.	Request to Sign School Psychology Practicum/Internship Agreement with the University of Minnesota	57
f.	Request to Sign School Psychology Practicum/Internship Agreement with the University of Wisconsin River Falls	58
g.	Request to Sign School Social Work Internship Agreement with the University of Minnesota, Duluth	59
h.	Request to Sign Student Teaching Agreement with Augsburg University	60
i.	Request to Sign Student Teaching Agreement with Bethel University	61
j.	Request to Sign Student Teaching Agreement with College of St. Scholastica	62
k.	Request to Sign Student Teaching Agreement with Gustavus Adolphus College	63
l.	Request to Sign Student Teaching Agreement with Hamline University	64
m.	Request to Sign Student Teaching Agreement with Metropolitan State University	65
n.	Request to Sign Student Teaching Agreement with St. Mary's University of Minnesota	66
o.	Request to Sign Student Teaching Agreement with St Olaf College	67
p.	Request to Sign Student Teaching Agreement with University of Minnesota Twin Cities	68
q.	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")	Î J

- r. Facility Use Agreement with Saint Paul College
  - s. Assignment and Novation Agreement with JLG Architects, Inc.
  - t. Partners in Energy Memorandum of Understanding – Implementation Phase 2 (2023-2025)
5. Administrative Items
- a. Monthly Operating Authority
  - b. Human Resource Transactions
  - c. Revision to Policy 505.00 Bullying Prohibition and Policy 415.00 Discrimination, Harassment, Violence and Retaliation
  - d. Revision to Policy 506.00 Student Discipline
  - e. Saint Paul Public Schools 2022-23 Wellness Policy Annual Report
  - f. Settlement of Claim
  - g. Proposed Discharge of Tenured Teacher
  - h. City of Saint Paul Public Sidewalk Easement
  - i. Phase Gate Approval of the Cherokee Heights Elementary System Replacements Project (Project #2070-23-01): Gate #2 – Project Charter; Gate #2A – Finance Plan Update
  - j. Phase Gate Approval of the Como Park Senior Athletics (Project # 4110-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update
  - k. FY2024 Indoor Air Quality Management Plan
6. Bids
- a. 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
  - b. 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
  - c. 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
  - d. 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
  - e. 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
  - f. 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
  - g. 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

- h. 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
  - 7. Change Orders
    - a. Change Order #1 for Bituminous Roadways, Inc. for the FY23 Paving Program (Project # 0800-23-01)
- B. Further Items That Require Board Action**
  - 1. Approval of Bond Sale Resolution to Continue SPPS Builds Initiative
    - 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
  - 2. Compensation & Classification Study - Saint Paul Public Schools, MN
  - 3. Policy Update
    - a. THIRD READING: Policy 506.06 Search of Student Lockers, Desks, Personal Possessions and Student's Person
  - 4. Board Meeting Streaming
- 12. INFORMATIONAL AGENDA ITEMS**
  - A. 2023-24 Back-To-School Readiness Report
- 13. BOARD OF EDUCATION**
  - A. Information Requests/Responses and Items for Future Agendas
  - B. Board of Education Reports/Communications
- 14. ADJOURNMENT**

#BoldSubject#

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

**DATE:** August 22, 2023

**TOPIC:** Acknowledgement of Good Work Provided by Outstanding District Employees

**A. PERTINENT FACTS:**

**1. 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

2. This item is submitted by Andrew Collins, Chief of Schools and Jackie Turner, Executive Chief of Operations and Administration

**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](http://www.spps.org/boe) and Saint Paul Cable Channel 16

**July 18, 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: Z. Ellis, J. Foster, U. Ward, J. Vue, C. Allen, J. Kopp  
Superintendent Gothard

H. Henderson was absent.

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. The motion was seconded by Director Allen.**

The motion was approved by roll call vote:

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

**4. RECOGNITIONS**

**5. PUBLIC COMMENT**

1. **Peter Hendrick** High School Athletics Coaching Salaries Budget
2. **Leo Jackson** Permit/Facility Rates
3. **Jen Hartman** Permit/Facility Rates

**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 Foster.

The motion was approved by roll call vote:

Director Ellis	Yes
Director Foster	Yes
Director Henderson	Absent
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 June 20, 2023
- B. Minutes of the Special Meeting of the Board of Education of June 21, 2023

**MOTION:** Director Vue moved approval of the Minutes of the Regular Meeting of the Board of Education of June 20, 2023 and the Minutes of the Special Meeting of the Board of Education of June 21, 2023. The motion was seconded by Director Foster.

The motion was approved by roll call vote:

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

**8. COMMITTEE REPORTS**

There was not a Committee of the Board Meeting in July 2023.

**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

**10. SUPERINTENDENT'S ANNOUNCEMENTS**

Superintendent Gothard began his report by providing a brief update on the end of the first Summer Session, and it went well for thousands of SPPS students. He noted that there were concerns about employment and the work force, but the staff has been great at overcoming those and getting ahead of the challenges, and students are having a great summer in a variety of programs, and he looks forward to sharing more in a Summer Session presentation towards the end of the season.

He also noted that members of the Leadership Team have attended Council of the Great City Schools conferences, in areas such as curriculum, communications, and his time at the Summer Executive Committee meeting. Meetings such as these are invaluable, with the opportunity to meet and learn from others in district like ours from around the country in similar situations. One takeaway from the Executive Committee meeting was the uncertainty around continued federal funding and the federal Title I allotment formula. It has been discussed in the past and one we need to continue to look for to ensure we advocate for the current formula, which focuses on the concentration of poverty in cities like Saint Paul. This has a considerable impact to us and many districts if it were to change, and we will stay close with our staff, lobbyist, and the staff at the Council. He also noted a reminder for the CGCS Fall Conference October 25-29 in San Diego, with the agenda to be published in August.

**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 Foster seconded the motion.**

The motion was approved by roll call vote:

Director Ellis	Yes
Director Foster	Yes
Director Henderson	Absent
Director Ward	Yes
Director Vue	Yes

Director Allen	Yes
Director Kopp	Yes

1. Gifts

**BF 33277** Acceptance of Donation from Trust Point Inc. to Maxfield Elementary School

That the Board approve the funds from Trust Point Inc., in the amount of \$17,978, half of which are to be used by Maxfield Elementary School to purchase a book vending machine and books to fill it and that those funds are to be put to code; 19-524-291-000-5096-G501.

**BF 33278** Acceptance of Gift from Rev. Dr. Darcel Hill

The Board of Education approve the funds from Rev. Dr. Darcel Hill for Youth Workers Program, in the amount of \$20,000, and that those funds are to be deposited into code 04-005-505-321-5040-8503

**BF 33279** Open World Learning Community Parent Teacher Organization Donation

That the Board of Education authorize the Superintendent to allow Open World Learning Community School to accept a monetary gift from Open World Learning Community Parent Teacher Organization of \$12,000.00. The money will be deposited into the account, 19-250-291-000-6430-U001.

2. Grants

**BF 33280** Request for Permission to Accept three Grants from the French-American Cultural Exchange (FACE) Foundation

That the Board of Education authorize the Superintendent (designee) to accept three grants from the French-American Cultural Exchange (FACE) Foundation for funds to support French language programs at Central High School, Hidden River, & L'Etoile du Nord French Immersion; to accept funds; and to implement the projects as specified in the awarding documents.

**BF 33281** Request for Permission to Submit Grant Applications to Project Lead the Way

That the Board of Education authorize the Superintendent (designee) to submit grant applications to Project Lead the Way for the funds to implement PLTW programming across the district; to accept funds, if awarded; and to implement the project as specified in the award documents.

3. Contracts

**BF 33282** Contract between SPPS and Achieve Twin Cities

That the Board of Education authorize the Superintendent (designee) to approve the contact between SPPS And Achieve Twin Cities for the 2023-24 school year.

**BF 33283** Contract between Saint Paul Public Schools and Junior Achievement North pertaining to JA BizTown, JA Entrepreneurship Pathway and JA Launch Lessons/Career Speakers Series

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

**BF 33284** Request For Proposal (RFP) extension No. 23-3660-JG Student Transportation for 2023-2024 School Year

That the Board of Education authorizes the Superintendent (designee) to award contracts based on responses to Request for Proposal No. 23-3660-JG for Type III Student Transportation for School Years 2023-2024 and 2024-2025, with the ability to extend the contracts for two additional years.

#### 4. Agreements

**BF 33285** Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and District Lodge No. 77 International Association of Machinists and Aerospace Workers AFL-CIO, Exclusive Representative for Machinists

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those machinist employees in this school district for whom District Lodge No. 77 International Association of Machinists and Aerospace Workers AFL-CIO, is the exclusive representative; duration of said Agreement is for the period of July 1, 2023 through June 30, 2026

**BF 33286** Community Action Partnership Head Start and St. Paul Public Schools Memorandum of Understanding

That the Board of Education authorize the Superintendent (designee) to enter into this partnership.

**BF 33287** Request to Enter into the Saint Paul Children's Collaborative Agreement

That the Board of Education authorize the Superintendent (designee) to enter into the Saint Paul Children's Collaborative Agreement for the purpose of coordinating the Representatives in the activities of the family services collaborative and for meeting the requirements of Minnesota Statute 124D.23.

**BF 33288** Lease Agreement with Community Action Partnership of Ramsey & Washington County - Head Start

That the Board of Education authorize the execution of the Lease Agreement between the District and Head Start at the Belvidere building, located at 271 Belvidere Street East.

**BF 33289** Partnership and Regrant Agreement between Saint Paul Public Schools and The Trust for Public Land

That the Board of Education authorize the execution of the Partnership and Regrant Agreement between the District and The Trust for Public Land for outdoor capital improvements at Eastern Heights Elementary School.

**BF 33290** Community Action Partnership Head Start and St. Paul Public Schools Memorandum of Understanding.

That the Board of Education authorize the Superintendent (designee) to enter into this partnership.

5. Administrative Items

**BF 33291** Monthly Operating Authority

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

(a) General Account	#760829-762037	\$66,896,437.93
	#0004888-0004914	
	#7004784-7004821	
	#7004784-7004821	
(b) Construction Payments	- 0 -	\$3,601,643.43
(c) Debt Service	- 0 -	0.00
		\$70,498,081.36

Included in the above disbursements are two payrolls in the amount of \$44,531,745.46 and overtime of \$216,071.56 or 0.49% of payroll.

(d) Collateral Changes  
Released: None

Additions: None

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 November 30, 2023.

**Human Resources Transactions**

**BF 33292** Transactions for June 1 – June 30, 2023

**BF 33293** Phase Gate Approval of the Highland Park Middle School Addition and Renovation Project (Project #3081-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

That the Board of Education approve the Highland Park Middle School Addition and Renovation project (Project # 3081-23-01) at Phase Gate Check #3 – Project Budget; Gate Check #3a – Finance Plan Update, setting the final project budget at \$49,500,000 and indicating direction to proceed with construction bidding.

