

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

**April 18, 2023**  
**5:30 PM**

**A G E N D A**

1. **CALL TO ORDER**
2. **ROLL CALL**
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  - B. Committee of the Board Meetings (4:30 p.m. unless otherwise noted)
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#BoldSubject#

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

**DATE:** April 18, 2023

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

**A. PERTINENT FACTS:**

1. Four SPPS Educators are finalists for Minnesota Teacher of the Year. Michael Houston, Molly Keenan, Sorchia Nix and Fathimath Eliza Rasheed have been named finalists for the 2023 Minnesota Teacher of the Year award.

Dave Gundale, Principal at Open World Learning (OWL), says that Sorchia Nix, a science teacher, has been teaching in SPPS for the past eight years. She has worked at both OWL and Murray Middle School. Sorchia has taught everything from Biology to Robotics and supported the theater department at Murray Middle School and the jazz choir at OWL. Sorchia's passion and focus is on incorporating the arts into science, social emotional learning, and creating high expectations for students. She is an invaluable member of the OWL faculty.

Craig Guidry, Assistant Principal at Harding Senior High School, says Michael Houston has dedicated his entire 19-year teaching career to the students of Harding. In addition to being a beloved math teacher, Michael has also spent a majority of his career at Harding as a track and field and head football coach. His love of teaching and coaching is evident in the countless positive relationships he has built with his students over the years, and his dedication to Harding has been further evidenced by his many leadership roles.

Michael has served as the math department chair, College & Career Readiness team member, learning team facilitator, union steward, Disrupting Systems of Oppression/Developing Student Leaders advisor, and senior class advisor. Michael has garnered the respect and admiration of his colleagues to the extent that he was named Teacher of the Year at Harding in 2016. This accolade subsequently led to a nomination for Minnesota Teacher of the Year in 2017, in which he was also named a finalist. Harding is lucky to have Michael Houston on its staff, and we offer him our many congratulations and best wishes on this very well-deserved honor.

Harding Principal Be Vang says it is an honor to say a few words to recognize Molly Keenan and illustrate why she is a Teacher of the Year finalist.

In her own words, Molly's "personal feelings and belief about teaching are grounded in responsibility to the ancestral past, recognition and respect for present conditions, and developing young people for their personal and collective future." Be says that walking into her classroom, one can witness students enthusiastically engaged in lessons that allow students to understand who they are and where they

can see themselves in the future; experience a learning environment where all students feel a sense of belonging and have the opportunities to demonstrate their talents and develop skills to courageously tackle learning in a predominately white education system; tell that there is a strong mutual respect between teacher and students and understanding of everyone's unique lived experiences and the gifts they bring to the shared learning space.

Molly knows the importance of agency and self-agency. In all the capacities she serves--teacher, club advisor, mentor, friend--she guides students in becoming advocates for equity. Molly cares deeply for our students and wants to leave an equity-driven impact. With or without this Teacher of the Year award, know that you are already making a difference for our students.

Principal Chreese Jones said Fathimath Eliza Rasheed has been an essential part of the Global Arts Plus learning community for 13 years as a theater teacher. Ms. Rasheed is a trained actor, dancer, playwright and director. These gifts and talents have shaped the experiences of our staff, scholars and families with a focus on connecting and providing access for all. She recently took on the role of Arts Integration Teacher on Special Assignment (TOSA), in which she is making an even bigger impact on the schools interdisciplinary programming, schoolwide collaborations and rich artist relationships.

Fathimath is a strong and resourceful advocate for all scholars. She has committed herself to removing barriers for scholars to have full experiences in the arts. For example, in the face of the pandemic, she spearheaded efforts to keep the tradition of all school gatherings and musical productions alive within the Global Arts Plus community. She has brought the experience of full student run productions such as "101 Dalmation Kids," "The Jungle Book" and "Willy Wonka and the Chocolate Factory".

Overall, 11 teachers from across the state have been named finalists in Education Minnesota's annual award. A panel of leaders in the areas of education, business, government and nonprofits selected the finalists from a group of 44 semifinalists. The 2023 Minnesota Teacher of the Year will be named Sunday, May 7.

2. This item is submitted by Andrew Collins, Chief of Schools and Learning

**B. RECOMMENDATION:**

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

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

**DATE:** April 18, 2023

**TOPIC:** Acknowledgement of Good Work Provided by Students

**A. PERTINENT FACTS:**

1. The Open World Learning (OWL) Community Archery Team won first place in the state archery championship traditional bull's eye target category in Duluth, Minnesota, on Saturday, March 25. This is the first state championship for the OWL archers. The team has more than 50 archers ranging from grades 6-12. This past season, the OWL archers competed in eight tournaments and finished in the top five in a few of them, but had not won one outright. At the state tournament, the team competed against 25 other high schools, mostly large rural high schools, that included over 1,800 archers. What transpired that day by the OWL archery team was a team effort that resulted in the highest team score recorded this year in Minnesota and the top 30 in the nation. The OWL Archery team is coached by Tom Totushek and Donald Post.
2. This item is submitted by Andrew Collins, Chief of Schools

**B. RECOMMENDATION:**

The recommendation is that the Board of Education recognizes the students 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  
Livestream: <https://SPPS.eduvision.tv/Share.aspx?q=3SfVi13wT7TFFfI0oeXW5A%253d%253d>

March 21, 2023  
5:30 p.m.

**MINUTES**

**1. CALL TO ORDER**

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

**2. ROLL CALL**

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

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

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

**MOTION:** Director Vue moved approval of the order of the main agenda. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

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

**4. RECOGNITIONS**

**BF 33120** Acknowledgement of Good Work Provided by Students

1. **Keira Pursell**, a sixth grader from Hidden River Middle School, was honored recently during the Lions Club Mid-Winter Convention, where she received a plaque and monetary award among other prizes. She is the local and state (13 districts) level winner of the Lions Club Peace Essay. The essay contest is open to students who are visually impaired and between the ages of 11- 13. Keira read her essay, "Compassion Through Change," during the luncheon. Keira has been invited to

attend the Lions state level luncheon in St. Cloud in May. The winner at the state level wins an award and a cash prize. The Lions Club works with local schools and area families to identify young people who are interested in participating and who could benefit from this program.

2. SPPS Online High School student **Kelly Yang** has placed in the top five of the BestPrep 2023 Educational Forum Student Spotlight Competition. The competition was created to broaden awareness of national and global issues affecting our community through a thoughtprovoking discussion. Students who entered the competition were asked to respond to the following prompt: "Using written word, art, sculpture, music, theater, or another art form of your preference, share your thoughts on what you want the future to look like. If you had the opportunity to reimagine and create a more equitable society, what would that look like in your world? What can we do now to get closer to the world you imagine?" Winners and their teachers attended the Educational Forum held this past January at the Minneapolis Convention Center. BestPrep is a Minnesota-based nonprofit organization that provides educational programs to students in grades 4-12, with the mission of preparing students with business, career and financial literacy skills through hands-on experiences that inspire success in work and life.
3. Forty-eight SPPS teams competed in the SPPS FIRST LEGO League (FLL) Regional Tournament in January at Capitol Hill Gifted and Talented Magnet School. Teams from the following schools advanced to the state competition: Capitol Hill (3 teams), Farnsworth Aerospace Upper, Humboldt, Jie Ming (2 teams), Murray Middle School, Open World Learning and Randolph Heights.

Ten SPPS teams participated in the FLL state tournament at Roy Wilkins Auditorium on February 12, 2023. The SPPS teams scored very well during the regular match play rounds.

The teams and their coaches that advanced to the FLL state tournament were:

- Capitol Hill Elementary, **"They Who Must Not Be Named"** coached by **Vergene Downs**
- Capitol Hill Middle, **"The LEGO Wizards"** coached by **Riley McArdle**
- Capitol Hill Middle, **"The LEGO Llamas"** coached by **Riley McArdle**
- Farnsworth Aerospace (upper), **"The Galactic Gears"** coached by **Keesha Pfeifer**
- Humboldt High School/Open World Learning (combined team) **"Better with Legos"** coached by **Clara Raineri**
- Jie Ming Mandarin Immersion, **"Power Pandas"** coached by **Brad Mennicke**
- Jie Ming Mandarin Immersion, **"Static Dragons"** coached by **Bonnie Laabs**
- Murray Middle School, **"Misguided Steering Wheels"** coached by **Nick Altringer**
- Open World Learning Middle School, **"Brick Birds"** coached by **Clara Raineri**
- Randolph Heights, **"#SPARK SERPENTS"** coached by **Anne Peltier**

Three SPPS teams also competed in FIRST Tech Challenge (FTC) Qualifying events. One team from SPPS qualified to advance to the FTC State Tournament at Roy Wilkins Auditorium on February 10-11, 2023.

The team and their coach that advanced to the FTC State Tournament was: Central High School, **"MillisecondBots"** coached by **Jay Paska**. This is the second time an SPPS team advanced to the FTC State Tournament.

**Awards won either at a Qualifying or State Tournament:**



**Twyla Paska** from Central High School won the Stratasys Project Leadership Scholarship. This award is presented to a student who demonstrated project leadership through team organization, the engineering notebook or team business plan.

The FIRST LEGO League (FLL) and FIRST Tech Challenge (FTC) competitions are organized through HighTech Kids. Thanks to a generous grant from 3M, SPPS had 48 FLL teams and three FTC teams across the district this year.

**René Gervais & Jenni Ratté**, Department of Alternative Education, coordinate the FLL program for SPPS. René Gervais also coordinates the FTC program for SPPS.

## 5. PUBLIC COMMENT

- |    |                                 |  |
|----|---------------------------------|--|
| 1. | <b><u>Katherine Edwards</u></b> | Districtwide Career Pathways Program   |
| 2. | <b><u>Charlotte Steen</u></b>   | Holding Administration accountable, re: Devin Scott murder                   |
| 3. | <b><u>Michelle Wall</u></b>     | Well-rounded education and budget  |
| 4. | <b><u>Thomas Lucy</u></b>       | Solar on schools   |
| 5. | <b><u>Peter Hendricks</u></b>   | Human Resource Transactions-Board of Education Board Book for March 21, 2023 |
| 6. | <b><u>Roxanne Draughn</u></b>   | Incident of racism at Farnsworth Upper Middle School                         |

## 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 Ellis.

The motion was approved by roll call vote:

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

## 7. APPROVAL OF THE MINUTES

- A. Minutes of the Regular Meeting of the Board of Education of February 21, 2023
- B. Minutes of the Special Meeting of the Board of Education of February 27, 2023
- C. Minutes of the Special Meeting of the Board of Education of February 28, 2023
- D. Minutes of the Special Meeting of the Board of Education of March 3-4, 2023
- E. Minutes of the Special Meeting of the Board of Education of March 7, 2023

**MOTION:** Director Vue moved approval of the Minutes of the Regular Meeting of the Board of Education of February 21, 2023; Minutes of the Special Meeting of the Board of Education of February 27, 2023; Minutes of the Special Meeting of the Board of Education of March 3-4, 2023; Minutes of the Special Meeting of the Board of Education of March 7, 2023. The Minutes of the

**Special Meeting of the Board of Education of February 28, 2023 were pulled for separate consideration. The motion was seconded by Director Kopp.**

The motion was approved by roll call vote:

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

## **MINUTES PULLED FOR SEPARATE CONSIDERATION**

### Minutes of the Special Meeting of the Board of Education of February 28, 2023

Director Allen pulled these minutes to discuss the rationale for not including the speaker comments in the minutes; only the names were provided. Superintendent Gothard noted that we compiled the minutes in a similar template as previous meetings.

Director Allen went on to note that only a certain amount of people were privileged to attend, and the notes should be available to the broader public as it is important to stay engaged on this topic in conversation around safety and to understand where we are in the process.