**BF 33294** Qwest Corporation Proposal to Purchase Rights to District Property

That the Board of Education approve Qwest Corporation's proposal to purchase rights to District property located at 1863 Clear Avenue East in the amount of \$350.00 for the placement of a fiber cabinet.

**BF 33295** Approval of Pay Equity Implementation Report

That the Board of Education of Independent School District No. 625 approve the Pay Equity Implementation Report and Request for Reconsideration of Pay Equity Non-Compliance submitted to The Office of Minnesota Management and Budget.

6. Bids

**BF 33296** Phase Gate Approval of the Hidden River Middle School Renovation WS 02-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3703-A for the Hidden River Middle School project (Project #3140-20-02) to Envirobate, Inc. for a lump sum base bid plus Alternates #3, 4, and W1 of \$1,366,480.

**BF 33297** Phase Gate Approval of the Hidden River Middle School Renovation WS 03-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3704-A for the Hidden River Middle School project (Project #3140-20-02) to B&D Associates, LLC for a lump sum base bid plus Alternate #7 of \$1,959,500.

**BF 33298** Phase Gate Approval of the Hidden River Middle School Renovation WS 04-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3705 for the Hidden River Middle School project (Project #3140-20-02) to B&D Associates for a lump sum base bid of \$1,608,000.

**BF 33299** Phase Gate Approval of the Hidden River Middle School Renovation WS 05-B (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3707-A for the Hidden River Middle School project (Project #3140-20-02) to High Five Erectors, Inc. for a lump sum base bid of \$658,470.

**BF 33300** Phase Gate Approval of the Hidden River Middle School Renovation WS 06-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3708 for the Hidden River Middle School project (Project #3140-20-02) to Reiling Construction Co., Inc. for a lump sum base bid plus Alternate #W1 of \$1,478,843.

**BF 33301** Phase Gate Approval of the Hidden River Middle School Renovation WS 07-H (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3710-A for the Hidden River Middle School project (Project #3140-20-02) to Berwald Roofing, Inc. for a lump sum base bid of \$1,022,900.

**BF 33302** Phase Gate Approval of the Hidden River Middle School Renovation WS 08-F (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3713-A for the Hidden River Middle School project (Project #3140-20-02) to CapitalCity Glass, Inc. for a lump sum base bid of \$3,059,300.

**BF 33303** Phase Gate Approval of the Hidden River Middle School Renovation WS 09-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3714-A for the Hidden River Middle School project (Project #3140-20-02) to Pinnacle Wall Systems for a lump sum base bid of \$1,670,822.

**BF 33304** Phase Gate Approval of the Hidden River Middle School Renovation WS 09-C (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3716-A for the Hidden River Middle School project (Project #3140-20-02) to Sonus Interiors, Inc. for a lump sum base bid of \$1,069,005.

**BF 33305** Phase Gate Approval of the Hidden River Middle School Renovation WS 09-G (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3719-A for the Hidden River Middle School project (Project #3140-20-02) to WTG Terrazzo & Tile, Inc. for a lump sum base bid of \$903,200

**BF 33306** Phase Gate Approval of the Hidden River Middle School Renovation WS 09-K (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3720-A for the Hidden River Middle School project (Project #3140-20-02) to Mulcahy Nickolaus, LLC for a lump sum base bid plus Alternate #W1 of \$348,565.

**BF 33307** Phase Gate Approval of the Hidden River Middle School Renovation WS 11-F (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3722-A for the Hidden River Middle School project (Project #3140-20-02) to Culinox, LLC for a lump sum base bid of \$681,269.

**BF 33308** Phase Gate Approval of the Hidden River Middle School Renovation WS 21-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3724-A for the Hidden River Middle School project (Project #3140-20-02) to Nova Fire Protection, Inc. for a lump sum base bid plus Alternate #8 of \$820,928..

**BF 33309** Phase Gate Approval of the Hidden River Middle School Renovation WS 22-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3725-A for the Hidden River Middle School project (Project #3140-20-02) to Weidner Plumbing and Heating for a lump sum base bid plus Alternate #W1 of \$1,570,000.

**BF 33310** Phase Gate Approval of the Hidden River Middle School Renovation WS 23-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3726-A for the Hidden River Middle School project (Project #3140-20-02) to Pioneer Power, Inc. for a lump sum base bid plus Alternate #2 of \$9,304,500.

**BF 33311** Phase Gate Approval of the Hidden River Middle School Renovation WS 26-A (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3727-A for the Hidden River Middle School project (Project #3140-20-02) to O’Neill Electric, Inc. for a lump sum base bid plus Alternates #2, 8 & W1 of \$2,814,465.

**BF 33312** Phase Gate Approval of the Hidden River Middle School Renovation WS 32-F (Project # 3140-20-02): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3731-A for the Hidden River Middle School project (Project #3140-20-02) to Peterson Companies, Inc. for a lump sum base bid of \$558,725

#### 7. Change Orders

**ITEMS PULLED FOR SEPARATE CONSIDERATION - None**

**FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION**

1. SPPS Builds: 5 Year Plan - 2024-2028
  - a. Resolution for SPPS Builds: FY 2024 – 2028 Five-Year Facilities Maintenance and Capital Implementation Plan
  - b. SPPS Builds: FY2024-2028 Five Year Facilities Maintenance and Capital Plan
  - c. Bi-Annual Use and Utilization Report: SY2022-2023

Superintendent Gothard then welcomed Tom Parent, Executive Director of Facilities and Operations, and Kathy Wallace, Manager of Facility Planning, to present this topic. The purpose of the presentation included a summary of SPPS Builds, the FY24-28 five-year implementation plan for improvements to SPPS facilities, for adoption by the Board of Education. SPPS Builds projects were then reviewed, with photos, including Frost Lake, Johnson HS, Jie Ming, AIMS, and the upcoming projects of Hidden River, Obama, Vento, and Highland Park Middle. The five-year plan influences this year were also reviewed, and included the integration of Envision SPPS and ARP-funded projects, staffing considerations, supply chain and inflation, and new programs and opportunities. The criteria for prioritization was also shared, and included conditions of existing buildings, use and utilization, and educational alignment. Within the SPPS Builds: Five-Year Plan FY24-28, there are 190 projects with one new construction, and five major renovation projects. Details were also shared on the recommendations and timeline for major projects and major infrastructure projects. More information was also shared on the updating of conceptual visions, as well as funding, with more information to be shared at an upcoming Committee of the Board meeting.

Ms. Wallace also reviewed the gate checks and their definitions and scope.

**QUESTIONS/DISCUSSION:**

- Director Ward requested an update on the progress to install solar on the roofs of our buildings. Response: In previous conversations it was mentioned that the District has a RFP for solar energy that was posted last spring, and shortly after that, the Inflation Reduction Act was enacted with significant and structural changes to how public entities can engage, which put an unfortunate pause on the RFP to include language reflecting that. It has been put on pause, but the commitment still remains, and hope in the next few months to be able to give the green light to the RFP. We are looking at opportunities on roofs that can hold the weight of the panels in conjunction with snow, and it may not

be as expansive as we'd like, but will look at a re-occurring program as opportunities become available and often coincide with roofing.

- Washington and Harding were slated for roofing – will those buildings be able to handle solar installations? Response: We do expect Washington because of the type of structure. We are less confident about Harding because of the age of the building.
- It was noted that on the piece about inclusive toilets, the planning will start in 2028, so it may be later, but for the projects happening right now, several will have inclusive toilets, such as Bruce Vento and Obama
- Director Allen requested information about the HVAC systems in our buildings. Response: We do use natural gas in creating heat that is then sent to classrooms, but the air that is getting to classrooms isn't from the burning source – there is a natural gas source, and then the heat from that heats the water that is sent to classrooms. Further information was also provided on the different systems, including a unit on the roof that pumps air throughout the building and provides recirculated air with outdoor air and filters in the system, and there are also systems where the unit provides heated air to a unit in the classroom with filters. Geothermal energy was also discussed, and used where it makes sense economically, and investigations for all major projects where we are changing out the entire mechanical system.
  - It was also noted that the federal government will cover up to 60% reimbursement for replacements to geothermal systems, and we are looking into that opportunity.
- Director Foster requested more information on the “transformational” projects that were mentioned in the presentation. Response: Those projects are AIMS, Jie Ming, Hidden River, Bruce Vento, Obama and projects at Highland Park Middle School, as well as Farnsworth Lower and BridgeView. These are projects that will transform learning for a different time and different modes of education for current learning, including suites for learning spaces, breakout classrooms, and space for hand-on work and audio/visual. We are also looking at dining spaces that are respectful and support students. It also includes space to suppose all staff, and space for outside agencies that are in our buildings to serve our students as well.
- Director Ellis requested information on the alignment of ARP funds with the projects.
- She also requested further information around furniture, athletics, and fire suppression, and if those are updates, or included in new construction. Response: It depends on the case and project. We are looking at a reasonable furniture replacement cycle.
- Director Ellis requested further details on the Highland project, and the new configuration. More details were provided including the expansion of the link and management of the middle school and high school areas.
  - Where will students eat lunch during construction? Response: The plan is to have as much work as possible occur over the summer.
- Director Kopp thanked the team for the presentation, and thanked Facilities staff for the monthly updates, which have been helpful to see the progress. She also thanked them for updating the conceptual visions and changes about what spaces might be going forward.
- She noted questions on the criteria for prioritization. The utilization study was noted.
- With the use and utilization of joint use sites, is the joint space included? Response: It is limited to the school-specific space, even if it is shared.
- She also requested information about HVAC improvements – specifically air conditioning. Response: This is another area that is determined if enough conditions are met, and if it is large enough and the system is being replaced, cooling is added. We are increasingly trying to do that at a number of sites.
- Director Kopp also noted in the criteria items such as “ease of opening windows” or “outside noise” to keep in mind.



- She also requested information on the process for the plan. Response: It is a five-year plan, and when one year is done, another is added. It will still cover five years, only not the same five years.
- Director Foster noted questions about the plan and if something happens, and how the plan is adjusted. Response: The plan is a target and goals and way to proceed. We do understand that things change, and there are emergency issues or programs change, and there is a certain amount of discretionary activity to respond to those emergency or urgent needs. One of the larger shifts was due to Envision.
- Director Vue requested information on the community engagement, especially for schools such as JJ Hill and Bruce Vento, for current families. Response: We believe that when we engage in talking about the design of facilities, and the project is likely to carry through, that this project will impact at this time, and the activities are supporting the legacy of the school. The dashboard on the website is also helpful in finding information. The principal is also integral with communications with families, including the project status.
- Chief Turner also noted that Bruce Vento will continue the community school and Achievement Plus programming that was previously at John A. Johnson, and that was intentional for families to continue that programming as the schools merged.
- Director Vue also requested information on the structural design for Obama, as the JJ Hill Montessori program is moving to that space.
- Director Vue also noted questions on the timeline of projects.
- Superintendent Gothard noted the history of the facilities master plans, and about this work. Five years ago, there were tough conversations, an expansive external review which included best practices in facilities master planning, and we are seeing the results of those in SPPS Builds. There are monthly updates, and a level of transparency. Many projects are on time and under budget because we are able to project out and work together. The structure and framework of the program is beyond the vision for what was asked five years ago, and he is proud of the incredible and hard work. He also thanked the Facilities and Operations team for their great work.