Superintendent Gothard noted that we do have a website that is curating information as well, and the livestream recording is available on this website as well. Chief Turner provided additional information as well, including that in looking back at historical records, public comment is typically not detailed in the minutes, and the listening session was operated as a public comment session. As the minutes are considered the official record of the meeting, it would be difficult for the secretary to capture exactly what was said by speakers. A summary of the information is available. She also suggested that to listen to the exact comments made by speakers, the livestream recording is a helpful resource.

Director Allen noted that the link to the livestream recording in BoardBook would be helpful for the community to stay engaged in these conversations. (NOTE: this has been updated on the minutes and in BoardBook)

Director Ward noted the work of the secretary in taking the minutes, and also asked if folks would like to learn more about the conversation, where they could go to view information. Superintendent Gothard noted the website is: [www.spps.org/safety](http://www.spps.org/safety). On the side, there is a link to engagement opportunities, and the link to the recording of the meeting of February 28, 2023 is included.

**MOTION: Director Vue moved approval of the Minutes of the Special Meeting of the Board of Education of February 28, 2023. The motion was seconded by Director Henderson.**

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes

Director Allen	No
Director Kopp	Yes
Director Ellis	Yes

## 8. COMMITTEE REPORTS

### A. Minutes of the Committee of the Board Meeting of March 7, 2023

At the Committee of the Board Meeting on March 7, 2023, Superintendent Gothard welcomed everyone to the meeting, and provided a brief update on the winter weather plan for the professional development scheduled for that week. He also congratulated the SPPS teachers recognized as semi-finalists for the Minnesota Teacher of the Year Award.

The first presentation was the K-12 Math Adoption. As a follow-up from the previous presentation, board members requested information on the available language supports for the final two programs, the role of FAST testing and ways to assess knowledge of students in math, feedback and frequency of feedback on the programs from teachers, the data dashboard and access for families, the timeline for adoption, supports available by providers, assessment of the change to these programs by staff, and further information on the teacher feedback of programs. Further information was also requested on the role of these programs in the increase of student outcomes, discussion on Black Excellence in these programs and within education, trainings from teachers in the district, and questions on MCA scores and the next steps for these statewide assessments, including the current opening for feedback for the next version.

Next, board members provided their reflections on the February 28, 2023 special meeting and listening session on school safety. Discussion points included the need to engage with students and other stakeholders in different ways, times, and venues, modes of engagement, clear timelines and steps for community, the overall ask for restorative justice practices and mental health supports, future engagement opportunity details, questions on thorough engagement, and culture in our buildings.

Board members then provided their thoughts on the Student Outcomes Focused Governance Workshop and Retreat held on March 3-4, 2023. Questions for reflection included learnings that could be applied to the work of the board, as well as a question or wondering to be answered. Board members noted they enjoyed the community engagement portion of the workshop in order to gain information on the goals and vision from community, the importance of progress monitoring, and a request for information from other districts that have implemented SOFG. Other notes included the appreciation of setting guardrails and monitoring in order to show community our progress of the identified goals. Other wonderings included the possibility of creating our own framework aside from the Council of the Great City Schools framework, or how we may adapt, and next steps, including the review of the proposed contract for professional services regarding this work.

**MOTION: Director Kopp moved that the Board accept the report of the Committee of the Board Meeting of February 7, 2023, and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Allen.**

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes

Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

## 9. FUTURE MEETING SCHEDULE

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

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

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

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

## 10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Gothard thanked the community in supporting our schools and safe spaces. We continue to evaluate systems for student safety and well-being. He thanked the principals for developing support structures and their efforts to create systems and share them as a unit is impress and work we all need to do. He noted that board member meetings with students has been enjoyable and he thanked the Board for their work. He went on to note that tomorrow we are hosting our PACs for conversations and engagement. On March 30<sup>th</sup>, we will be hosting a Marnita's Table event for the entire community around the topic of keeping our schools safe.

He also provided a brief update on student events in April in May, a series titled "How are the children?" More information will be provided in the coming weeks. He also mentioned the website for school safety – [www.spps.org/safety](http://www.spps.org/safety), with links to engagement opportunities, and announcements.

He also shared an update on the recently announced hiring and retention bonuses for the 23-24SY. We are anticipating more than 70 job openings in special education, social workers, and counselors, science, physical education, Montessori, and language immersion. More details were also provided on the \$10,000 bonuses and other incentives available. He thanked Chief Pratt-Cook and her team, as well as Leah VanDassor and Josh Loahr for their collaboration to fully staff our buildings to achieve success.

He also provided a brief refecation on the Council of the Great City Schools' Legislative Conference, with the focus on how districts are using their ARP funds. Secretary of Education Miguel Cordona mentioned SPPS and our WINN strategy teachers, and Superintendent Gothard is proud of the dedicated energy to this work.

He also provided a brief update on the Minnesota state budget discussions and the historic investment in public education to stabilize funding for students in Saint Paul and across the state.

## **11. AGENDA ITEMS THAT REQUIRE BOARD ACTION**

### **A. Consent Agenda**

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

The motion was approved by roll call vote:

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

#### **1. Gifts**

##### **BF 33121** Winter Leadership Program

That the Board of Education authorize the Superintendent to allow Como Park Senior High School/MCJROTC to accept a monetary gift from North Star Marine Veterans in the amount of \$5,000.00. The money will be deposited into the JROTC intra-school account, 19-212-291-000- 5096-J001, and will be used for the above projects.

##### **BF 33122** Gift Acceptance of Bicycles from Allina Health System

That the Board of Education authorize the Superintendent (designee) to allow Health and Wellness to accept a gift of 104 bicycles from Allina Health System with a letter of appreciation to follow.

##### **BF 33123** Scholarship-Funded New York Times Digital Access for SPPS Students and Teachers

That the Board of Education authorize the Superintendent (designee) to accept this donation from the New York Times for free digital access for all high school students (9-12) in Saint Paul Public Schools.

**BF 33124** South Robert Street Business Donation

That the Board of Education authorize the Superintendent (designee) to accept the \$5,000 from the South Robert Street Business and provide a letter expressing appreciation for the gift.

2. Grants

**BF 33125** Request for Permission to Accept a Grant from the Minnesota Office of Higher Education's Get Ready/GEAR UP Program

That the Board of Education authorize the Superintendent (designee) to accept a grant from Minnesota Office of Higher Education's Get Ready/GEAR UP to fund college and career readiness program at Freedom Schools; to accept funds; and to implement the project as specified in the award documents.

3. Contracts

**BF 33126** Transportation Department FY 23/ FY 24 Purchases/Contracts over \$100,000

That the Board of Education authorize the purchase order/contract listed for the Transportation Department anticipated to be over \$100,000 In total.

**BF 33127** Phase Gate Approval of FY23 Fire Safety System Program (Project # 0652-23-01): Gate #4 – Contract Award; Gate #4A – Finance Plan Update

That the Board of Education authorize award to Egan Company for the lump sum base bid of \$242,540 for work at Harding High School as part of the FY23 Fire Safety Systems Program (project # 0652-23-01) at Phase Gate Check #4 – Contract Award and Phase Gate Check #4a – Finance Plan Update.

**BF 33128** Phase Gate Approval of FY23 Fire Safety System Program (Project # 0652-23-01): Gate #4 – Contract Award; Gate #4A – Finance Plan Update

That the Board of Education authorize award to Egan Company for the lump sum base bid of \$1,105,870 for work at Harding High School as part of the FY23 Fire Safety Systems Program (project # 0652-23-01) at Phase Gate Check #4 – Contract Award and Phase Gate Check #4a – Finance Plan Update.

**BF 33129** Phase Gate Approval of the FY23 Flooring Replacement Program (Project # 0225-23-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of flooring for the FY23 Flooring Replacement Program project (Project # 0225-23-01) to H2I Group for a lump sum base bid of \$261,890.

**BF 33130** Construction Manager as Advisor Services for the Highland Park Middle School Entry Addition, Renovation and Cafeteria Project (Project #3081-23- 01) - Contract Award

That the Board of Education authorize award of construction manager as advisor services and pass through general conditions to Kraus-Anderson for the total not-to-exceed fee of \$1,701,797.

**BF 33131** Phase Gate Approval of the John A. Johnson Renovations for LEAP (Project # 1140-23-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of the John A. Johnson Renovations for LEAP (Project # 1140-23-01) project to RAK Construction, Inc. for a lump sum base bid of \$813,516.

**BF 33132** Contract Amendment for the Jie Ming Phase II Addition & Renovation (Project # 3090-21-01)

That the Board of Education authorize award of Amendment #2 for Knutson in the amount of \$208,893 for the Jie Ming Phase II Addition & Renovation (Project #3090-21-01).

**BF 33133** Phase Gate Approval of the Jie Ming Phase II Addition & Renovation (Project # 3090-21-01) – WS 31A-SL: Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-3273-A for the Jie Ming Phase II Addition and Renovation project (Project #s 3090-21-01) to Rachel Contracting for a lump sum base bid of \$417,800.

4. Agreements

**BF 33134** Memorandum of Understanding between Right Track and Saint Paul Public Schools

That the Board of Education authorize the Superintendent (designee) to sign the Memorandum of Understanding between Saint Paul Public Schools and Right Track for the remainder of the 2022- 23 school year.

5. Administrative Items

**BF 33135** Monthly Operating Authority

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

(a) General Account	#756661-757664 #0004770-0004799 #7004670-7004690 #0007919-0008059	\$106,497,572.52
(b) Construction Payments	- 0 -	\$3,184,600.39
(c) Debt Service	- 0 -	<u>\$2700.00</u> \$109,684,872.91

Included in the above disbursements are two payrolls in the amount of \$42,562,691.64 and overtime of \$281,440.45 or 0.21% 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 Workers' Compensation Law falling within the period ending July 31, 2023

**BF 33136** Recommendations for Exclusion of Students Non-Compliant with Minnesota Statute

## 121A.15 Health Standards: Immunizations

That the Board of Education exclude noncompliant students from school effective March 29, 2023, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

### Human Resources Transactions

#### **BF 33137** Transactions for January 1-31, 2023

**BF 33138** Phase Gate Approval of the FY23 A/V Replacement Program at Central High School and LEAP at John A. Johnson (Project # 0680-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

That the Board of Education approve the FY23 A/V Replacement Program at Central High School and LEAP at John A. Johnson project (Project # 0680-23-01) at Phase Gate Check #3 – Project Budget; Gate Check #3a –Finance Plan Update, setting the final project budget at \$2,500,000 and indicating direction to proceed with construction bidding.

**BF 33139** Phase Gate Approval of the FY23 Flooring Replacement Program (Project # 0225-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

That the Board of Education approve the FY23 Flooring Replacement project (Project # 0225-23- 01) at Phase Gate Check #3 – Project Budget; Gate Check #3a –Finance Plan Update, setting the final project budget at \$1,113,000 and indicating direction to proceed with construction bidding.

**BF 33140** Phase Gate Approval of the John A. Johnson Renovations for LEAP (Project # 1140-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

That the Board of Education approve the John A. Johnson Renovations for LEAP (Project # 1140-23-01) at Phase Gate Check #3 – Project Budget; Gate Check #3a –Finance Plan Update, setting the final project budget at \$1,154,000 and indicating direction to proceed with construction bidding.

**BF 33141** Non-Employee Chaperone Approvals for Robotics Overnight Field Trip to La Crosse, WI

That the Board of Education authorize the Superintendent to approve the attendance of the listed non-employee personnel for the field trip to La Crosse, Wisconsin.

**BF 33142** Non-Employee Chaperone Approvals for Robotics Overnight Field Trip to Duluth, MN

That the Board of Education authorize the Superintendent to approve the attendance of the listed non-employee personnel for the field trip to Duluth, MN.

## 6. Bids

**BF 33143** Bid No. A23-3261-A Contract Award for the Crossroads I-Zone Space Reimagined Project (Project # 4120-24-01)

That the Board of Education authorize the award of Bid No. A23-3261-A Crossroads I-Zone Space Reimagined project (Project # 4120-24-01) to Versacon, Inc. for a lump sum base bid of \$355,500.



**BF 33144** Furniture Acquisition Award for Jie Ming Phase II Addition & Renovation project (Project # 3090-21-01)

That the Board of Education authorize award of furniture for the Jie Ming Phase II Addition and Renovation project (Project #s 3090-21-01) to ACRE for a lump sum base bid of \$919,234.

7. Change Orders

**ITEMS PULLED FOR SEPARATE CONSIDERATION - None**

**B. Further Items that Require Board Action**

1. K-12 Math Adoption

**BF 33145** K-12 Math Curriculum Adoption

Superintendent Gothard then introduced Craig Anderson, Executive Director, Office of Teaching and Learning; and Maijue Lochungvu, Assistant Director, Office of Teaching and Learning, to present the K-12 Math Adoption. Details included process overview updates, K-12 math curriculum recommendations, and the board agenda item recommendation. Within process overview updates, information was shared on the engagement sessions, which included 25 sessions and over 301 educators who participated. Within K-12 math curriculum recommendations, details were shared on the elementary recommendation with 70% of K-5 teachers ranking HMH Into Math as their first choice. The middle and high school recommendation of SAVVAS enVision was also shared. Details on the choice ranking for middle school and high school were also presented. The board agenda item recommendation was also shown, including “that the Board of Education authorize the Superintendent (designee) to enter into a purchase agreement with Houghton Mifflin Harcourt (HMH) and SAVVAS Learning Company. The total cost of this adoption may not exceed \$10,000,000.00.

**QUESTIONS/DISCUSSION:** None

**MOTION:** Director Vue moved to authorize the Superintendent (designee) to enter into a purchase agreement with Houghton Mifflin Harcourt (HMH) and SAVVAS Learning Company. The total cost of this adoption may not exceed \$10,000,000.00. Director Ward seconded the motion.

The motion was approved by roll call vote:

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

2. Executive Audit Summary Presentation for Saint Paul Public Schools

**BF 33146** Executive Audit Summary Presentation for Saint Paul Public Schools

Superintendent Gothard then welcomed Tom Sager, Executive Chief of Financial Services, Lisa Rider, Controller, and Michelle Hoffman of Clifton Larson Allen to present the Fiscal Year 2021-2022 Audit. Details within the presentation included the audit results for the year ended 6/30/2022 with an audit opinion of “clean” or “unmodified” and no Yellow Book compliance issues. Internal controls were also reviewed, as well as the single audits of Special Education, Education Stabilization Fund, and State and Local Fiscal Recovery Funds. Legal compliance was also reviewed. Graphs showing the fund balance as a percentage of expenditures was shown for 2013 through 2022, the General Fund – fund balance activity, and General Fund expenditures per student ADM were shared, as well as graphs showing the General Fund percentage of expenditures; revenue, expenditures and balance of the Food Service Fund as well as Community Service Fund, and student enrollment for aid.

**QUESTIONS/DISCUSSION:**

- Director Vue requested further information on the meaning of “unmodified” or “clean” opinion within the audit report.
- Director Vue requested information on next steps for identified areas of deficiencies or material weaknesses. Response: When issued a clean, unmodified opinion, typically school districts will receive areas of findings – findings are those areas to create an action corrective plan. Most are related to tightening up documents, and we know what they are, and are easily remedied. We are looking forward to guidance with our continuous improvement process and ways to move forward.

**MOTION: Director Vue moved to accept and approve the Fiscal Year 2021-2022 financial statement audit issued by Clifton Larson Allen LLP. Director Foster seconded the motion.**

The motion was approved by roll call vote:

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

**12. AGENDA ITEMS THAT ARE INFORMATIONAL**

**A. Riverview Name Change**

Superintendent Gothard then introduced Principal Licon-Gervich and Maggie Bruecken, Project Manager, to present the second presentation (of three total) of the Riverview Name Change. Details included in the presentation included the rationale for the change, options presented, engagement process, and voting results. The proposed name change is: Riverview Spanish/English Dual Immersion Program.

The full presentation can be found in the BoardBook.

**QUESTIONS/DISCUSSION:**

- Director Kopp thanked the team for the presentation and it’s helpful for everyone to know what is happening in our school communities, including with our prospective families, partners and community. She likes the tagline and how it is clear about Riverview. She congratulated Principal Licon-Gervich on a thorough process, and looks forward to the third and final reading next month.

Principal Licon-Gervich thanked the Board for their support, and noted that many families do not know Riverview offers dual immersion program, and she is very happy with the process and results.

- Director Henderson noted that it's exciting to see the overwhelming amount of parents, students, and staff who voted for option 2 (Spanish/English Dual Immersion Program), and why was it important to have Spanish listed first and what it meant for our students. Response: It means that our students are proud of their learning and their heritage language. Riverview has a different language allocation, in which by 4<sup>th</sup> grade students are bilingual and biliterate.
- Director Foster thanked the team for their engagement of students and it is model that is effective and works in buildings. She thanked them for their work, and noted it can be a model for other schools in terms of engagement.
- The third reading will make the change official – when is the effective date of the change? Response: It will be effective immediately, and the change will be seen in materials prior to the next school year, with time for transition.

#### B. Policy Update

##### 1. SECOND READING: Policy 716.00 Advertising in the Schools

Superintendent Gothard then introduced Erica Wacker, Director of Communications, to present the second reading of the policy update to Policy 716.00 – Advertising in the Schools. Details included the rationale for the overall changes, which include that it was last updated in April 2012, does not meet current partnership standards and best practices; current language is overly limiting, unclear and not consistently implemented; and the need to update to clarify impacts on partners, vendors and prospective advertisers.

Proposed changes and rationale for those changes within the policy were also reviewed, as well as a link to the proposed updated policy. Details on the procedure were also reviewed, including the new process being created for partners/vendors to request use of the district name or logo as part of their contract, the District will determine which vendors/partners are granted permission as part of the contract process, and permission to use the name/logo will expire along with the contract. Tracking and reporting within the procedure was also reviewed. Next steps, including the third reading at the Regular Meeting on April 18<sup>th</sup>, were also shared.

**QUESTIONS/DISCUSSION:** None

### **13. BOARD OF EDUCATION**

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

- Director Henderson requested information on the process for school safety, and when the Board can expect to receive a report.
- Director Allen followed-up on her request for information on investments in restorative practices and the plan for the next three years. Superintendent Gothard noted that the team is working on this report and hopes to send it to the Board by the end of this week. Director Allen wondered if the report would be public, and if it would include how we have are investing and how we have invested in restorative practices. Superintendent Gothard noted he would prefer to the share with the Board first, and then allow time for additional feedback and compile a public document to be shared with the community. Director Allen noted she wanted to ensure the community is involved.
- Director Allen also requested information around Equity and while it is included in the strategic plan, how it is folding into the work and the decisions that are being made since it was implemented.

- Director Ward noted that at the April regular meeting, the plan is to consider the Student Outcomes Focused Governance contract with CGCS, and he would like to request a conversation on how to come to a consensus on how to proceed, and any changes or arrangements to SOFG to use. He does not feel he can vote on a contract if he does not know what we are getting and agreeing to in it.
- Director Ward also resubmitted a request to look into streaming Committee of the Board meetings.

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

- Director Ellis provided a report on her time at the Lego League competition.
- She also thanked the Office of Family Engagement and Community Partnerships for their work in Parent Academy, which she was also able to attend, as well as provided feedback on broadening the event and communicating it to families.
- Director Allen shared her time at local high school basketball games, including a recent game between Murray and Journeys. She noted the discipline of the players, and also the demographics of the Journeys players. She encouraged the Board and Administration to look further into the student population at Journeys, and what is happening in the District. She also noted the need to focus on students with IEPs and on their success, including four-year institutions, and how athletics and extracurricular activities can contribute to the success of students.
- Director Henderson provided an update on her work on the EELAC committee, and their finished recommendation to present to the city council. She is excited about the idea of serving children as early as possible through walking in our schools.
- Director Kopp provided an update on the student engagement sessions regarding school safety. These are valuable and powerful conversations, and noted the Board should continue this practice of engaging with students at least once a year going forward. She thanked principals and other staff for their help in arranging the sessions, our Board Administrator, Administration, and staff from REA. It is a powerful experience and looks forward to hearing from her colleagues about their sessions.
- Director Vue provided a recap of his school visit to Como Park Senior and his learnings from students in that they feel safe within the building, but have concerns on transportation and events in community outside the school building. He encouraged his colleagues to further the communication with students and ask and draw that information from them.
- Director Vue also shared his experience in visiting an Ethnic Students classroom, and the questions posed to students on society, culture, and systems of oppression. There is a lot of good working happening in SPPS.

## 14. **ADJOURNMENT**

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

The motion was approved by roll call vote:

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

The meeting adjourned at 7:23 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**

**April 11, 2023  
4:30 p.m.**

**MINUTES**

**1. CALL TO ORDER**

The meeting was called to order at 4:30 p.m. by Vice Chair Kopp.

**2. ROLL CALL**

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

Staff: K. Thao, J. Jonassen, A. Collins, N. Páez, Y. Vang, C. Anderson,  
S. Schmidt de Carranza, S. Dahlke, T. Parent, T. Sager, J. Turner, S.  
Gray Akyea, J. Danielson, L. Olson, A. Kunz, E. Wacker, C. Green, L.  
Rider, S. Dahlke, D. Abrams, M. Hoerth, B. Natala, P. Pratt-Cook

Community: L. Bolton, J. Verges, M. Wall, S. Anderson, Y. Carrillo, L. Asklin

**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 Ellis. It passed by acclaim.

**4. SUPERINTENDENT'S ANNOUNCEMENTS**

Superintendent Gothard welcomed everyone back from Spring Break, and hopes they found time to unwind and relax during that time. He also noted he received the first email about air conditioning in schools from a student in 7th grade. Our focus is on fourth quarter, and the hard work to support a strong finish to the end of this school year. He also thanked everyone for the organization of the Marnita's Table event on March 30th, and provided details on the attendance and event, as well as the data from the event to be summarized and shared next month. He thanked the Senior Executive Leadership Team for their work during Spring Break around allocations to buildings, and the interview and selection process for hiring and collaboration with SPFE for the cycle of interviews and selection before the end of the school year, which is early for SPPS and beneficial for our district.

**5. REQUEST FOR PERMISSION TO PARTICIPATE IN THE NATIONAL OPIOID SETTLEMENTS**

**BF 33147**

Request for Permission to Participate in the National Opioid Settlements

Superintendent Gothard then welcomed Jamie Jonassen, Assistant General Counsel, to present. She summarized the background of this item, including communication from Attorney General Ellison about two months ago about a settlement taking place regarding opioid addiction and the impact on communities across the country, and there are several school districts being asked to participate. The District is not a party to this settlement, but did receive the communication from the AG. By signing onto this agreement, the District opens the opportunity to apply for grants in the future, and release claims against the opioid manufacturers and retailers named in the settlement.

The full presentation can be found in the BoardBook.