**BF 33313** Resolution for SPPS Builds: FY 2024 – 2028 Five-Year Facilities Maintenance and Capital Implementation Plan

**MOTION:** Director Vue moved to approve that the Board of Education approve Resolution for SPPS Builds: FY 2024 – 2028 Five-Year Facilities Maintenance and Capital Implementation Plan. Director Ellis seconded the motion.

The motion was approved by roll call vote:

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

2. FY 25 Long-Term Facilities Maintenance

- FY25 Long-Term Facilities Maintenance (LTFM) Revenue Program Submittal to Minnesota Department of Education (MDE)
- Resolution Adopting the School District's Fiscal Year (FY) 25 Long-Term Facilities Maintenance Ten-Year Plan
- Long-Term Facility Maintenance Ten-Year Expenditure Application (LTFM)

- d. FY 25 Long-Term Facilities Maintenance (LTFM) Ten-Year Revenue Projection
- e. Notice Relating To General Obligation Facilities Maintenance Bonds, Series 2024 of Independent School District No. 625 (Saint Paul), Minnesota
- f. Resolution Stating Official Intent To Proceed With And Authorizing The Issuance Of \$44,900,000 General Obligation Facilities Maintenance Bonds, Series 2024; Approving The Revised Ten-Year Facility Plan, 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

Superintendent Gothard welcomed Executive Chief of Financial Services, Tom Sager, to present the Fiscal Year 25 Long-Term Facilities Maintenance items. Chief Sager noted there are five documents provided in the board packet, and reviewed each. This is the first action in the planning for the FY25. As part of the FY25 LTFM plan, the District does intend to issue \$44.9M of General Obligation bonds to be used for LTFM revenue to pay the debt service incurred from the bond sale. The broader financing structure will be presented at the August Committee of the Board meeting.

**BF 33314** Resolution Adopting the School District's Fiscal Year (FY) 25 Long-Term Facilities Maintenance Ten-Year Plan

**MOTION:** Director Vue moved to approve that the Board of Education approve the FY25 Long-Term Facilities Maintenance Plan documentation for submission to the Minnesota Department of Education, including the Resolution Adopting The School District’s Fiscal Year (FY) 25 Long-Term Facilities Maintenance Ten-Year Plan. Director Foster seconded the motion.

The motion was approved by roll call vote:

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

**QUESTIONS/DISCUSSION:**

- Director Vue requested information on the exact amount of the resolution and how the funds will be utilized within the LTFM plan. Response: When a school district sells bonds as part of the LTFM approval, the district will then use those proceeds as resources for the ongoing SPPS Builds projects. This is one mechanism to fund those projects. The relation to LTFM revenue was also reviewed, in using the LTFM revenue to pay on the debt of the bond sale. Michael Hart from PMA, also provided more details. In LTFM, there are two pieces of the revenue component – one is also funded via the tax levy. The remainder of LTFM is through General Obligation bonds, will allow for projects, and through analysis of past projects, we have ensured we are borrowing the correct amount to complete the work. The \$44.9M is for the projects scheduled for actual expenses now through June 30, 2025.

**BF 33315** Resolution Stating Official Intent To Proceed With And Authorizing The Issuance Of \$44,900,000 General Obligation Facilities Maintenance Bonds, Series 2024; Approving The Revised Ten-Year Facility Plan, 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 \$44,900,000 General Obligation Facilities Maintenance Bonds, Series 2024; Approving The Revised Ten-Year Facility Plan, 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 Foster seconded the motion.**

The motion was approved by roll call vote:

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

3. Policy Update

Superintendent Gothard then introduced Executive Chief Pat Pratt-Cook to present the third, and final readings for the below policies.

- a. THIRD READING: Updates to Policies 204.01, 205.00, 206.00 and 210.00

Background details were provided, including the rationale for the proposed changes to these policies, overview of the proposed changes to these policies, and links to the policies with the proposed changes.

**BF 33316** THIRD READING: Updates to Policies 204.01, 205.00, 206.00 and 210.00

**MOTION: Director Vue moved to approve the proposed revisions to Policy 204.01, 205.00, 206.00 and 210.00. Director Ward seconded the motion.**

The motion was approved by roll call vote:

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

- b. THIRD READING: Rescission of Policy 213.00

**BF 33317** THIRD READING: Rescission of Policy 213.00

Next, the rationale for the proposed rescission of this policy was presented, including that it is redundant to Policy 211.00 – Board Member Development, and that the two paragraphs that comprise Policy 213.00 are included in Policy 211.00.

**MOTION: Director Vue moved to approve the rescission of Policy 213.00. Director Foster seconded the motion.**

The motion was approved by roll call vote:

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

c. THIRD READING: Adoption of New Policy 214.00

**BF 33318** THIRD READING: Adoption of New Policy 214.00

Details were shared, including that this is a new policy, and it is required by statute to have a policy on out-of-state travel for board members.

**MOTION: Director moved approval of the adoption of the new Policy 214.00. Director Ward seconded the motion.**

The motion was approved by roll call vote:

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

## **10. INFORMATIONAL AGENDA ITEMS**

### **A. Policy Update**

1. SECOND 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 second reading of this policy. 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.

**QUESTIONS/DISCUSSION:**

- Director Ellis requested information if families would be contacted if a search occurred. Response: Yes.
- What does that process look like? Response: It would depend on the seriousness of the searched item and timing. A search for liquor will look different than a search for a firearm, and the notice to family is contingent on that, and would be immediate after the item was found.
- Director Vue noted that school property can be searched for any reason at any time, but do personal possessions require prior notice? Response: Personal possessions can be searched with reasonable suspicion without prior notice.
- A hypothetical situation was then reviewed, which included receiving information that a firearm was seen in a backpack. Staff would then go to the locker, search the locker, and if they believe the firearm could be in the backpack, they will then search the backpack. Even if they don't find anything, the student will still be informed that their personal possessions were searched. School property will be searched first, and then personal possessions after is the order of searched.

B. Summary of the Annual Performance Evaluation of the Superintendent

Chair Vue then read aloud the below summary:

**BF 33319** Summary of the Annual Performance Evaluation of the Superintendent

**2023 Summary of the Annual Performance Evaluation of the Superintendent  
Saint Paul Public Schools Board of Education, July 2023**

At the Closed Meeting of the Board of Education on June 21st, 2023, board members discussed the annual performance evaluation of Superintendent Joe Gothard. Please note that what follows is a high-level summary.

Overall, the Board is encouraged by Superintendent Gothard's sustained excellence in leadership in the areas of Community Engagement, School District Operations and Ethical and Inclusive Leadership. However, the Board also acknowledges continuing work in the areas of Implementation of Strategic Plan, Communications, and Teaching and Learning.

The Board used Minnesota School Board Association's Superintendent Standards-Based Evaluation this year, choosing to focus on standards evaluated last year (with minor adjustments) to identify progress over time. These standards are related to Implementation of the Strategic Plan, Communications, Community Engagement, Operations, Teaching and Learning, and Ethical Leadership and Equity with a rating scale ranging from ineffective, to developing, to effective, to highly effective. The ratings of participating Board Members have been averaged meaning individual board members rating may be higher or lower than stated average.

The Board would like to offer the following observations as it considers the overall performance of the Superintendent.

**Considering the key area for growth focused on monitoring reports on student outcomes, the Board rates the Superintendent as highly effective.** The Board gratefully acknowledges the Superintendent's strong understanding of the value of high-quality monitoring reports on student outcomes and appreciates his participation, alongside his Senior Leadership Team and board members, in training related to this topic. The Board looks forward to working with the Superintendent and his team in the coming year to develop and deliver monitoring reports that track progress towards positive student outcomes and will retain this as a Key Area for Growth.

**Considering the key area for growth: evaluate impact of implementation of culturally relevant instruction on students, the Board rates the Superintendent as effective.** The Board acknowledges the efforts to continue to refine and improve the practice of culturally relevant instruction districtwide, including the annual Culturally Relevant Instruction Expo. As this has been a key area of investment, the Board wishes to retain this as a Key Area for Growth for the coming year. It is the expectations of the Board that the Superintendent demonstrates further the impact that culturally relevant instruction has on student outcomes, identifies any obstacles that prevent full and effective implementation, and creates strategies for overcoming those obstacles.

**Considering the key area for growth: explore and implement tools on community engagement that are culturally relevant, the Board rates the Superintendent as effective.** The Board appreciates the diversity and complexity of community engagement work and notes the success of the Marnita's Table event, and others, related to school safety. The Board wishes to see continued development of approaches to engagement that allow for greater comfort and participation for SPPS' many cultural communities and look forward to seeing examples of this. The Board will retain this as a Key Area for Growth in the coming year.

**Considering the standard focused on Standard One Implementation of the Strategic Plan, the Board rates the Superintendent as effective.** The Board appreciates Superintendent Gothard's thoughtful attention to student needs following a pandemic and his continued efforts to adapt and implement the district's strategic plan, SPPS Achieves, to meet those needs. One example is Superintendent Gothard's investment in WINN (What I Need Now) teachers, a strategy that appears to show promising results. The Board would like to see continued improvement in the areas of developing monitoring reports that integrate SMART goals to better track continuous improvement.

**Considering the standard focused on Communications, the Board rates the Superintendent as effective.** The Board values Superintendent Gothard's work in proactively partnering with local media outlets and SPPS Communications to highlight the good work happening in SPPS and the incredible people who make it happen. The Board expects to see continued improvement in effectively communicating district processes and decision-making as well as bringing forth plans for more effective surveys.

**Considering the standard focused on Community Engagement, which includes Relationships with the Community, Engagement, Advocacy, and Visibility and Approachability, the Board rates the Superintendent as highly effective.** The Board values Superintendent Gothard's work in the areas of Maxfield Collaboration with St. Thomas University and his attendance at numerous community events. The Board gratefully acknowledges his advocacy at the state legislature and his presence and voice in local and national conversations about education and related topics, including with U.S. Department of Education Miguel Cardona, advocating for real solutions on youth community and school safety. The Board sees a need for continued improvement in the development of casting a wider net on student engagement to include middle schools, establishing structures for more consistent building level engagement with their communities as well as community engagement around the budget process.