**QUESTIONS/DISCUSSION:**

- Being part of this settlement would mean waiving the ability to bring suit against companies - is there any possibility we'd like to bring a suit against them? Response: It's very unlikely that we would, as we would not see great claims against them.
- Is there any other obligation to signing this? Response: There are no other obligations. In the future, we will be communicated with as to options on applying for grants, but there is no guarantee we will receive those, but we are signing off on the opportunity to apply for them.
- What is the vision for the grant money and how will it be utilized? Response: The settlement funds are related to use, including the treatment of opioid use, support for those in treatment, connecting folks to help for opioid addiction, and addressing the needs of criminal justice, and perinatal care for babies of opioid addiction, and preventing the overprescribing, as well as others that may apply to the District.
- Is the grant money student specific, or family specific? Response: That has not been formulated yet, and we are waiting to hear from the State.
- What are the next steps and timeline? Response: We are asking that the Board vote on this item, and authorize the District to sign off on it. The deadline for signature is April 18th, and from there, the State will determine those who are participating and calculating the grant funds.
- Are there further actions required by the Board on the potential grants? Response: Yes, the Board would need to approve the potential grants from this settlement in the typical Board-approval process
- Director Ellis noted it will be helpful to include information such as the specificity to students and/or families.
- Superintendent Gothard recapped state allocated funds for student supports and competitive grants, and the criteria and proposal process, and that information can be shared as it is received.

**MOTION: Director Kopp moved that the Board of Education approve School District participation in the National Opioid Settlements and authorize the Board Chair (or designee) to execute all necessary documents to ensure participation, including the Amended Minnesota Opioids State-Subdivision Memorandum of Agreement and the Settlement Agreement Participation Forms. The motion was seconded by Director Foster.**

The motion was approved by roll call vote:

Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes

Director Ellis	Yes
Director Foster	Yes

## **6. FISCAL YEAR 2022-23 REVISED BUDGET**

### **BF 33148**

#### **Fiscal Year 2022-23 Revised Budget**

Superintendent Gothard then welcomed Tom Sager, Executive Chief of Financial Services, and Lisa Rider, Controller, to present the FY2022-23 Revised Budget. Topics included the review of Revenue Changes - All Funds, Expenditure Changes - All Funds, Projected FY23 Ending Fund Balances, and the recommendation and approval.

Each year, as part of the budget cycle, the District provides a revised budget for the current fiscal year. The original (adopted) budget was presented the previous June.

The revised budget takes into account new information such as the previous year's final audit results, actual enrollment, any changes to funding, any employment contract changes, and any new expenses not previously identified.

For the FY 23 Revised Budget, the total General Fund balance is anticipated to increase slightly by \$208,406. This includes all reserved accounts in the General Fund.

The Food Service Fund balance is expected to decrease by \$5,707,490 due to fewer meals being purchased and the discontinuation of the USDA reimbursement program during the pandemic. Yet, this fund balance remains healthy and viable.

The Community Education Service Fund balance is expected to increase by \$2,854,975. This increase is directly related to increased ESSER III revenue and with robust pre-pandemic programs coming back on line and stakeholder participation.

ESSER II funds will expire in September 2023 and ESSER III funds will expire in September 2024. During this period, the District has the opportunity to re-align and re-focus operational and delivery priorities, based on the successes realized during the last three years with the use of the federal ESSER funding.

The full presentation can be found in the BoardBook.

### **QUESTIONS/DISCUSSION:**

- Director Allen requested further information on the food service budget, and the impacts of the universal free lunch program. Response: With universal lunches, the school district will be reimbursed for those meals, with revenue from the State or Federal government. The fees from patrons will discontinue.
- Will it be dollar-for-dollar, or a formula for the reimbursements? Response: Our hope is that it will be similar to the USDA reimbursements during the pandemic. We have not seen the calculations yet, but do know expenditures are increasing as a result of supply chain issues or costs, and will see those indicated in the expenditures. When calculating the formula, those will be calculated within the revenue. It is not revenue tied to expenditures as much as it is to the students being served.



- Director Ward requested clarification on the costs that the bill will cover within food service. Response: Within Fund 2 for food service, salaries and benefits of staff, food, equipment, and indirect costs are included, such as space usage, utilities and others that the formula will pay back to the General Fund.
- Has the bill that passed consider those things? Response: We have yet to see that, and it is not tied to expenditures, but will take into consideration the trend for a typical meal, and then applied at the rate they offer. Reimbursement rates take into consideration the typical expenditures, and we record all expenditures under the food service fund, as does every other school district, so the State and Federal governments will have solid data to determine the rates.
- Director Vue requested information on the next steps as we are looking at the upcoming proposed budget. Response: This information is in regards to the current FY23 budget, and once this is finalized, the team is in process of putting together the FY23-24 budget. We anticipate coming back in May with an update on the progress, and typically at the Committee of the Board in June, and then bring it for a final review and action in June at the Regular Meeting.
- Director Ward noted that within the budget process, we have discussed what it would look like for board members to be more involved in the process and the opportunities to gather feedback. He noted that he hopes proposals for that revised process will be represented with the budget and hopes to have answers before voting on this year's budget about what it will look like for next year.

**MOTION: Director Kopp moved that the Board of Education approve the Fiscal Year 2022-2023 Revised Budget as presented. The motion was seconded by Director Vue.**

The motion was approved by roll call vote:

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

## **7. STUDENT OUTCOMES FOCUSED GOVERNANCE: CONTRACT REVIEW**

Director Vue and Director Kopp then led the Board through a discussion on Student Outcomes Focused Governance and the accompanying contract with the Council of the Great City Schools on this work. Director Kopp provided a summary of activities, discussion and timeline up to now, and a slide was presented that showed an estimated breakdown of costs for the contract.

A robust discussion was then held amongst board members. Questions included the timeframe of the contract and that it is no more than two years; data for other districts that have implemented this work and their outcomes, which we are still waiting on from the Council, as this work is still in progress within those districts; concerns about the impacts of the elections on the Board composition and that new members will not have the training on this governance model; questions around engagement, especially with families and community members on the West Side; the potential of pushing back the contract in order to include potential new members; the flexibility of the engagement and this model; wonderings if the Council is the organization to provide the training; community experts in Saint Paul to help in this work; wondering if we could do this work on our own, but the timeline for that as well; questions on the adapted

framework that would be composed by the Board, and different from that of the Council; the value in bringing the question of the framework to the community before voting on it; discussion on changes to the current strategies in place; the role of SOFG in the evaluation process for the superintendent; goals for the Board and the urgency for this work; the willingness to of the coaches to be flexible as SPPS may change the framework for this work, and the language within the contract to allow for the flexibility requested; the work of the Board in hearing from community members on topics that are not outcome focused; the potential for the Board to do this work based on our size and student population; and further discussion on the next steps, including the review of the contract amendments and changes with the Council.

The Board then reviewed the Students Outcomes Focused Governance manual as presented, and voted line-by-line on approval or changes to the manual, including to keep the line as is, change the language, or remove the language. The original manual can be found here: <https://www.cgcs.org/cms/lib/DC00001581/Centricity/Domain/4/StudentOutcomesFocusedGovernanceManual.pdf>

## **8. ADJOURNMENT**

**Director Kopp moved to adjourn the meeting. All directors seconded the motion. It passed by acclaim.**

The meeting adjourned at 9:58 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**

**DATE:** April 18, 2023

**TOPIC:** 2023 Gift Acceptance from the Olga B. Hart Education Foundation

**A. PERTINENT FACTS:**

1. The Office of College and Career Readiness would like to accept a monetary gift of \$14,000 from the Olga B. Hart Education Foundation.
2. The gift is to be used for the Olga B. Hart Education Foundation scholarships.
3. This gift aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.
4. This item is submitted by Carita Green, Executive Director of College and Career Pathways and Student Supports, and Andrew Collins, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept the awarded gift.

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

**DATE:** April 18, 2023

**TOPIC:** Gift Acceptance from Great River Greening for Tree Planting

**A. PERTINENT FACTS:**

1. Great River Greening wishes to donate the labor, equipment and materials necessary to plant up to 30 trees at our Rondo site, valued at approximately \$30,000.
2. The gift imposes no undue financial burden or obligation to the school district. Green River Greening will engage the Facilities department and school administration to determine the ideal number and location of trees to be planted. Green River Greening will also provide an educational and engagement opportunity for student stakeholder groups, at the direction of school leadership.
3. This donation meets the District Strategic Plan goals by aligning resource allocation to District priorities.
4. 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 a gift of up to 30 trees to be planted at the Rondo site.

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

**DATE:** April 18, 2023

**TOPIC:** Request for Permission to Accept a Grant from the Amherst H. Wilder Foundation (Saint Paul Promise Neighborhood - SPPN)

**A. PERTINENT FACTS:**

1. With funding from the Saint Paul Children's Collaborative, the Amherst H. Wilder Foundation provides subgrants to programs that promote the social welfare of persons resident or located in the greater Saint Paul metropolitan area.
2. The Office of Community Education received a grant for funds to finance staffing expenses to support families and children at the Children's Defense Fund Freedom School. The goals of this project include:
  - Improve school attendance
  - Increase parent engagement in the educational process of children
3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$75,000.
4. This project will meet the District strategic plan goal of College and Career Paths by engaging in a cross-sector collaboration that paves pathways of opportunity leading to college and career success so that all children succeed in school and in life.
5. This is a recurring grant-funded opportunity. Amherst H. Wilder Foundation has funded this project since June 1, 2015.
6. This item is submitted by Margaret Corey, Innovation Office Director; Tony Walker, Executive Director, Office of Community Education; Stacey Gray Akyea, Executive Chief of Equity, Strategy & Innovation; and Jackie Turner, Executive Chief of Administration & Operations.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Amherst H. Wilder Foundation to support families and children at Freedom Schools in SPPS; to accept funds; and to implement the project as specified in the award documents.

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

**DATE:** April 18, 2023

**TOPIC:** Request for Permission to Accept a Grant from The KidsGardening and  
Scotts Miracle-Gro Foundation

**A. PERTINENT FACTS:**

1. The Scotts Miracle-Gro Foundation and KidsGardening award the GroMoreGood Grassroots grant to local schools and nonprofits, with a strong focus on providing education on the life-enhancing benefits of gardens to communities.
2. Staff at Frost Lake Elementary have received a grant to create a project called “Preservation of the Pollinators” which will provide students with numerous aspects of environmental education through Science, Technology, Engineering, and Math (STEM) hands-on experiences. As well as building on previous knowledge that students have gained in the classroom to create a pollinator garden. Funds will be used to purchase seeds, gardening supplies, and an elevated planter box.
3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$500.
4. This project aligns with the District strategic focus area of Positive School and District Culture.
5. This is a new grant-funded project.
6. This item is submitted by Reyna Davila-Day, Grants Assistant; Leah Corey, Innovation Office Director; Melissa Kalinowski, Frost Lake Elementary Principal; Craig Anderson, Executive Director of The Office of Teaching and Learning; Andrew Collins, Executive Chief of Schools & Learning; Jackie Turner, Executive Chief of Operations & Administration.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a grant from The KidsGardening and Scotts Miracle-Gro Foundation; to support the Frost Lake Elementary *Preservation of the Pollinators* project; to accept funds; and to implement the project as specified in the award documents.

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

**DATE:** April 18, 2023

**TOPIC:** Request for Permission to Submit a Grant to 3M Gives – Open SciEd

**A. PERTINENT FACTS:**

1. 3M Gives is currently accepting grant applications for projects that build interest and achievement in STEM among underrepresented populations.
2. Saint Paul Public Schools Office of Teaching and Learning has prepared an application for funds to redesign Open SciEd curriculum and train Science teachers on implementation. The goal of this project is to increase Science achievement by adopting a curriculum aligned with the new Minnesota academic standards. Staff at the program researched this grant opportunity.
3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$304,312. The project will train 65 STEM educators in 2023.
4. This project aligns with the District strategic plan focus areas of Effective & Culturally Responsive Instruction and of Systemic Equity.
5. This is a recurring grant-funded project. The project period is 12 months. During the first year of funding (2021-22), the team adapted the OpenSciEd curriculum to align with Minnesota's academic standards in science. During the second year of funding (2022-23), the team launched professional learning with 6th grade teachers. These teachers also began to implement the OpenSciEd curriculum with their students. During year 3 of the project, 6th and 7th grade teacher professional learning and curriculum implementation and adaptation will continue.
6. This item is submitted by Leah Corey, Director, Office of Innovation, Craig Anderson, Executive Director of Teaching & Learning, and Andrew Collins, Executive Chief of Schools & Learning.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit a grant to 3M Gives for the funds to design and implement a training series for the implementation of Open SciEd; to accept funds, if awarded; and to implement the project as specified in the award documents.