**Considering the standard focused on Operations, which includes Facilities, Transportation, Food Service, Technology, Maintenance, and Personnel, the Board rates Superintendent Gothard as highly effective.** The Board values Superintendent Gothard's continued work to build effective and high quality district operations and notes in particular the ongoing work of SPPS Builds and the work of the Human Resources and Finance departments. The Board acknowledges the lingering challenges of providing yellow buses to all comprehensive high schools and looks forward to continued progress in this area.

**Considering the standard focused on Teaching and Learning, which includes Staff Development, School Improvement, and Curriculum and Instruction, the Board rates Superintendent Gothard as effective.**

The Board values Superintendent Gothard's work in the areas of continuous improvement in the areas of Job Embedded Professional Development and the first math curriculum adoption in 20 years. The Board wishes to see a plan for creating greater awareness of the services the Equity Department can provide to support educators and students as well as a survey of current and expected professional development related to instruction.

**Considering the standard focused on Ethical and Inclusive Leadership, which includes Ethics and Professional Behavior, Interactions with Students, Staff, and the Community, Professional Practice, and Diverse Cultural Competency, the Board rates Superintendent Gothard as highly effective.** The Board congratulates Superintendent Gothard on being honored as a Junior Achievement Hall of Fame Laureate and becoming the President of the Minnesota Association of School Administrators this year. They are reflections of how his work and leadership is being recognized and celebrated in the community. The Board appreciates the many student convenings Superintendent Gothard held this spring. The Board encourages him to continue to find ways to meet with students for meaningful conversations in the coming year. The Board also wishes to see continued improvement in the area of increasing diverse cultural competency representative of student demographics in SPPS by the development of relationships between Superintendent Gothard and staff and community members with relevant cultural expertise.

**Considering the standard focused on Ethical and Inclusive Leadership, which includes Equity Plan Implementation, the Board rates Superintendent Gothard as developing.** The Board appreciates Superintendent Gothard's candid reflections about the challenges of implementing the Equity Plan and what may be necessary to see more success. As a result of Superintendent Gothard's own rating of himself as developing and the Board rating his performance as developing, the Board has added Equity Plan Implementation as a Key Area of Growth in the coming year. The Board looks forward to working with Superintendent Gothard to make progress in this area.

The Board thanks Superintendent Gothard for his time throughout this process which included completing a self-evaluation that included a 27-page executive summary backed by 200+pages of documentation and additional reflection, and two hours of conversation on June 21, 2023, where he responded to board members' questions related to his self-evaluation. The board notes overall growth in **Community Engagement, School District Operations and Ethical and Inclusive Leadership**. Overall, the Board finds Superintendent effective in his role and acknowledges more growth is both necessary and possible and has identified the following as Key Areas for Growth:

1. Develop monitoring reports for student outcomes
2. Explore and implement tools for culturally responsive community engagement
3. Evaluate impact of Culturally Relevant Curriculum
4. Equity Plan Implementation

#### **QUESTIONS/DISCUSSION:**

- Director Foster thanked Dr. Gothard – for his work in staying on focus, on target and knowing that our students' success and outcomes are the focal point in this work. In a time with considerable and consistent change and challenges, he has persevered. He has a team that is committed to the work, and that is significant in the picture of a reflection of a leader who has the capacity and the capacity to create a change agent. She was a part of the group who hired him and she stands by that decision, as he is the best person at the time, and the best person at this time to lead this district. There is trust, passion, and purpose and his intention is real for students, families, and staff. She thanked him for the work. She encouraged him to be seen and heard, especially by our young people.

### 13. BOARD OF EDUCATION

#### A. Information Requests/Responses and Items for Future Agendas

- Director Ellis requested information as a follow-up from the Public Comment speakers regarding athletic field permit costs, and if ARP funding is available as a resource for community partners, or grant opportunities. She noted her concerns about our young people incurring the cost, or creating a hardship for their families. She also requested a usage report of summer programs in our facilities.
  - Superintendent Gothard noted he will provide a summary of the fee rental policy set by the Board, and certain circumstances and room for negotiation with partners.
  - Chief Turner reminded the Board about the policy around permits, and provided a recap of the ARP funding and nearly \$4.5M that was allocated to community-based agencies. She will reach out to the organization of the Public Comment speakers for more information. She also noted the cost for permits is a real cost to the district, including personnel, custodial services, or athletics staff to be on the premises and those costs are aligned to our labor agreements agreed upon by the Board. She also reviewed the implications of waiving those costs. She also noted other opportunities for permits that may be less in terms of permit costs.
- Director Ellis requested further information on the data from Marnita's Table.
- She also requested information on a school safety update, and wondering how it may look different in the fall with the start of a new school year, as well as communications. Director Vue reiterated the request around school safety and would like to see it as an agenda item in a future meeting.

#### B. Board of Education Reports/Communications

- Director Allen provided an update on the Ignite Your Heart Scholarship and working with allies and churches to donate funds to create and expand a scholarship for SUTR candidates. She also provided her experience at the Our Collective Power Conference with School Board Partners, and her fellowship with the organization. She noted there were two school board members who are 18-years old and elected officials. She also provided information on the filming of a TV show that will premiere on the CW on August 5 of hosting a youth talk show. It was also the 10-year anniversary of Black Lives matter, and she and ten other young people traveled to Los Angeles.
- Director Ellis noted she was able to read at CDF Freedom Schools, and also attended the Our Collective Power Conference, and she had never been in a space with that amount of school board members of color, and how she was felt, heard, and seen, welcomed, and shared tears in that space, as well as the heaviness and feelings of being looked after and cared for. She spoke of her experience in a session with Dr. Howard Fuller regarding "The Issues of The Current Generation: How Will We Wage Struggle?"
- Director Vue provided his experience at the Our Collective Power Conference, and that one takeaway was that a strong board cannot be strong without the adoption of goals around student outcomes, and it needs to be the core of this work, and the compass that guides us. He also noted the feeling of being "in a room of onyls" and was one of the only Asian male school board members in the space. One of the sessions he attended was "First Generation Politicians: Politicking Instead of Being Politicked", and a power mapping tool and navigating systems of power. It was a great conference and also read an excerpt from the welcome package.

### 14. ADJOURNMENT

**Director Vue moved to adjourn the meeting; Director Foster seconded the motion.**



The motion was approved by roll call vote:

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

The meeting adjourned at 7:56 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**

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

**July 18, 2023  
4:30 p.m.**

**MINUTES**

**I. CALL TO ORDER**

The meeting was called to order at 8:06 p.m. by Chair Vue.

**II. ROLL CALL**

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

Administration: Superintendent Gothard, P. Pratt-Cook, A. Collins, T. Sager, D. Wells, C.  
Long, S. Dahlke, J. Turner, S. Gray-Akyea

**III. APPROVAL OF THE ORDER OF THE MAIN AGENDA**

**MOTION:** It was moved by Director Vue, and seconded by Director Foster, to approve the order of the agenda. It passed by acclaim.

**IV. MOTION TO CLOSE MEETING**

**MOTION:** It was moved by Director Vue and seconded by Director Allen that the Board of Education close the special meeting and continue the meeting as a closed meeting to discuss the matter of strategy for labor negotiations for all bargaining units, including ASAP, Educational Assistants, Machinists, Nutrition Services Personnel, Principals, School and Community Service Professionals, Teachers, MMSA, PEA, SPSO, AFSCME, Bus Drivers, CCEA, Custodians, Tri-Council, Bricklayers, Carpenters, Cement Masons, Electricians, Glaziers, Painters, Pipe fitters, Plasterers, Plumbers, Roofers, Sheet Metal Workers, and Tri-Council Temps., as is provided for by Minnesota Statutes Section 13D.03. The motion passed by acclaim.

**V. NEW BUSINESS**

The Board of Education and staff discussed the matter of strategy for labor negotiations for all bargaining units, including ASAP, Educational Assistants, Machinists, Nutrition Services Personnel, Principals, School and Community Service Professionals, Teachers, MMSA, PEA, SPSO, AFSCME, Bus Drivers, CCEA, Custodians, Tri-Council, Bricklayers, Carpenters, Cement Masons, Electricians, Glaziers, Painters, Pipe fitters, Plasterers, Plumbers, Roofers, Sheet Metal Workers, and Tri-Council Temps., as is provided for by Minnesota Statutes Section 13D.03.

**VI. MOTION TO OPEN MEETING**

**MOTION:** It was moved by Director Vue to conduct the remainder of this meeting as an open meeting. The motion was seconded by Director Allen. It passed by acclaim.

**VIII. ADJOURNMENT**

**MOTION:** It was moved by Director Vue, and seconded by Director Foster, to adjourn the meeting. It passed by acclaim.

The meeting adjourned at 9:44 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**

**August 9, 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, C. Allen, H. Henderson, U. Ward  
Superintendent Gothard

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, S. Dahlke, P. Pratt-Cook, J. Grathwol, C. Anderson, M.  
Sullivan, K. Kimani, K. Morris, K. Wallace, L. Boehlke, J. Pettigrew, L.  
Corey, D. Payne, A. Anderson, J. Larson, K. Huiett, D. Abrams, P.  
Matamoros

Community: T. Lonetree, S. Pumper, M. Hart, M. Schrul, A. Schilling, C. Mahaney, R.  
Davis

**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 by welcoming everyone. He provided a recap of his time at the MDE Back to School Conference, which he attended with members of his Senior Executive Leadership Team. Updates included information from the legislative session, including the historic and transformational work, as well as mandates as part of session. He also provided an update on work of reading in SPPS and WINN teachers, as well as other sessions at the conference that included CTE, mental health, Special Education, and school meals, non-exclusionary discipline, family and community engagement, and American Indian Education updates. He also noted that Commissioner Jett spoke at the conference, and his previous experience in SPPS and connections.

**QUESTIONS/DISCUSSION:**

- Director Vue requested further information on the training of the Science of Reading, as well as funding, and statewide curriculum options, as well as the universal screener - one of which is FastBridge which SPPS currently uses.
- Director Allen also noted the importance of training on the Science of Reading in higher education, so future leaders and teachers will be prepared, and the onus of training will not be on the school district.

## **5. FY2024-2026 FINANCING PLAN**

Superintendent Gothard welcomed Steve Pumper and Michael Hart from PMA Securities, as well as Chief Sager, to present the FY2024-2026 Financing Plan for facilities maintenance and improvement. Included in the presentation were details on the process and timeline, finance plan goal of “Meet SPPS Builds plan needs with a responsible and sustainable finance strategy,” financing tools, funding tools, projected expenditures and funding source details. Information was also shared on the proposed issues of upcoming bonds and certificates of participation, COP funding needs, COP project, LTFM funding needs, LTFM revenue strategy, capital project portion of levy details, financing plan tax impact, finance and plan assumptions. Further information was also provided on the 2013B bond refunding, and timeline.

The full presentation can be found in the BoardBook.

### **QUESTIONS/DISCUSSION:**

- Director Foster requested more information on the certificates of participation and their alignment to achievement and integration plan, and those projects tied to that work. Information was then reviewed on projects, such as the rebuild of Bruce Vento Elementary.
- More information was also requested on the levels of funding. Response: The next few years are the largest in funding, and the intentionality in the five-year facilities plan and the three-year finance plan.
- Director Allen requested information on the \$44M of extras and those funding sources. Information was then provided on the expenditures of \$151M, and \$60M of bond-funded money on hand, with \$45M in tax levies, and the leftover of \$44.9M to be funded with bonds. The resolution on the agenda at the July Regular Meeting and August Regular Meeting is related to these funds, and to fund maintenance, improvement, health and safety in the LTFM program through the end of June 2025.
- Director Foster noted the factoring of the interest rates, and how to prepare for that. Response: There is a balancing that occurs, and to represent a fair representation for the tax impact with the best information we have today.

## **7. SCHOOL SAFETY**

Superintendent Gothard then welcomed Marcus Sullivan, Assistant Director of Security and Emergency Management, and Kathy Kimani, Director of the Office of School Support, to present on School Safety. Superintendent Gothard began the presentation with a review of the work of the department, including changes and overall work of the team and their 24/7 schedule. Staff then shared details on Safer SPPS, and the safety engagement plan, data collection, and areas of focus in this work. It was noted that the culture and climate of the school community is so important - and bigger than a work of a single person or a single team. He also noted the themes heard from students during his convenings, including the need for more mental health supports, yellow buses and not feeling safe on Metro Transit, issues in bathrooms, stronger relationships with teachers and staff, and a better balance of staff and teachers of color. Most feedback is not about safety - but about culture and climate. The data around lockdown and lockout

scenarios was reviewed, as well as the work of the Superintendent's Safety Team and their cross-departmental team and work. He also went on to share details about the violence prevention grants, and work with the City. A review of the School Support Liaison training academy was provided, as well as supports from the Office of School Support. Details were also shared on the new technology to be introduced as a way to identify visitors to a building across the district.

The full presentation can be found in the BoardBook.

#### **QUESTIONS/DISCUSSION:**

- Director Ellis requested information on the expectations for the building clerk in greeting visitors, as well as scenarios where a non-custodial parent may be at the building.
- The timeline of the new technology was also shared, including a roll-out at four high schools and two elementary schools, with it to be distributed district wide by early fall of 2024. The different features of the program were also shared, with many to remain off in the early stages of implementation. It is called SingleWire, and the program is Visual Aware.
- The tracking and reporting of the system was also discussed, including that the data would only be sent to the ECC. Concerns about immigration status for families was noted, and ways to ensure we are protecting our families and students, and board action to ensure that feature is not turned on within the program.
- Further discussion also centered on the features of the system and policies directing Administration on their use. It is more in the contract agreement and procedures of how it is implemented, and the initial purpose of the system is a universal check-in for all schools. Superintendent Gothard noted that future conversations could include the menu options for additional features, but currently, it is only for a consistent way of tracking visitors.
- Director Foster also noted concerns about privacy and the legality of the system features. She also requested information on the information and access to information. It will also be helpful system for students to see identification of visitors to the building.
- Chief Turner also reviewed the procedure for visitors with an alert and members of the school administration to talk with them.
- It was noted that Madison, WI school district, as well as ISD 196, currently use this system. This is one tool as we attempt to collectively help our physical schools to be safer, both socially-emotionally and physically. This also related to data security and cyber security, and an authentication process for visitors.
- Director Kopp noted this is a pilot program, to help schools with visitor identification, and if other features are to be turned on, that will be another discussion in the future. She noted hearing from board members that if those features to come online and when, they would like to be informed and involved. The young people will also see those badges in their schools and be supported, and will also be helpful for community partners in our schools. Chief Turner noted that if other features are to be turned on, that will come to the Board for a decision.
- Director Ellis noted practices for checking-in at all schools and buildings for the upcoming school year.
- Director Foster requested information on the SSL training academy, and ongoing training and additional professional development. Response: On non-student contact days, there is reiteration of training and scenario-based training. For social-emotional training, there are intervention specialists that collaborate and do training together with SSLs and other staff in the building as well.
- Information was also requested on the reporting structure of SSLs. They report to both the assistant SEM manager assigned to their school, as well as the administration of the building.
- Director Foster requested information on the communication to families. There is back to school information sent to families on changes and practices in efforts to keep students safe for the upcoming

school year which will be sent the week prior to the start of the school year, and will also include information about the Visitor Aware software.

- It was also noted that through the survey results, we are learning that students have found electronic passes to be helpful.
- Director Allen requested information on how to establish a great sense of community values for families and staff. Superintendent Gothard noted that we are taking stock in what we have been doing or are planning, and school-based level activities which may look different. Director Allen noted that what we have been doing has not been working, and what we're doing differently to establish a greater sense of community for students, families, and staff to feel valued.
  - Ms. Kimani noted an example of the elementary school morning meeting or connect time, including lessons and prompts, and opportunity to come together in a circle at the beginning of the day. She also noted examples in elementary with the RP coordinators, as well as Foundations classes.
  - Director Allen noted concerns about Foundations at the middle and high school levels. Adam Kunz, Assistant Superintendent, provided details on advisory classes, such as Foundations, and the AVID-like investment in middle school and support for students throughout the day for meaningful engagement within all areas, and connection with the teacher. There is also an investment in intervention specialists, and links between administration, teachers, SSLs and supports for students in buildings. There is also automated communication about students and grades, to ensure families have information regarding grades throughout the quarter.
- Director Allen pushed that many students do not feel seen and part of the academic community of SPPS. There are Karen language courses, but what about our Black student population, or other SE Asian students? She noted that this is at the core of safety, and when students feel like they don't belong, they turn to destroy or disrupt, since they don't feel they belong in the academic space, which leads to not successful academic outcomes. She is disappointed that we have had time to think about this and apply ourselves, but we are rolling into another year with the same culture and expectations. Superintendent Gothard noted the purpose of the report is to share school safety, where we have been, and where we are going. There is also a Back to School Report on an upcoming agenda with a more comprehensive approach in gaps. There is also other professional development occurring and will make sure there is information provided to the Board.
- Director Ellis noted that families are also so important in the success of our students, and as a District, we have sometimes missed that family component.
- Director Foster also noted the adult behaviors that need to change in order for student outcomes, and the accountability from one another to each other. A culture shift requires us to be real and relevant and support or move where it needs to go. It takes intentionality and courage to be real. The Board needs to know how to support, for expectations and accountability and supports to show change. Kids are kids, and our job is to teach and guide students. Director Kopp echoed this, and a sense of belonging for safety and how adults do the work to make changes in their own behaviors, and a model for young people.
- Director Henderson noted that every student needs a trusted adult in the building, and knowing that the burden of that falls on our Black and Brown staff who hold and continue to hold the emotional work of working with our students, and how we are supporting them. Ms. Kimani noted that is a recurring theme and topic in PLCs, and offering different times for staff to attend, and engage more folks, and listening and honoring the space to be together.
- Director Allen requested information on Stop the Bleed training. All SSLs are trained in this, as well as nurses. Director Allen noted her work in community and Narcan training, and tools such as this to help teachers and staff to feel safe and help in a crisis situation.
- It was noted that the Executive Committee will discuss next steps for comments in this discussion.

## **8. FY25 BUDGET ENGAGEMENT FRAMEWORK**

Superintendent Gothard then welcomed Tom Sager, Executive Chief of Financial Services, and Jackie Turner, Executive Chief of Administration and Operations, to present the FY25 Budget Engagement Framework. Included in the presentation was the engagement objectives, and the community's values and priorities, a review of the IAP2 Spectrum of Public Participation, information on the FY25 budget timeline, preparation of leadership, stakeholder mapping, potential engagement strategies, and engagement timeline.

Discussion centered around the questions of success in this budget engagement process, non-negotiables within the FY25 engagement process, and the goals of engagement and expectations on this process.

The full presentation can be found in the BoardBook.

#### **QUESTIONS/DISCUSSION:**

- Director Ellis noted her past experience with BFAC, the timeline for information around budgets, and decision-making process. If provided options on the budget, the rationale and why of the budget is important. If we want the community to be engaged and involved, the design of the process needs to change. Families also need to see the alignment of both their school as well as across the district of budget decisions, as well as communication of impacts to their specific school. She also noted building upon the process from year to year. Chief Turner notes that the goal in this process is to have a multi-year engagement process, and with this unprecedented amount of funding, the intense engagement is expected to last three years and the work will continue. While there will not be this level of budget engagement every year, there will be different iterations and additional information. Director Ellis also noted the decision-making timeline, and to make those decisions around winter. Chief Turner also noted examples in budget decisions that come before the Board, and that they are based on the values and needs of the strategic plan.
- Director Allen noted that the budget engagement process needs to be sustainable, and we can learn and modify it. With the timeline presented, and information available in winter around projected enrollment, and allocations to schools in March/April, it will be important to see the combined budgets at the same time as schools. It was frustrating to receive the budget a week before the vote this year, especially with such a large amount of funding.
- It was also noted that different scenarios of budget will be helpful in order to understand investments, and for there to be a few options and make decisions from there.
- Flexibility in the budget and being able to adjust based on student population is also important to ensure all students are engaged in the curriculum. While there is not a large amount of flexibility given the contract agreements, there is some at sites to shift. The scenarios were also noted and to talk to colleagues to see what it could look like and themes or focus areas.
- Chief Turner noted that the process did occur late this year, and we are building a new process to learn, and a way to inform earlier. A budget primer or overview is possible, to explain the formula upfront for internal and external stakeholders. Folks would then be able to compute the budget based on data provided and the formula.
- Director Allen also noted the poverty level and achievement in the budget process, and different samples from different districts for format. She would also like to receive the priorities and options, and to know the budget allocations sooner.
- Director Ward noted the amount of flexibility that exists and how much is not predetermined by contracts or mandates, and how much of the budgeting process would potentially affect the end result. He also thanked the team for working on this and the plan for the budget advisory committee and appreciates the work thus far.