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

**DATE:** April 18, 2023

**TOPIC:** Request for Permission to Submit Grant Application to the French-American Cultural Exchange (FACE) Foundation

**A. PERTINENT FACTS:**

1. The FACE Foundation's French Dual Language Fund awards grant applications for projects that support and expand the burgeoning nationwide network of French bilingual programs in American public schools.
2. Saint Paul Public Schools Immersion, Indigenous, and World Language Department & Central High School has prepared a grant application to support French education and experiences. Funds will cover the cost to hire a French-speaking intern. They will assist the classroom teacher with classroom management and will plan and execute both large and small group lessons for high school students.
3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$4,000.
4. This project aligns with the District strategic plan focus area of Effective and Culturally Relevant Instruction.
5. This is a recurring grant-funded project.
6. This item is submitted by Reyna Davila-Day, Grants Assistant; Leah Corey, Innovation Office Director; Cherise Ayers, Central High School Principal; Craig Anderson, Executive Director of The Office of Teaching and Learning; Andrew Collins, Executive Chief of Schools & Learning; Jackie Turner, Executive Chief of Operations & Administration.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit an application to the FACE Foundation for funds to support the district-wide French Immersion program; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

**DATE:** April 18, 2023

**TOPIC:** Request for Permission to Submit a Grant Application to the Minnesota Department of Education to provide Alternative Delivery of Specialized Instructional Services (ADSIS)

**A. PERTINENT FACTS:**

1. The Minnesota Department of Education ADSIS is currently accepting grant applications for projects to provide instruction to assist students who need additional academic or behavioral support to succeed in the general education environment.
2. Saint Paul Public Schools Office of Specialized Services and Office of Teaching and Learning have prepared an application for funds to provide assistance to students who need additional academic or behavioral support. The goal of this project is to reduce the number of inappropriate referrals to special education by providing support early on to struggling students.
3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$1,002,114.46. Nine schools and approximately 365 students will be impacted by this project.
4. This project aligns with the District strategic plan focus area of Effective and Culturally Relevant Instruction by accelerating the achievement of the lowest performing students and increasing achievement for all students.
5. This is a recurring grant-funded project. The 2022-2023 ADSIS Cohort funding provided direct service to 452 students at nine schools.
6. This item is submitted by Leah Corey, Innovation Office Director; Andrew Collins, Executive Chief of Schools & Learning; Jackie Turner, Executive Chief of Operations & Administration.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit an application to the Minnesota Department of Education for the funds to provide assistance to students who need additional academic or behavioral support; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

**DATE:** April 18, 2023

**TOPIC:** Request for Permission to Submit a Grant Application to MN State Colleges and Universities/Minnesota Department of Education

**A. PERTINENT FACTS:**

1. MN State Colleges and Universities and Minnesota Department of Education awards grants to consortia for funding through the Strengthening Career and Technical Education for the 21st Century (Perkins V) Act.
2. Saint Paul Public Schools Career and Technical Education (CTE) in partnership with Saint Paul College applied for funds to expand CTE programs and career pathways in the coming school year. The goal of this project is to improve career and technical education and create opportunities for CTE students. Funds will cover materials, CTE professional development, staff time, field trips, student leadership, career exploration and other college opportunities. Staff at the program researched this grant opportunity.
3. Saint Paul Public Schools will serve as the fiscal agent for the project. The grant amount is approximately \$803,000.
4. This project will meet the District strategic plan focus area of College and Career Paths by increasing opportunities for students to envision their future, explore careers, and prepare for college.
5. This is a recurring grant funded project. This project includes a local comprehensive needs assessment and a two year plan, to meet the goal of offering Programs of Study in all six career fields identified by Perkins.
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 submit an application to the MN State Colleges and Universities/Minnesota Department of Education for funds to expand CTE programming in the district; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

**DATE:** April 18, 2023

**TOPIC:** Cybersecurity Solution: Multifactor Authentication (MFA)

**A. PERTINENT FACTS:**

1. To keep our network and data secure from malicious hackers we will be implementing multifactor authentication (MFA). MFA safeguards our network and data by:
  - a. Introducing an additional layer of security for employees accessing District services such as email.
  - b. Preventing unauthorized access to District systems and services.
  - c. Preventing ransomware attacks.
  - d. Meeting cyber insurance coverage requirements.
2. The purchase is over \$175,000 and board approval is required.
3. The request includes implementation services, as well as software and support for three years. The purchase will be bought from DirSec using NASPO contract # AR2472.
4. MFA is a cyber insurance requirement to retain cyber insurance coverage.
5. This purchase has been reviewed by Mario McHenry, Interim Executive Director, Technology Services.
6. This purchase will be reviewed Tom Sager, Executive Chief of Financial Services, prior to completing the purchase.
7. Funding will be provided by the Elementary and Secondary School Emergency Relief (ESSER) II.
8. This purchase meets the District Strategic Plan focus area of Program Evaluation and Resource Allocation.
9. This item is submitted by Mario McHenry, Interim Executive Director, Technology Services; and Jackie Turner, Executive Chief of Operations and Administration;

**B. RECOMMENDATION:**

That the Board of Education authorize administration to approve the proposal from DirSec for the purchase of Cybersecurity solution Multifactor Authorization from Okta in the amount not to exceed \$278,175.

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

**DATE:** April 18, 2023

**TOPIC:** Security for Athletics / Activities

**A. PERTINENT FACTS:**

1. St. Paul Public Schools has contracted St. Paul Police Department to provide augmented police services at SPPS locations throughout the City of Saint Paul for the purposes of security at sporting events and other special events.

SPPS currently contracts with SPPD for the security for extra-curricular activities on an as-needed basis. The current amount for security has been expended. The requested amount of \$88,000 will cover anticipated costs through June 30, 2023.

2. The activities offered during the spring sports include outdoor and indoor venues.
3. The current contract extends until December 31, 2023.
4. This item is submitted by Monroe D. Thornton, Jr. Districtwide Athletic Administrator, Laura Olson, Director Security and Emergency Management, Jackie Turner, Executive Chief – Administration and Operation and Andrew Collins, Executive Chief – Schools and Learning.

**B. RECOMMENDATION:**

Authorize funds in the amount of \$88,000 to cover SPPD services through June 30, 2023.

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

**DATE:** April 18, 2023

**TOPIC:** Xello Contract Renewal

**A. PERTINENT FACTS:**

1. This is a request to enter into a contract with Xello to host SPPS' post-secondary planning platform. In September 2020, SPPS began using Xello to ensure that all students K-12 develop and maintain a personal learning plan that aligns with interests, strengths and career aspirations.
2. K-12 students use Xello to develop their personal learning plans. Teachers and counselors use Xello to deliver lessons related to personal learning plans. In 12th grade, students use Xello to assist with the college application process. SPPS' college scholarship database is also stored in Xello.
3. This is a three-year contract.
4. Anticipated cost for Xello year one is \$132,979.30. Anticipated cost for Xello year two is \$134,531.30. Anticipated cost for Xello year three is \$136,083.30.
5. This project aligns with the following SPPS Achieves strategic initiative to "increase opportunities for students to envision their future, explore careers and prepare for college" and "provide career- focused, hands-on opportunities for all middle and high school students."
6. This item is submitted by Carita Green, Executive Director of College and Career Pathways and Student Supports; Andrew Collins, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to enter into a three-year contract with Xello.

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

**DATE:** April 18, 2023

**TOPIC:** Purchase Equipment from School Health totaling \$181,208.70 via Federal American Rescue Plan (ARP) Funding

**A. PERTINENT FACTS:**

1. SPPS's Health and Wellness Department works to reduce health related barriers to learning for students. Supplies and screening tools are a necessary component to help accomplish that goal.
2. It is important that staff have supplies and screening tools that promote increased efficiency in screening, assessing, and evaluating student needs to reduce exposure concerns and keep our staff and students safe during the pandemic.
3. These necessary supplies and screening tools help us continue to identify student health needs and remove barriers while promoting safe practices that meet the standards of school nursing practice.
4. This purchase has been reviewed by the Purchasing Man and is being procured utilizing the NJPA/Sourcwell cooperative contract #061417-SHC with use of Federal American Rescue Plan (ARP) Funding.
5. These purchases are requested by Mary Langworthy, Director, Health and Wellness and Brenda Natala, Executive Director, Office of Specialized Services; and Andrew Collins, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent to purchase equipment from School Health to address student health needs totaling \$181,208.70 via Federal American Rescue Plan (ARP) Funding.

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

**DATE:** April 13, 2023

**TOPIC:** Purchase equipment from School Health totaling \$174,048.86 via Federal American Rescue Plan (ARP) Funding

**A. PERTINENT FACTS:**

1. SPPS's Health and Wellness Department works to reduce health related barriers to learning for students. Supplies and screening tools are a necessary component to help accomplish that goal.
2. It is important that staff have supplies and screening tools that promote increased efficiency in screening, assessing, and evaluating student needs to reduce exposure concerns and keep our staff and students safe during the pandemic.
3. These necessary supplies and screening tools help us continue to identify student health needs and remove barriers while promoting safe practices that meet the standards of school nursing practice.
4. This purchase has been reviewed by the Purchasing Man and is being procured utilizing the NJPA/Sourcwell cooperative contract #061417-SHC with use of Federal American Rescue Plan (ARP) Funding.
5. These purchases are requested by Mary Langworthy, Director, Health and Wellness and Brenda Natala, Executive Director, Office of Specialized Services

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent to purchase equipment from School Health to address student health needs totaling \$174,048.86 via Federal American Rescue Plan (ARP) Funding.



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

**DATE:** April 18, 2023

**TOPIC:** Districtwide Playground Services Agreement Contract Extension

**A. PERTINENT FACTS:**

1. This Agreement provides all labor, material, equipment and services to perform playground installation, repair and excavation services on District playgrounds.
2. The original Agreement is in effect from April 23, 2019 through April 24, 2021, and contains the option to renew for up to three additional one-year terms.
3. This contract extension is the third of three one-year extensions.
4. The value of this contract extension is estimated to be \$375,000.
5. The renewal information will be reviewed by the Purchasing Manager.
6. Funding will be provided from Long-Term Facilities Maintenance, Capital Bonds, and Certificates of Participation.
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, Chief Administration and Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the one-year extension of RFP A216612-A Districtwide Playground Services for Willow Creek Nursery, LLC dba E3 Services for the estimated amount of \$375,000.