- He also noted that success in this process involves opportunities to change the outcome and affect it. A lot of folks are concerned that they will give feedback, and it will not be taken and used. The DFAC as described could be beneficial, but also means that the vast majority of those served will not be strong applicants for the committee without a background knowledge of financial expertise.
- He also noted questions on the pathways for affecting shifts, and the timeline of the budget to the Board in order to look it over in detail and potentially make changes based on feedback from the community, and accountability. In talking about IAP2, the power is with the Board, but if they are not given enough time to review the budget or make a change, the Board is not making the decision, and there needs to be time built-in and time to evaluate the information. He would like to see different spending options and work with Administration on them. He would like the Board to be empowered and make decisions and give the community an opportunity to tell the Board of changes they would like to see. The Board needs time and information to evaluate the budget for themselves and for the community to evaluate it to make changes if needed, for accountability in this process. Chief Turner noted that there are a number of items in contract language, and those pieces may also need to shift. She also noted the values of the governance board and the impacts on the budget. Discretionary funding was also discussed.
- The values and commitments we share are crucial to the budget process, including transportation. The Board requested as much detail and information on the Budget as Administration.
- A conversation on discretionary funds may also be helpful, and to quantify that and how to define discretionary funds. Clarity was also requested on the budget scenario options, and the parameters of a budget, including enrollment, inflationary increases, state aid, etc. There needs to be a process and understanding, and also a way to measure class size into the budget and allocate funding.
- Chief Sager noted examples of yellow buses and the new East African Magnet School within the budget process and scenario examples.
- Director Ellis also noted the changes from the legislative session and the impacts on the budget.
- Director Henderson noted that it will be important for year-over-year budget cycles, and to project enrollment so there is not a shock and that we are providing as much information as possible. She likes the idea of a DFAC, and stressed the importance of including women and folks of color and providing opportunities for them. Chief Turner noted that is one of our values in this process and for the Board, of a value of the DFAC to be reflective of our student population.
- Director Henderson also noted to be intentional in the budget process, and to provide space for things that are important in buildings, and to be clear about the budget and its impact to life within these spaces.
- She also noted student engagement in this process, and to know the District values their opinions and needs in the classroom. Chief Turner noted the student convenings held by Dr. Gothard and hearing what students value and being able to responsibly incorporate that into the budget.
- Director Kopp noted the importance of clarity in the budget process, and to draw themes of budget priorities – safety, belonging, relationships. It will also be important to provide guidance year after year, and a predictable process. The goal of engagement also relates to Student Outcomes Focused Governance, and goal-setting and the values of the community from those goals. When community input is frontloaded, what matters and is important are those feelings and experiences, and how students, staff and families feel in a school and a budget that makes that possible. We need to be grounded in the values of the community, because when we begin to pull individual pieces is a domino effect – we need to be interconnected and strong in our process.
- Director Foster noted that there needs to be template for success, and an annual, predictable process, with messaging that is concise and applicable across buildings. The messaging is so important and one way to engage students and families, in a District is how we treat people, and to be a premier destination for folks, we need to communicate and allow others to be aware. We need to talk about culture shifts and adults in spaces and our role in change of behaviors, because

not all of our families are hyper-vigilant of the budget. As a Board, we need to talk about expectations and hold ourselves and each other accountable in order for the community to receive less mixed messages, and to have accurate and relevant information.

- Director Vue noted the work of DFAC, as well as engagement with our program leaders, principals, and our PACs. Success will be defined if we have met our goals, and they need to be smart and aligned to the strategic plan. A non-negotiable is to not break the values of the Board and District. The goal is to approve the budget, and a budget that doesn't break the values in June.
- It was noted that this information will be used to formalize a project plan and assign a project manager, and an internal team will be formed to implement what was heard and report back. Administration will report back to the Board and in a format that was discussed, and a communication plan for the community, as well as a timeline, website and publications dedicated to this work in order to be externally transparent.
- It was discussed that the Board does not need to vote on this topic at a Regular Meeting.

## **9. BOARD MEETING STREAMING**

Superintendent Gothard then welcomed Erica Wacker, Director of Communications, to present on Board Meeting Streaming. Items reviewed included requirements of law, current state of streaming, requested state, live viewership data, and three options for future state, including format and costs. Constraints and realities were also discussed, as well as information on streaming in comparable districts across the Metro and nation. Discussion and next steps included a board vote on the preferred option at the upcoming August Regular Meeting, and timeline for additional streaming services.

The full presentation can be found in the BoardBook.

### **QUESTIONS/DISCUSSION:**

- Director Ward noted the different options, but that Option B – holding Committee of the Board meetings in 5A with audio recording – involves the most questions, including for audio equipment, and the capturing of the conversation and to be intentional about introducing each member when speaking. It was noted that in podcasts and radio broadcasts, a speaker may join at any point and folks are accustomed to that. For the audio, it would essentially be a computer without the camera on, and several microphones throughout the room. It would not be a perfect audio capture, but Osseo does have a good example of how it could look and to listen to their recordings. It was noted on the less formal nature of the meeting in 5A, and there may need to be a more formalized order for speaking in terms of lining up near the microphone for the audio to be as clear as possible.
- Ms. Wacker also noted that in listening to the audio vs. video, at Board meetings, the Board is speaking as a collective, and what is heard should be the main points, and not necessarily who said it. When conducted at the dais, a meeting is naturally more formal and more on display with folks watching. With the audio stream from 5A and at the table, it allows the meeting to be different from a Regular meeting.
- Director Ward requested information on passing microphones to those who would like to speak, which would require additional coordination, and it will be important to speak close to the microphone, which may require a change in behavior.
- Director Ward also appreciates the ways to adjust the stipend for special meetings. Those meetings do require more work, with overflow rooms, and hiring additional staff for cameras.
- Director Kopp noted that for the audio recording, it will be important to be organized and clear to formally call on the speaker to be clear for listeners on who is speaking.

- Director Ellis requested information on the equipment upgrades included in Option A, which include updates to the microphones, and the time to set up the space and check the equipment and troubleshoot it if necessary. The robotic cameras were also noted and the usage of them in doubling the meetings.
- Director Allen requested further details on the full-time staff members in Communications who do video streaming work, as well as the number of years that the current stipend has been in effect.
- Chief Turner noted this would fall under discretionary funding, and the streaming stipends are paid by the Board budget, but there is also the contract with Eduvision and SPNN that is from the district budget.
- Could new equipment be included in the ARP budget? Response: It may not meet the qualifications to address post-pandemic recovery, and the ARP budget and application would need to be revised, and special permission may be needed.
- Director Foster requested more information on the cost increase, and how it compares to others in the district and in the field. One reason for the increase is to increase our own pool of staff, and to hire an external vendor would be more market rate.
- Director Ward noted the inflationary measures of the stipend from 2000 to present date.
- Director Foster thanked the staff for their work.
- Director Vue requested details on the livestream statistics and data, and it is important to note how many community members are accessing this content. More folks view the content on their phones.
- It was noted this will come before the Board again for a vote at the August 22 Regular Meeting, and the three options will be presented. Chair and Vice Chair will be contacting each board member for their thoughts and consensus on an option.

## 10. ADJOURNMENT

**Director Kopp moved to adjourn the meeting. Other directors seconded the motion. It passed by acclimation.**

The meeting adjourned at 8:50 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:** August 22, 2023

**TOPIC:** Acceptance of Gift from Start Proud!®

**A. PERTINENT FACTS:**

1. Start Proud!® is an Education Key Focus Area for Customers and Community. Start Proud!® was created to help foster brighter beginnings for schools in low-income communities nationwide to give students and teachers the supplies they need to start the year confident, prepared, and proud! Start Proud!® hosts 18 back-to-school assemblies at Title I Public Elementary Schools where 18,000 backpacks filled with critical school supplies are distributed to students, one teacher and Principal.
2. Hazel Park Preparatory Academy PreK-8 and Mississippi Creative Arts School PreK-5 were chosen for this gift to support students, one teacher and Principal with supplies needed for the school year.
3. This request is for a one-time gift.
4. The value of this gift is \$142,000.00
  - Backpacks and school supplies: \$120,000
  - All Star Teacher Award: \$2,000
  - Principal Award in Office Depot OfficeMas merchandise cards: \$20,000
5. This gift will meet the District strategic plan goals for student achievement, sustainability and to create a shared sense of community to build trust and collaboration to build trust within and outside our schools.
4. This item is submitted by Dana Abrams, Director of Family Engagement and Community Partnerships; Aquanetta Anderson, Assistant Director of Family Engagement and Community Partnerships; Duane Dutrieuille, Principal of Hazel Park Preparatory Academy PreK-8; Lydia Kabaka, Principal of Mississippi Creative Arts School; Andrew Collins, Executive Chief of Schools & Learning and Jackie Turner, Executive Chief of Administrations & Operations.

**B. RECOMMENDATION:**

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.

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

**DATE:** August 22, 2023

**TOPIC:** Highland Park Senior High School Gift Acceptance of \$5,391.22

**A. PERTINENT FACTS:**

1. Friends of Highland Arts has donated \$5391.22 towards the Highland Park Senior High instrumental music account.
2. Funds will be spent from Highland Park Senior High School budget 19-220-291-000-5096-B001.
3. This project will meet the District strategic plan goal/goals of Achievement.
4. This item is submitted by Dr. Winston H. Tucker, Principal, Highland Park Senior High School; and Dr. Kirk Morris, Assistant Superintendent of High Schools.

**B. RECOMMENDATION:**

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.

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

**DATE:** August 22, 2023

**TOPIC:** Gift Acceptance from McGough for Student Store

**A. PERTINENT FACTS:**

1. McGough wishes to donate \$31,698 in labor and materials to construct and outfit a 95 square foot student store at Highland Park Senior High School.
2. The student store is valued at approximately \$60,000. The remainder of the cost of the student store will be funded through a grant that the school received.
3. The gift imposes no undue financial burden or obligation to the school district. McGough will engage the facilities department and school administration to determine the location of the student store.
4. This donation 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.

**B. RECOMMENDATION:**

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.



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

**DATE:** August 22, 2023

**TOPIC:** Acceptance of Donation of Electric-Powered Landscape Equipment from The Toro Company and MTI Distributing

**A. PERTINENT FACTS:**

1. Facilities would like to accept a donation of electric powered landscape equipment from The Toro Company.
2. This donation supports the District Energy Action Plan strategy E4: Identify and convert gas-powered landscaping equipment to battery-powered. There are many reasons for updating our current gas-powered equipment fleet, the most notable being to stop the releases of exhaust from gas-powered equipment.
3. The value of the donation is approximately \$12,577.81. The donation will allow Facilities to launch a pilot project to test electric-powered landscape equipment at 2-4 schools.
4. This donation will meet the District Strategic Plan goals of program evaluation and resource allocation.
5. This item is presented by Tom Parent, Executive Director of Operations and Administration and Jackie Turner, Executive Chief Administration and Operations.

**B. RECOMMENDATION:**

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

**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).

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

**DATE:** August 22, 2023

**TOPIC:** Purchase of Districtwide 9-12 APEX License

**A. PERTINENT FACTS:**

1. Student need for credit recovery opportunities has never been greater. The Department of Alternative Education (DAE) has increased opportunities for students beyond Evening High School (EHS). In addition to Evening High School (12<sup>th</sup> Grade) and Summer Learning Programs (9-12), the DAE office has restored Extended Learning Day (EDL) and created the Credit Recovery Network (CRN) to assist students that are struggling to earn credits.

The CRN has made significant use of the APEX curriculum. The APEX curriculum allows students to complete coursework at a student pace when EHS/EDL/CRN programs are in session.

Credit recovery options have made an impact over the years:

- SY 21-22: 800 Credits (EHS Only)
- SY 22-22: 3000 Credits EHS, EDL, CRN
- SY 23-24: 4700 Credits EHS, EDL, CRN

2. Benefits of an APEX 9-12 District-wide license include:
  - License cap will be eliminated for students participating in credit recovery through the Credit Recovery Network (CRN).
  - High Schools could use the APEX curriculum to create credit recovery opportunities during the day.
  - High Schools could use the APEX curriculum for whole course needs when a teacher vacancy exists.

The goal is to provide an alternative to earning credits by providing unlimited access to a curriculum that is monitored by SPPS teaching staff.

3. This contract with Edmentum will be in place for one year.
4. The cost of a District-wide APEX license for one year is \$209,000. It includes:
  - APEX course – Grades 9-12
  - District Site License for all Students in grades 9-12

- APEX Tutorials
  - Customer Success Services
5. This project will meet the District strategic plan focus area of College and Career Paths by increasing graduation rates.
  
  6. This item is submitted by Adam Kunz, Assistant Superintendent; and Andrew Collins, Chief of Schools.

**B. RECOMMENDATION:**

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

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

**DATE:** August 22, 2023

**TOPIC:** TMA Contract Renewal

**A. PERTINENT FACTS:**

1. The District needs to renew the contract for a computerized maintenance management system (CMMS) that assists with the operations, maintenance, and management of our facilities and services.
2. In 2020, staff reviewed and evaluated several CMMS systems. After extensive evaluation, the decision was made to enter into an agreement with TMA to provide the necessary tools and supports.
3. The District will enter into a new three-year contract with TMA for a value of \$63,337 for the first year, \$66,502 for the second, and \$69,827 for the third.
4. Cost of the subscription for the next three years is:

<b>Service/Software Proposed to Meet SPPS Business Requirements</b>	<b>FY24 Cost</b>	<b>FY25 Cost</b>	<b>FY26 Cost</b>
WebTMA Plus	\$6,615	\$6,946	\$7,292
WebTMA Users	\$30,114	\$31,620	\$33,201
Auto Attendant	\$793	\$832	\$874
Executive Dashboard	\$2,153	\$2,260	\$2,373
Key Management	\$793	\$832	\$874
Service Request	\$3,108	\$3,263	\$3,427
mobileTMA GO	\$19,026	\$19,977	\$20,976
WebTMA GO	\$735	\$772	\$810
<b>TOTAL COST</b>	<b>\$63,337</b>	<b>\$66,502</b>	<b>\$69,827</b>

5. The proposal will be reviewed by Purchasing.
6. Funding will be provided from the Facilities General Fund.
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; and Jackie Turner, Executive Chief of Administration and Operations.

**B. RECOMMENDATION:**

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.

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

**DATE:** August 22, 2023

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

**A. PERTINENT FACTS:**

1. The District is continually identifying ways to actively recruit and retain Teaching Assistants, particularly in Special Education. The recruitment and retention bonuses is one of the strategies the district is implementing to recruit top talent in a tight labor market.
2. The District and Teamsters Local 320 have agreed to the following enhanced recruiting and retention efforts to work toward fulfilling special education teaching assistant positions for the 2023-2024 school year.
  - a. First 50 special education teaching assistants (TA's) will receive a \$4000 hiring and retention bonus to be paid in two installments:
    1. \$2500 first paycheck of the 2023-2024 school year.
    2. \$1500 paid at the end of the 2024-2025 school year.
  - b. TA's currently employed with the District and obtain their teaching license in a designated high need area and meet the eligibility criteria (based on District stated guidelines) will be eligible for the appropriate hiring and retention bonus.
  - c. TA's currently employed and move into a special education EA position are eligible for the hiring and retention bonus indicated in A above.
4. This item is submitted by Danaya Franke, Assistant Director of Talent Acquisition and Retention and Patricia Pratt-Cook, Executive Chief of Human Resources.

**B. RECOMMENDATION:**

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

## MEMORANDUM OF AGREEMENT

### Recruitment for Special Education Teaching Assistants

Teamsters Local 320 and Saint Paul Public Schools agree to the following with regard to Teamsters Local 320 (Teaching Assistants) recruitment:

Whereas, the District has been actively recruiting Teaching Assistants to fill vacant positions, and;

Whereas, the Districts traditional methods of recruitment have not produced the desired outcomes to hire the quantity of Teaching Assistants necessary to fill all positions; and

Whereas, the District finds that special education Teaching Assistant positions are particularly difficult to fill; and

Whereas, the District is now taking additional measures to recruit new Special Education Teaching Assistants; and

Therefore, the District and the Teamsters Local 320 have agreed to the following in an effort to enhance the recruitment of special education Teaching Assistants for the 2023-2024 school year:

1. The first 50 Special Education TAs hired shall receive a hiring and retention bonus of **\$2500** upon initial hire to be received with the first paycheck received by special education Teaching Assistants in the 2023-2024 school year. Special Education Teaching Assistants hired under this provision who received the initial **\$2500** shall receive an additional **\$1500** at the end of the second semester of the 2024-2025 school year.
2. Teaching Assistants who are currently employed with the district and obtain their teaching license in a designated high need area and meet the eligibility criteria (based on district stated guidelines) will be eligible for the appropriate hiring and retention bonus.
3. Teaching Assistants who are currently employed and move into a Special Education EA position shall be eligible for the hiring and retention bonus indicated in number one (1) above.

This MOU is non-precedent setting and is governed by the underlying terms and conditions of the current collective bargaining agreement ("CBA") between the Parties. Nothing in this Agreement shall constitute a waiver or modification of any provision of



the CBA unless expressly identified as such. This agreement will terminate December 30, 2024 or sooner upon mutual consent of both parties.

[Signatures]

INDEPENDENT SCHOOL DISTRICT  
NO. 625

MINNESOTA TEAMSTERS PUBLIC AND  
LAW ENFORCEMENT EMPLOYEES  
UNION, LOCAL NO. 320



Executive Chief of Human Resources

Business Agent

Date 4/3/23

Date 4.3.23

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

**DATE:** August 22, 2023

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

**A. PERTINENT FACTS:**

1. The District is continually identifying ways to actively recruit and retain Licensed Educators in a variety of high need licensure areas, particularly in the area of Special Education. The recruitment and retention bonuses are one of the strategies the district is implementing to recruit top talent in a tight labor market. Traditional methods of recruitment have been unsuccessful to identify the number of teachers required to fill all positions.
2. The District and the Federation have agreed to the following enhanced recruiting efforts for special education and various other teaching positions that are difficult to fill for the 2023-2024 school year. Staff are only eligible for one of the bonuses outlined and if they meet criteria for more than one, they will receive the higher of the two bonuses.
  - a. First 70 special education Tier 3 or 4 licensed educators and school social workers with a Tier 3 or 4 licensure receive a hiring and retention bonus paid in three installments:
    1. \$2500 first paycheck of 2023-2024 school year.
    2. \$5000 at the end of 2023-2024 school year.
    3. \$2500 at the end of 2024-2025 school year.

Applicants must be newly contracted licensed educators or separated from the district for at least one year to be eligible.

- b. First 60 licensed Tier 2, 3, or 4 educators hired for specific hard to fill positions receive \$4000 hiring and retention bonus and paid in two installments:
      1. \$2500 first paycheck of the 2023-2024 school year.
      2. \$1500 paid at the end of the 2024-2025 school year.

Applicants must be newly contracted licensed educators or separated from the district for at least one year to be eligible.

Staff hired by the District under a Tier 2 license for special education begin work 2 weeks prior to the normal start date for new teachers to receive additional training in special education.

- c. First 50 special education assistants (EA's), behavior intervention specialists, and mental health practitioners AND the first 50 special education teaching assistant (TA's) will receive a \$4000 hiring and retention bonus to be paid in two installments:
  - 1. \$2500 first paycheck of the 2023-2024 school year.
  - 2. \$1500 paid at the end of the 2024-2025 school year.

Applicants must be newly contracted licensed educators or separated from the district for at least one year to be eligible.

- d. SCSP's and TA's currently employed in the District who obtain Tier 3 or Tier 4 special education license and hired as special education licensed educators within the District are eligible for the hiring and retention bonus outlined in A above.
  - e. SCSP's, EA's, TA's and currently employed in the District who obtain Tier 3 or Tier 4 license in a hard to fill position are eligible for bonus outlined in B above.
  - f. Current Tier 2 special education teachers who obtain Tier 3 or Tier 4 license will receive a retention bonus of \$2000 and must submit Tier 3 or Tier 4 license to Human Resources by November 15, 2023.
  - g. Staff who voluntarily moved into special education teacher and EL positions from other licensed positions for 2022-2023 school year received bonus of \$3000 paid at the end of the 2022-2023 school year and \$1000 to be paid at the end of first semester of the 2023-2024 school year.
- 3. This project will meet the District strategic plan goal of Positive School and District Culture by fulfilling the staffing needs within District school facilities.
  - 4. This item is submitted by Danaya Franke, Assistant Director of Talent Acquisition and Retention and Patricia Pratt-Cook, Executive Chief of Human Resources.

**B. RECOMMENDATION:**

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

**Memorandum of Understanding**

**Between**

**Saint Paul Public Schools**

**AND**

**Saint Paul Federation of Educators  
representing**

**Teachers, Educational Assistants and School and Community Service Professionals**

This Memorandum of Agreement is entered into by and between the Board of Education, Independent School District No. 625 (hereinafter "District") and the Saint Paul Federation of Educators, Local No. 28 (hereinafter "Federation") exclusive representative of members of the bargaining unit.

Whereas, the District has been actively recruiting teachers to fill vacant positions since June of 2022, and;

Whereas, the District's traditional methods of recruitment have not produced the desired outcomes to hire the quantity of teachers necessary to fill all positions; and

Whereas, the District finds that special education positions are particularly difficult to fill; and

Whereas, the District also finds that various other teaching positions can, from time to time, also be difficult to fill;

Therefore, the District and the Federation have agreed to the following in an effort to enhance the recruitment of special education licensed teachers and teachers in other areas that are difficult to hire for the 2023-2024 school year.