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

**DATE:** April 18, 2023

**TOPIC:** Partnership Between University of Minnesota and St. Anthony Park Elementary School

**A. PERTINENT FACTS:**

1. The Professional Educator Licensing and Standards Board (PELSB) Administrative Rule 8705.1010 Subp.2 requires institutions of higher learning to establish a designated school partnership (DSP) and lays out standards for such partnerships. St. Anthony Park and the U of M have long partnered informally, through the placement of 6-8 student teacher candidates at SAP each year.
2. This partnership will enable SAP and the U of M to work collaboratively to align theory and practice, provide high quality pre-service teacher experience, and develop professional development for currently practicing teachers.
3. Partnership in effect from January 31, 2023 through June 30, 2024, with the possibility of extending.
4. The University of Minnesota and St. Anthony Park will collaboratively:
  - Support teacher candidates placed at the school by paying a SAP teacher to work as a school liaison. The liaison will coach and support teacher candidates through the student teaching and job search process.
  - Collaboratively plan professional development for practicing staff, recruiting U of M faculty who are current in research and best practices to lead PD and support teachers and other educators.
  - Arrange visits for teacher candidates to other district schools, and arrange visits by U of M teacher candidates at other schools to SAP.
  - Collaboratively review aggregate school data and identify areas for further staff learning or focus in order to improve student outcomes.
  - Collaboratively review student teacher and cooperating teacher feedback to improve the quality and effectiveness of the teacher preparation experience provided by the U of M and SAP.
5. This project will meet the District strategic plan goals of:
  - Effective and Culturally Responsive Instruction, by providing professional development, collaboration, and reflection opportunities for pre-service and in-service educators.
  - Family and Community Engagement, by strengthening and deepening the partnership between a large teacher preparation program and Saint Paul Public Schools and more effectively preparing teachers.
6. This item is submitted by Karen Duke, Principal; Adam Kunz, Assistant Superintendent; and Andrew Collin, Executive Chief of Schools and Learning.

**B. RECOMMENDATION:**

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

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

**DATE:** 04/18/2023

**TOPIC:** Monthly Operating Authority

**A. PERTINENT FACTS:**

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

**B. RECOMMENDATIONS:**

1. That the Board of Education approve and ratify the following checks and electronic transfers for the period February 1, 2023 – February 28, 2023

(a) General Account	#757665-758742	\$62,754,188.79
	#0004800-0004827	
	#7004691-7004714	
	#0008060-0008165	
(b) Construction Payments	- 0 -	\$2,822,834.66
(c) Debt Service	- 0 -	<u>000.00</u>
		\$65,577,023.45

Included in the above disbursements are  
two payrolls in the amount of  
\$44,841,563.37 and overtime of  
\$242,274.41 or 0.14% of payroll.

(d) Collateral Changes

**Released:**

None

**Additions:**

None

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

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

**DATE:** April 18, 2023

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

**A. PERTINENT FACTS:**

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

**B. RECOMMENDATION:**

That the Board of Education exclude noncompliant students from school effective April 26, 2023, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

**HUMAN RESOURCE TRANSACTIONS**  
**March 1, 2023 – March 31, 2023**  
**April 18, 2023**

**NEW APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Hoffman, H.	Classroom Teacher	03/15/2023	\$31.25	Groveland Park Elem
Slezak, A. M.	Classroom Teacher	03/06/2023	\$33.88	Johnson Sr High
Stary, P. J.	Classroom Teacher	02/21/2023	\$29.29	271 Belvidere Bldg
Welch, M. K.	Classroom Teacher	03/15/2023	\$33.42	Hazel Park Preparatory Academy
Tanz, D. M.	Classroom Teacher	03/11/2023	\$57.18	Focus Beyond (18-Adult)
Farley, M.	School/Community Professional	04/01/2023	\$29.59	Central Sr High
Williams, A. M.	School/Community Professional	02/25/2023	\$32.33	Open World Learning
Andrade, K.	Education Assistant	03/25/2023	\$19.68	Bruce F Vento Elem
Freyberg Wills, K.	Education Assistant	03/11/2023	\$23.63	Focus Beyond (18-Adult)
Hkit, E. P.	Education Assistant	03/04/2023	\$20.33	Wellstone Elem
Penland, R. T.	Education Assistant	03/11/2023	\$20.70	American Indian Magnet
Sweeney, J. M.	Education Assistant	03/11/2023	\$24.36	Como Park Elem
Ventura Diaz, D. M.	Education Assistant	03/06/2023	\$18.85	Colborne Admin Offices
Wah, H. K.	Education Assistant	03/11/2023	\$20.70	Battle Creek Middle
Yang, N. F.	Education Assistant	03/15/2023	\$18.85	Focus Beyond (18-Adult)
Brazel Galde, K. M.	Teaching Assistant	02/25/2023	\$17.06	1780 West 7th St
Castro Barrera, S.	Teaching Assistant	03/11/2023	\$17.08	Wellstone Elem
Hanson, E.	Teaching Assistant	03/04/2023	\$17.08	Hazel Park Preparatory Academy
Hardy, D.	Teaching Assistant	03/11/2023	\$22.11	Battle Creek Elem
Harris, A. J.	Teaching Assistant	02/21/2023	\$17.08	Johnson Sr High
Hieb-Vaughn, R. L.	Teaching Assistant	03/04/2023	\$22.11	Bridge View
Johnson, P.	Teaching Assistant	03/11/2023	\$20.44	Wellstone Elem
Laechelt, R. J.	Teaching Assistant	03/11/2023	\$20.89	St. Paul Music Academy
Lucio, A.	Teaching Assistant	03/11/2023	\$22.11	St Anthony Park Elem
Mercado, A.	Teaching Assistant	03/15/2023	\$20.89	RiverEast Elem/Secondary
Pfiffner, L. M.	Teaching Assistant	03/11/2023	\$17.06	Nokomis Montessori South
Rankin, L. F.	Teaching Assistant	03/11/2023	\$17.08	Highland Park Sr High

# HUMAN RESOURCE TRANSACTIONS

March 1, 2023 – March 31, 2023

April 18, 2023

## **NEW APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Sheppeck, A. L.	Teaching Assistant	03/14/2023	\$22.67	Humboldt Secondary
Taylor, T. D.	Teaching Assistant	03/11/2023	\$20.89	Daytons Bluff Achievement Plus
Wah, H. G.	Teaching Assistant	03/06/2023	\$17.06	Crossroads Montessori
White, D. A.	Teaching Assistant	03/06/2023	\$17.08	Mississippi Creative Arts Elem
Borncamp, A.	Clerical	03/25/2023	\$24.15	Como Service Center
Johnson, S. J.	Clerical	03/25/2023	\$26.99	Global Arts Plus - Upr
Kamish, L.	Clerical	03/25/2023	\$26.99	Crossroads Science
Vue, P. M.	Clerical	03/25/2023	\$20.52	Farnsworth Aerospace Lwr
Goldsmith, S.	Custodian	03/25/2023	\$17.65	Como Service Center
Madland, J. D.	Custodian	03/20/2023	\$27.42	Phalen Lake Hmong Studies Magnet
Black, R.	Nutrition Services	03/04/2023	\$17.19	Hazel Park Preparatory Academy
Bushway, L.	Nutrition Services	03/04/2023	\$17.19	Daytons Bluff Achievement Plus
Dworshak, C.	Nutrition Services	03/04/2023	\$17.19	Battle Creek Middle
Evans, E.	Nutrition Services	04/22/2023	\$35.72	Como Service Center
Ferguson, V.	Nutrition Services	03/11/2023	\$19.02	Groveland Park Elem
Haggins, N.	Nutrition Services	03/11/2023	\$17.19	Battle Creek Elem
Kozlowski, D.	Nutrition Services	03/11/2023	\$17.19	Randolph Heights Elem
Miller-Wade, S.	Nutrition Services	03/04/2023	\$15.00	Rondo Education Center
O'neal, C. D.	Nutrition Services	03/18/2023	\$37.42	Como Service Center
Sinclair, J. A.	Nutrition Services	03/06/2023	\$17.19	Harding Sr High
Thompson, A.	Nutrition Services	03/11/2023	\$17.19	Four Seasons A+
Merten, K. R.	Professional Employee	04/22/2023	\$42.71	Como Service Center
Vang, Y.	Professional Employee	03/28/2023	\$40.02	Colborne Admin Offices
Aga, G.	Research and Evaluation	03/25/2023	\$24.04	Colborne Admin Offices

## **PROMOTION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Poitra, A. L.	Central Administrator From: Classroom Teacher	02/18/2023	\$53.77	Como Service Center
Wardell, A. L.	Central Administrator From: Teacher on Special Assignment	03/04/2023	\$57.81	Como Service Center

# HUMAN RESOURCE TRANSACTIONS

March 1, 2023 – March 31, 2023

April 18, 2023

## **PROMOTION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Brock, L.	Classroom Teacher From: Teaching Assistant	03/25/2023	\$33.69	Hazel Park Preparatory Academy
Pultz, J. E.	Teacher on Special Assignment From: Classroom Teacher	02/25/2023	\$51.35	Colborne Admin Offices
Esboldt, S. C.	Athletics From: Education Assistant	01/28/2023	\$28.90	Humboldt Secondary
Serrano, L. M.	School/Community Professional From: Education Assistant	02/18/2023	\$32.33	Humboldt Secondary
Boe, N.	Education Assistant Career Progression	11/19/2022	\$22.11	Colborne Admin Offices
Carter, J.	Education Assistant From: Teaching Assistant	02/11/2023	\$24.22	Wellstone Elem
Ellington, E.	Education Assistant From: Teaching Assistant	01/21/2023	\$22.82	Bruce F Vento Elem
Kraft, A.	Education Assistant From: Teaching Assistant	03/25/2023	\$23.23	Benjamin Mays/Museum
Quiroz, M. A.	Education Assistant From: Teaching Assistant	03/18/2023	\$21.16	Mississippi Creative Arts Elem
Steiner, T. L.	Education Assistant From: Teaching Assistant	03/04/2023	\$26.53	Focus Beyond (18-Adult)
Arias-Avina, S.	Clerical Career Progression	04/01/2023	\$24.71	Murray Middle School
Her, X.	Clerical Career Progression	04/22/2023	\$23.92	Farnsworth Aerospace Lwr
Morelli, D. E.	Clerical Career Progression	04/01/2023	\$37.97	Colborne Admin Offices
Stuart, L. R.	Clerical Career Progression	03/25/2023	\$25.88	Colborne Admin Offices
Yang, K.	Clerical From: Teaching Assistant	04/08/2023	\$23.41	Frost Lake Elem
Gerard, M. M.	Custodian Career Progression	03/11/2023	\$27.42	Cherokee Heights
Valencour, D. M.	Custodian Career Progression	02/25/2023	\$28.35	Como Park Sr High
Kumela, M.	Professional Employee Career Progression	02/11/2023	\$36.97	Colborne Admin Offices



# HUMAN RESOURCE TRANSACTIONS

March 1, 2023 – March 31, 2023

April 18, 2023

## PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Niblick, L. W.	Professional Employee Career Progression	04/08/2023	\$35.31	Colborne Admin Offices
Robl, M. A.	Professional Employee From: Clerical	02/25/2023	\$28.40	Como Service Center
Morris, A. L.	Technical From: Clerical	03/13/2023	\$29.26	Colborne Admin Offices

## TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
DeLong, A. R.	Classroom Teacher	03/04/2023	\$29.27	RiverEast Elem/Secondary
Holte, R.	Classroom Teacher	03/11/2023	\$29.27	Como Park Sr High
Page, H. A.	Classroom Teacher	03/11/2023	\$31.25	Four Seasons A+

## LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Atchison, J. R.	Classroom Teacher	03/18/2023	Murray Middle School
Daily, A.	Classroom Teacher	03/13/2023	Highland Park Elem
Dimayuga, M. P.	Classroom Teacher	02/22/2023	Virtual Learning School Elem
Engelstad, L. A.	Classroom Teacher	03/18/2023	Murray Middle School
Halvorson, J. A.	Classroom Teacher	03/03/2023	Como Park Elem
Htoo, K. R.	Classroom Teacher	03/22/2023	Phalen Lake Hmong Studies Magnet
Paatalo, J. E.	Classroom Teacher	03/18/2023	Harding Sr High
Propson, R. E.	Classroom Teacher	02/16/2023	Highland Park Middle
Ramos, M. K.	Classroom Teacher	03/10/2023	Highland Park Middle
Tran, J. E.	Classroom Teacher	03/28/2023	Johnson Sr High
Charn, M. M.	Classroom Teacher	03/20/2023	Chelsea Heights Elem
Yusuf, A. L.	Classroom Teacher	03/07/2023	L Etoile du Nord French Immrsn
Auger, J. L.	Classroom Teacher	03/22/2023	Early Learning Hub - West
Musachio, A. L.	Principal	03/10/2023	Daytons Bluff Achievement Plus
Wallace, A. L.	Classroom Teacher	03/28/2023	Groveland Park Elem
Tepley-Uebe, M. J.	Classroom Teacher	04/13/2023	Global Arts Plus - Lwr
Dressel, B.	School/Community Professional	03/16/2023	Creative Arts Secondary
Klo, L. H.	Education Assistant	02/28/2023	Bruce F Vento Elem