1. The first 70 special education Tier 3 or 4 licensed educators and School Social Workers who hold a Tier 3 or Tier 4 licensure shall receive a hiring and retention bonus of \$2500 upon initial hire to be received with the first paycheck received by teachers in the 2023-2024 school year. Teachers hired under this provision shall receive an additional \$5000 to be paid at the end of the 2023-2024 school year. Teachers hired under this provision shall receive a final amount of \$2500 to be received at the end of the second semester of the 2024-25 school year. Individuals eligible for this language must be new contracted teacher hires or have been separated from the district for at least one year.
2. The District shall provide notification to SPFE of other non-special education licensed classifications which are representing difficulties in the recruitment and hiring process. The first 60 licensed educators shall receive a hiring and retention

bonus for Tier 2, 3 or 4 teachers in the agreed upon hard to fill licensure areas of \$2500 upon initial hire to be received with the first paycheck received by teachers in the 2023-2024 school year. Teachers hired under this provision who received the initial \$2500 shall receive an additional \$1500 at the end of the second semester of the 2024-25 school year. Individuals eligible for this language must be new contracted teacher hires or have been separated from the district for at least one year.

3. SCSPs, EAs, who are currently employed throughout the District, who obtain their Tier 3 or Tier 4 Special Education license and are hired as special education teachers or School Social Workers within Saint Paul Public Schools shall be eligible for the hiring and retention bonus indicated in number one (1) above. SCSPs and EAs who are currently employed throughout the district who obtain their Tier 3 or Tier 4 non-special education license and are hired as teachers within Saint Paul Public Schools shall be eligible for the hiring and retention bonus indicated in number two (2) above.
4. Current Tier 2 Special Education Teachers who obtain a Tier 3 or 4 license will receive a retention bonus of \$2000. In order to receive the bonus employees must submit their Tier 3 or 4 license to Human Resources by November 15, 2023.
5. Employees hired by the District who are hired under a Tier 2 license for special education shall begin work two (2) weeks prior to the normal start date for new teachers to receive additional training in special education. These new hires shall be paid for such additional training at their daily rate per the September 9, 2022 grievance resolution MOU. Upon completion of the entire training, teachers hired under this provision shall be eligible to receive the hiring and retention bonus as outlined in paragraph 2 above.
6. The first 50 employees who are hired into Special Education EA positions, SCSP Behavior Intervention Specialist positions, or SCSP Mental Health Practitioner Positions shall be eligible for the hiring bonus as indicated in paragraph number two (2) above.
7. Staff who voluntarily moved into Special Education teacher and EL positions from other licensed positions in the district for the 2022-23 school year shall receive a bonus of \$3000 to be paid at the end of the 2022-23 school year and \$1000 to be paid at the end of the first semester of the 2023-24 school year.
8. Staff are only eligible for one of the above bonuses. If an employee meets the criteria for more than one bonus, they will receive the highest bonus.

This MOU is non-precedent setting and is governed by the underlying terms and conditions of the current collective bargaining agreement ("CBA") between the Parties. Nothing in this Agreement shall constitute a waiver or modification of any provision of the

CBA unless expressly identified as such. This agreement will terminate at the end of Semester 2 of the 2024-25 school year or sooner upon mutual consent of both parties.

Patricia C. Pratt Bell

For the District

3/7/23  
Date

Leah W. Vander

For the Union

3/7/23  
Date

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

**DATE:** August 22, 2023

**TOPIC:** Memorandum of Understanding between Saint Paul Public Schools and University of Saint Thomas

**A. PERTINENT FACTS:**

1. The Memorandum of Understanding details the relationship between the University of St. Thomas and Saint Paul Public Schools to support the Collaborative Learning School partnership at Maxfield Elementary school.
2. Saint Paul Public Schools sees an opportunity to build upon the existing partnership efforts with the University of St. Thomas by designing a district-operated school that incorporates promising practices for addressing the needs of all students while also prioritizing a focus on preparing and developing effective teachers. The partnership will prioritize establishing and maintaining a joyful learning environment, rigorous academics, educator supports, emerging teacher supports, equitable and inclusive practices and family and community partnerships.
3. This partnership is funded through funds raised by University of St. Thomas. There is no cost to SPPS.
4. This project aligns with the District strategic plan focus area of Effective and Culturally Responsive Instruction.
5. This is a new agreement. The agreement period is 48 months.
6. This item is submitted by Leah Corey, Innovation Office Director; Stacey Gray Akyea, Executive Chief of Equity, Strategy and Innovation; and Jackie Turner, Executive Chief of Administration and Operations.

**B. RECOMMENDATION:**

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.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign School Psychology Practicum/Internship Agreement with the Minnesota State University

**A. PERTINENT FACTS:**

1. Request to sign School Psychology Practicum/Internship Agreement with Minnesota State University.
2. There is a shortage of school psychologists across the county, including SPPS. We work to hire school psychologists who are trained in school psychology according to the National Association of School Psychologists practice model, are representative of our SPPS students and larger community, and share a commitment to equity. Formal partnerships with school psychology graduate programs are an important part of this process.
3. This is an on-going collaboration to be reviewed annually in collaboration with Minnesota State University faculty.
4. There is no cost to SPPS for this partnership.
5. This project will meet the District strategic plan focus area(s) of Effective and Culturally Relevant Instruction.
6. This item is submitted by Kimberly Adams, Special Education Supervisor; Heidi Nistler, Assistant Superintendent; and Andrew Collins, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

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



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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign School Psychology Practicum/Internship Agreement with the University of Minnesota

**A. PERTINENT FACTS:**

1. Request to sign School Psychology Practicum/Internship Agreement with the University of Minnesota.
2. There is a shortage of school psychologists across the county, including SPPS. We work to hire school psychologists who are trained in school psychology according to the National Association of School Psychologists practice model, are representative of our SPPS students and larger community, and share a commitment to equity. Formal partnerships with school psychology graduate programs are an important part of this process.
3. There is no cost to SPPS for this partnership. The partnership will be reviewed annually in collaboration with University of Minnesota faculty.
4. This project will meet the District strategic plan focus area(s) of Effective and Culturally Relevant Instruction.
5. This item is submitted by Kimberly Adams, Special Education Supervisor; Heidi Nistler, Assistant Superintendent; and Andrew Collins, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

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

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

**DATE:** August, 22, 2023

**TOPIC:** Request to Sign School Psychology Practicum/Internship Agreement with the University of Wisconsin River Falls

**A. PERTINENT FACTS:**

1. Request to sign School Psychology Practicum/Internship Agreement with the University of Wisconsin River Falls.
2. There is a shortage of school psychologists across the county, including SPPS. We work to hire school psychologists who are trained in school psychology according to the National Association of School Psychologists practice model, are representative of our SPPS students and larger community, and share a commitment to equity. Formal partnerships with school psychology graduate programs are an important part of this process.
3. This is an on-going collaboration to be reviewed annually in collaboration with University of Wisconsin River Falls faculty.
4. There is no cost to SPPS for this partnership.
5. This project will meet the District strategic plan focus area(s) of Effective and Culturally Relevant Instruction.
6. This item is submitted by Kimberly Adams, Special Education Supervisor; Heidi Nistler, Assistant Superintendent; and Andrew Collins, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

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

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign School Social Work Internship Agreement with the University of Minnesota, Duluth

**A. PERTINENT FACTS:**

1. Request to sign the School Social Work Internship agreement with the University of Minnesota, Duluth.
2. SPPS has one of the most extensive school social work programs in Minnesota. SPPS strives to continue to hire school social workers to work with our diverse student population. Formal partnerships with social work programs that share our commitment to equity are essential to this process.
3. We hope to extend this partnership into the future. This new partnership will be reviewed annually in collaboration with UMD faculty.
4. There is no cost to SPPS for this partnership.
5. This project will meet the District strategic plan focus area of Positive School and District Culture.
6. This item is submitted by Michelle Viera Keleny, Social Work Coordinator; Heidi Nistler, Assistant Superintendent of Specialized Services; Andrew Collins, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

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.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with Augsburg University

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with Augsburg University. 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 Augsburg University.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with Bethel University

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with Bethel University. 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 Bethel University.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with College of St. Scholastica

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with College of St. Scholastica. 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 College of St. Scholastica.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with Gustavus Adolphus College

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with Gustavus Adolphus College. 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 Gustavus Adolphus College.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with Hamline University

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with Hamline University. 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 Hamline University.



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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with Metropolitan State University

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with Metropolitan State University. 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 Metropolitan State University.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with St. Mary's University of Minnesota.

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with St. Mary's University of Minnesota. 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 St. Mary's University of Minnesota.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with St Olaf College

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with St Olaf College. 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 St. Olaf College.

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

**DATE:** August 22, 2023

**TOPIC:** Request to Sign Student Teaching Agreement with University of Minnesota Twin Cities

**A. PERTINENT FACTS:**

1. Request to sign Student Teaching Agreement with University of Minnesota Twin Cities. 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 Minnesota Twin Cities.

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

**BOARD AGENDA INFORMATION**

**DATE:** August 22,2023

**TOPIC:** 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”).

**A. PERTINENT FACTS:**

1. The recommendation is for a three-year period from July 1, 2023 to June 30, 2026.
2. Moving forward, the name Superintendentcy will be changed to Unrepresented.
3. The Division of Human Resources recommends that members of the Unrepresented group and the additional individuals whose employment contracts with the School District incorporate the terms and conditions of the Unrepresented Agreement receive salary increases as follows:
  - a. Based on the compensation study and the market analysis results members of this group will receive a 6% increase effective July 1, 2023. For more than eight years the ranges within the Unrepresented group remained the same while ranges continued to change in the other professional groups. In addition, other professional groups have steps and/or lanes as a method for employees to progress on the salary schedule, thus keeping them more abreast with market trends.
  - b. Based on the compensation study and the market analysis results, effective July 1, 2024 and moving forward, members of this group will receive annual salary increases utilizing the average COLA provided to professional employee units. In addition, annual salary adjustments shall reflect the average step increases of the same professional employee units used to calculate the average COLA.
4. The Division of Human Resources recommends that members of the Unrepresented group and the additional individuals whose employment contracts with the School District incorporate the terms and conditions of the Unrepresented Agreement:
  - a. Effective July 1, 2023 will receive two (2) floating holidays.
  - b. Effective January 1, 2024, all members of the Unrepresented Plan are eligible to participate in a School District matched Minnesota Deferred Compensation Plan or approved 403(b) plans. When the matching funds request has been completed, the School District will match up to \$3,000 per year during active service.
  - c. Effective July 1, 2023 a 5-year longevity payment will be added. Longevity payments will be as follows: 5 years - \$2,000, 10 years - \$5,000 and 15 years \$8,000.
5. The District Currently has twenty-six (26) regular employees who are part of the Unrepresented group and there are nine (9) other employees (Assistant Director

of Employee and Labor Relations; Labor Relations Manager; Assistant General Counsels, General Counsel and the Executive Chiefs) whose contracts incorporate the terms and conditions of the Unrepresented Agreement.

6. This request is submitted by: Patricia Pratt-Cook, Executive Chief of Human Resources, Tom Sager, Executive Chief of Financial Services; and Joe Gothard, Superintendent.

**B. RECOMMENDATION:**

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.

















































