# HUMAN RESOURCE TRANSACTIONS

March 1, 2023 – March 31, 2023

April 18, 2023

## LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Lor, P.	Education Assistant	02/27/2023	Nokomis Montessori North
Yang, K.	Education Assistant	04/15/2023	Battle Creek Middle
Balcha, C. K.	Teaching Assistant	03/10/2023	Bridge View
Bynum, C.	Teaching Assistant	02/10/2023	Como Park Elem
Copenhaver, M. C.	Teaching Assistant	03/18/2023	Bridge View
Ross, L.	Teaching Assistant	03/15/2023	Journeys Secondary
Vang, K.	Teaching Assistant	03/13/2023	E-STEM Middle
Rosillo, C.	Custodian	02/23/2023	Riverview School of Excellence
Dahir, Y. D.	Nutrition Services	02/06/2023	Rondo Education Center
Overton, T. L.	Nutrition Services	02/28/2023	Bridge View
Roy, D. L.	Nutrition Services	02/24/2023	Rondo Education Center
Smith, M.	Nutrition Services	03/20/2023	Crossroads Science

## REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bendickson, K. E.	Classroom Teacher	03/04/2023	\$38.67	Creative Arts Secondary
Elaraby, A. M.	Classroom Teacher	03/11/2023	\$52.10	Global Arts Plus - Lwr
Xiong, S.	Classroom Teacher	02/21/2023	\$30.22	Harding Sr High
Logan, D. S.	School/Community Professional	04/08/2023	\$32.33	Rondo Education Center
Dunkley, P.	Education Assistant	02/25/2023	\$23.87	Washington Tech Sec Magnet
Brackin, G.	Teaching Assistant	03/04/2023	\$20.44	Crossroads Montessori
Fagas, M.	Teaching Assistant	03/11/2023	\$22.11	Benjamin Mays/Museum
Mandell, M.	Teaching Assistant	02/21/2023	\$20.89	Como Park Sr High
Xiong, T.	Teaching Assistant	03/11/2023	\$22.67	Hazel Park Preparatory Academy
Makarenko, T. A.	Clerical	03/11/2023	\$29.97	Jie Ming Mandarin Immr Academy
Moua, K.	Clerical	03/25/2023	\$31.01	Colborne Admin Offices
Branchaud, C. L.	Nutrition Services	03/04/2023	\$17.19	Harding Sr High

## REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Daniels, D. A.	Classroom Teacher	03/09/2023	Como Service Center
Doerr, M.	Classroom Teacher	03/30/2023	Frost Lake Elem

**HUMAN RESOURCE TRANSACTIONS**  
**March 1, 2023 – March 31, 2023**  
**April 18, 2023**

**REINSTATEMENT FROM LEAVE OF ABSENCE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Engelstad, L. A.	Classroom Teacher	03/27/2023	Murray Middle School
Green, M.	Classroom Teacher	02/27/2023	JJ Hill Montessori Magnet
Jacobsen, H. R.	Classroom Teacher	03/10/2023	Horace Mann School
Knight-De Leon, K.	Classroom Teacher	03/27/2023	Cherokee Heights
Lynch, K. M.	Classroom Teacher	03/15/2023	St Anthony Park Elem
Newinski, G. G.	Classroom Teacher	02/24/2023	E-STEM Middle School
Propson, R. E.	Classroom Teacher	03/10/2023	Highland Park Middle
Ramos, M. K.	Classroom Teacher	03/30/2023	Highland Park Middle
Scholl, M.	Classroom Teacher	03/01/2023	L Etoile du Nord French Immrsn
Vedder, S. L.	Classroom Teacher	03/27/2023	Benjamin Mays/Museum
Zhou, N.	Classroom Teacher	03/27/2023	Jie Ming Mandarin Immrsn Academy
Vue, S.	Classroom Teacher	02/17/2023	Four Seasons A+
Henning, C. E.	Classroom Teacher	03/06/2023	Nokomis Montessori North
Musachio, A. L.	Principal	03/13/2023	Daytons Bluff Achievement Plus
Boell, C. C.	Classroom Teacher	03/06/2023	Bruce F Vento Elem
Huhn, C. J.	Classroom Teacher	03/15/2023	Humboldt Secondary
Htoo, P. K.	Education Assistant	03/07/2023	Student Placement Center
Klo, L. H.	Education Assistant	03/15/2023	Bruce F Vento Elem
Lor, P.	Education Assistant	03/27/2023	Nokomis Montessori North
Stowers, S.	Education Assistant	03/09/2023	Battle Creek Middle
Bynum, C.	Teaching Assistant	03/16/2023	Como Park Elem
Her, K.	Teaching Assistant	03/06/2023	Como Park Elem
Vang, K.	Teaching Assistant	03/27/2023	E-STEM Middle
Whyte, T.	Teaching Assistant	03/01/2023	RiverEast Elem/Secondary
Molette, A.	Custodian	02/24/2023	Randolph Heights Elem
Allen, G.	Nutrition Services	03/08/2023	L Etoile du Nord French Immrsn
Dobie, S.	Nutrition Services	03/07/2023	Bruce F Vento Elem
Eubanks, M. L.	Nutrition Services	03/22/2023	Mississippi Creative Arts Elem
Hall, S. L.	Nutrition Services	03/06/2023	Johnson Sr High

# HUMAN RESOURCE TRANSACTIONS

March 1, 2023 – March 31, 2023

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## **REINSTATEMENT FROM LEAVE OF ABSENCE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Overton, T. L.	Nutrition Services	03/20/2023	Bridge View
Roy, D. L.	Nutrition Services	03/15/2023	Rondo Education Center
Doherty, K.	Pipe Fitter	03/15/2023	Como Service Center

## **REHIRE AFTER TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Yang, M.	Clerical	12/09/2022	\$29.06	Farnsworth Aerospace Lwr

## **VOLUNTARY REDUCTION IN TITLE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Junemann, L. E.	Teaching Assistant	04/08/2023	\$22.11	Maxfield Elem
Christnach, G. M.	Custodian	12/17/2022	\$27.42	Expo for Excellence Elem

## **REDUCTION IN TITLE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Carraher, M. J.	Custodian	03/18/2023	\$28.35	Nokomis Montessori North

## **RETIREMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Bailey, R. B.	Classroom Teacher	08/01/2023	Washington Tech Sec Magnet
Toole, B. B.	Classroom Teacher	07/31/2023	Washington Tech Sec Magnet
Aldana, L. M.	Education Assistant	06/17/2023	1780 West 7th St
Bannie, C. M.	Education Assistant	06/15/2023	Bruce F Vento Elem
Spicer, D. L.	Education Assistant	06/15/2023	Humboldt Secondary
Warren, W. S.	Education Assistant	06/15/2023	Washington Tech Sec Magnet
Andert, L. A.	Teaching Assistant	06/15/2023	Hamline Elem
Pierson, J. M.	Teaching Assistant	06/01/2023	Hamline Elem
Lang, L. J.	School Bus Driver	07/28/2023	Transportation Services
Soika, T. M.	Clerical	03/11/2023	Como Service Center
McCarthy, M. T.	Pipe Fitter	03/02/2023	Como Service Center

## **RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Erickson, C.	Assistant Principal	04/01/2023	Humboldt Secondary
Frazier, E. M.	Assistant Principal	07/01/2023	E-STEM Middle School
Chambers, S. E.	Classroom Teacher	06/17/2023	Galtier Elem
Mendoza, R. A.	Classroom Teacher	06/24/2023	Como Park Sr High
Muro LaMere, D. M.	Classroom Teacher	06/17/2023	Central Sr High
Pineda, B. H.	Classroom Teacher	06/24/2023	Hazel Park Preparatory Academy

**HUMAN RESOURCE TRANSACTIONS**  
**March 1, 2023 – March 31, 2023**  
**April 18, 2023**

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Reinfeld, R. M.	Classroom Teacher	04/27/2023	271 Belvidere Bldg
Schultz, M. E.	Classroom Teacher	06/17/2023	Maxfield Elem
Waters, J. R.	Classroom Teacher	06/17/2023	Mississippi Creative Arts Elem
Theisen, T. M.	Classroom Teacher	06/17/2023	Harding Sr High
Vang, C.	Classroom Teacher	06/17/2023	Harding Sr High
Sahli, T. R.	Principal	07/01/2023	Adams Spanish Immrsn Magnet
Morrison, A. R.	Classroom Teacher	04/08/2023	Early Learning Hub - West
Hendrick, K. R.	Classroom Teacher	06/17/2023	271 Belvidere Bldg
Stern, M.	Classroom Teacher	06/17/2023	Como Park Sr High
Anderson, C.	Teaching Assistant	03/01/2023	Hidden River Middle
Freeman, N.	Teaching Assistant	12/31/2022	JJ Hill Montessori Magnet
Griffin, M.	Teaching Assistant	04/11/2023	Nokomis Montessori North
Haley, L. R.	Teaching Assistant	05/06/2023	Como Park Elem
Hanson, E.	Teaching Assistant	03/06/2023	Hazel Park Preparatory Academy
Lee, P.	Teaching Assistant	04/08/2023	Phalen Lake Hmong Studies Magnet
Morrow, K.	Teaching Assistant	02/25/2023	Battle Creek Elem
Richardson, S. M.	Teaching Assistant	03/09/2023	Daytons Bluff Achievement Plus
Sauerman, D. A.	Teaching Assistant	03/18/2023	St. Paul Music Academy
Simms-Alexander, J.C.	Teaching Assistant	03/09/2023	Hamline Elem
Xiong, T.	Teaching Assistant	03/14/2023	Hazel Park Preparatory Academy
Berger, T. J.	School Bus Driver	06/24/2023	Transportation Services
Doshe, M. M.	Nutrition Services	04/08/2023	Washington Tech Sec Magnet
Wooten, C. M.	Nutrition Services	03/10/2023	Harding Sr High

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
C, E. R.	Classroom Teacher	06/17/2023
D, P.	Education Assistant	03/14/2023
B, J.	Teaching Assistant	03/22/2023
W, Z. M.	Teaching Assistant	03/08/2023
Y, M.	Clerical	01/10/2023

**HUMAN RESOURCE TRANSACTIONS**  
**March 1, 2023 – March 31, 2023**  
**April 18, 2023**

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
D, R.	Custodian	03/17/2023
P, J. R.	Custodian	03/22/2023
D, C.	Nutrition Services	03/07/2023
H, N.	Nutrition Services	03/14/2023
V, K.	Supervisory	04/21/2023

**TERMINATION OF TEMPORARY EMPLOYMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
D, A. R.	Classroom Teacher	06/17/2023
H, R.	Classroom Teacher	06/17/2023
R, D. C.	Classroom Teacher	02/18/2023
P, H. A.	Classroom Teacher	06/17/2023

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

**DATE:** April 18, 2023

**TOPIC:** Revision to Policy 415.00 Discrimination, Harassment, Violence and Retaliation

**A. PERTINENT FACTS:**

1. Per SPPS Policy 209.00 Development, Adoption, Implementation and Monitoring of Policies, “revisions that are required owing to a change in statute, rule, or other governmental mandate may be made through a consent agenda rather than through the three-reading process.” And, “minor editorial updates that do not affect the title or substance of the policy do not need to go through the formal approvals process.”
2. Policy 415.00 Discrimination, Harassment, Violence and Retaliation will be updated through the consent agenda and not through the three-reading process because the revisions made are due to a change in Minnesota statute, specifically Chapter 363A.
3. The change to the policy reflects an addition under “Protected Classifications; Definitions” in section III.D of the policy. The addition is:
  - a. “Race” is inclusive of traits associated with race, including but not limited to hair texture and hair styles such as braids, locs, and twists.
4. This project will meet the District strategic plan goals of Positive School and District Culture.
5. This item is submitted by Jada Wollenzien, Program Manager; Charles Long, General Counsel; Pat Pratt-Cook, Executive Chief of Human Resources

**B. RECOMMENDATION:**

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

## **415.00            DISCRIMINATION, HARASSMENT, VIOLENCE, AND RETALIATION POLICY**

### **I.        PURPOSE**

Saint Paul Public Schools (“the District”) believes in the dignity of its students, staff, and all other District personnel. To that end, the District strives to maintain a learning and working environment that is free from discrimination, harassment or violence on the basis of race, color, national origin, creed, religion, marital status, familial status, sex, sexual or affectional orientation, gender identity and expression, status with respect to public assistance, age, disability, membership or activity in a local commission as defined by Minn. Stat. § 363A.03. The District also strives to maintain a learning and working environment that is free from retaliation. The District will act to investigate all complaints of violations of this policy. In responding to violations of this policy, the District will take appropriate and proportional action to protect all victims, deter similar future behavior, and accomplish the District’s core mission to educate and promote growth.

### **II.       GENERAL STATEMENT OF POLICY**

- A. This policy applies to students, teachers, administrators, and all other District personnel.
- B. The policy of the District is to maintain a learning and working environment that is free from discrimination, harassment, or violence on the basis of race, color, national origin, creed, religion, marital status, familial status, sex, sexual or affectional orientation, gender identity and expression, status with respect to public assistance, age, disability, membership or activity in a local commission as defined by Minn. Stat. § 363A.03. The District prohibits any form of discrimination, harassment, or violence on the basis of race, color, national origin, creed, religion, marital status, familial status, sex, sexual or affectional orientation, gender identity and expression, status with respect to public assistance, age, disability, membership or activity in a local commission as defined by Minn. Stat. § 363A.03.
- C. The policy of the District is to maintain a learning and working environment that is free from retaliation. The District prohibits any form of retaliation.
- D. A violation of this policy occurs when any student, teacher, administrator, or other District personnel discriminates against or harasses a student, teacher, administrator, or other District personnel or group of students, teachers, administrators, or other District personnel based on a person’s race, color, national origin, creed, religion, marital status, familial status, sex, sexual or affectional orientation, gender identity and expression, status with respect to public assistance, age, disability, membership or activity in a local commission as defined by Minn. Stat. § 363A.03.



- E. A violation of this policy occurs when any student, teacher, administrator, or other District personnel inflicts, threatens to inflict, or attempts to inflict violence upon any student, teacher, administrator, or other District personnel or group of students, teachers, administrators, or other District personnel based on a person's race, color, national origin, creed, religion, marital status, familial status, sex, sexual or affectional orientation, gender identity and expression, status with respect to public assistance, age, disability, membership or activity in a local commission as defined by Minn. Stat. § 363A.03.
- F. A violation of this policy occurs when any student, teacher, administrator, or other District personnel engages in retaliation or threatens retaliation against any person who has or is believed to have (1) reported, asserted, or alleged a violation of this policy or any other policy, law, or regulation; (2) made a good faith report of an alleged violation of this policy or any other policy, law, or regulation; (3) acted as a witness in any investigation of a complaint alleging a violation of this policy or any other policy, law, or regulation; (4) testified, assisted, or participated in any fact-finding investigation, hearing, or proceeding regarding an alleged violation of this policy or any other policy, law, or regulation; and/or (5) assisted in formulating or implementing corrective action in response to a violation of this policy or any other policy, law, or regulation.
- G. A violation of this policy occurs when any student, teacher, administrator, or other District personnel intentionally makes a false report of discrimination, harassment, violence, or retaliation.
- H. The District will act to investigate all complaints, either formal or informal, verbal or written, of discrimination, harassment, or violence based on a person's race, color, national origin, creed, religion, marital status, familial status, sex, sexual or affectional orientation, gender identity and expression, status with respect to public assistance, age, disability, membership or activity in a local commission as defined by Minn. Stat. § 363A.03. The District will act to investigate all complaints, either formal or informal, verbal or written, of retaliation. The District will act to discipline or take appropriate action against any student, teacher, administrator, or other District personnel who is found to have violated this policy.

### **III. DEFINITIONS**

- A. District personnel, solely for the purposes of this policy, includes Board of Education members, District employees, agents, volunteers, contractors, or persons subject to the supervision and control of the District.
- B. Harassment prohibited by this policy consists of physical or verbal conduct, including, but not limited to, electronic communications, relating to an individual's or group of individuals' race, color, national origin, creed, religion, marital status, familial status, sex, sexual or affectional orientation, gender identity and expression,

- status with respect to public assistance, age, disability, membership or activity in a local commission as defined by Minn. Stat. § 363A.03 when the conduct:
- a. has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment;
  - b. has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
  - c. otherwise adversely affects an individual's employment or academic opportunities.
- C. Immediately means as soon as possible but in no event longer than 1 business day. A business day is defined by the federal government calendar, and not by the District school calendar.
- D. Protected Classifications; Definitions
- a. "Disability" means any condition or characteristic that renders a person a disabled person. A disabled person is any person who:
    - i. has a physical, sensory, or mental impairment which materially limits one or more major life activities;
    - ii. has a record of such an impairment; or
    - iii. is regarded as having such an impairment.
  - b. "Familial status" means the condition of one or more minors being domiciled with:
    - i. their parent or parents or the minor's legal guardian; or
    - ii. the designee of the parent or parents or guardian with the written permission of the parent or parents or guardian. The protections afforded against harassment on the basis of family status apply to any person who is pregnant or is in the process of securing legal custody of an individual who has not attained the age of majority.
  - c. "Gender" means the socially constructed roles, behaviors, activities, and attributes that a given society attaches to femininity or masculinity.
  - d. "Gender Expression" means the manner in which persons represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
  - e. "Gender Identity" means a person's deeply held sense or knowledge of their own gender.
  - f. "Marital status" means whether a person is single, married, remarried, divorced, separated, or a surviving spouse and, in employment cases, includes protection against harassment on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.
  - g. "National origin" means the place of birth of an individual or of any of the individual's lineal ancestors.
  - h. "Race" is inclusive of traits associated with race, including but not limited to hair texture and hair styles such as braids, locs, and twists.
  - i. "Sex" refers to a person's biology and is generally categorized as male, female, or intersex. "Sex" includes, but is not limited to, pregnancy, childbirth, and disabilities related to pregnancy or childbirth.
  - j. "Sexual orientation" means having or being perceived as having an emotional,

physical, or sexual attachment to another person without regard to the sex of that person or having or being perceived as having an orientation for such attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. "Sexual orientation" does not include a physical or sexual attachment to children by an adult.

- k. "Status with regard to public assistance" means the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state, or local subsidies, including rental assistance or rent supplements.
- E. Remedial response means a measure to stop and correct acts of discrimination, harassment, violence, or retaliation, prevent acts of discrimination, harassment, violence, or retaliation from recurring, and protect, support, and intervene on behalf of a student or employee who is the target or victim of acts of discrimination, harassment, violence, or retaliation.
- F. Sexual Harassment: Definition
  - a. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:
    - i. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment or an education; or
    - ii. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education; or
    - iii. that conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education, or creating an intimidating, hostile, or offensive employment or educational environment.
  - b. Sexual harassment may include, but is not limited to:
    - i. unwelcome verbal harassment or abuse;
    - ii. unwelcome pressure for sexual activity;
    - iii. unwelcome, sexually motivated, or inappropriate patting, pinching, or physical contact, other than necessary restraint of student(s) by teachers, administrators, or other District personnel to avoid physical harm to persons or property;
    - iv. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's employment or educational status;
    - v. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status; or
    - vi. unwelcome behavior or words directed at an individual because of sexual orientation, including gender identity or expression.

G. Sexual Violence: Definition

- a. Sexual violence is a physical act of aggression or force or the threat thereof which involves the touching of another's intimate parts or forcing a person to touch any person's intimate parts. Intimate parts, as defined in Minn. Stat. § 609.341, includes the primary genital area, groin, inner thigh, buttocks, or breast, as well as the clothing covering these areas.
- b. Sexual violence may include, but is not limited to:
  - i. touching, patting, grabbing, or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
  - ii. coercing, forcing, or attempting to coerce or force the touching of anyone's intimate parts;
  - iii. coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another; or
  - iv. threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

H. Responsible Administrator

- a. In a school building, the Responsible Administrator is the principal or the principal's designee.
- b. In a District building or department in which there is no principal, the Responsible Administrator is the supervisor of that building or department or that supervisor's designee.

I. Materially Adverse Action

Any action that causes or threatens to cause significant injury or harm to a reporter, complainant or other covered person such that it would likely dissuade a reasonable student or District personnel from making or supporting a good-faith report of an alleged violation of this policy. Adverse action does not include an action, including employment or academic action, that would have been taken regardless of the good faith report of misconduct.

J. District Human Rights Officer

- a. The District Human Rights Officer is the Director of Equal Employment Opportunity.
- b. The Board of Education hereby designates the Director of Equal Opportunity as the District Human Rights Officer to receive reports or complaints of discrimination, harassment, violence, or retaliation prohibited by this policy.
- c. In the event the position of the Director of Equal Employment Opportunity is vacant, the interim District Human Rights Officer is the individual designated by the superintendent.

## **IV. REPORTING PROCEDURES**

- A. Any person who believes that such person has been the target or victim of discrimination, harassment, violence, or retaliation in violation of this policy by a student, teacher, administrator, or other District personnel, or any person with

- knowledge or belief of conduct which may constitute discrimination, harassment, violence, or retaliation prohibited by this policy toward a student, teacher, administrator, or other District personnel or group of students, teachers, administrators, or other District personnel must report the alleged acts immediately to an appropriate District official designated by this policy. A person may report conduct which may constitute discrimination, harassment, violence, or retaliation anonymously. The District, however, may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The District encourages the reporting party or complainant to use the 415.00.1 Form, but oral reports shall be considered complaints as well. All oral reports, however, must be promptly reduced to writing on the 415.00.1 Form by the Responsible Administrator.
  - C. Nothing in this policy shall prevent any person from reporting discrimination, harassment, violence, or retaliation directly to the District Human Rights Officer or to the superintendent. If the complaint involves the Responsible Administrator, the complaint shall be made or filed directly with the superintendent or the District Human Rights Officer by the reporting party or complainant.
  - D. At the building or department level, the Responsible Administrator is the person responsible for receiving oral or written reports of discrimination, harassment, violence, or retaliation prohibited by this policy. Any adult District personnel who receives a report of discrimination, harassment, violence, or retaliation prohibited by this policy shall inform the Responsible Administrator immediately, unless the complaint involves allegations against the Responsible Administrator. If the complaint involves allegations against the Responsible Administrator, the complaint shall be made or filed directly with the superintendent or the District Human Rights Officer immediately. The Responsible Administrator and the District Human Rights Officer shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented.
  - E. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include acts of discrimination, harassment, violence, or retaliation. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute discrimination, harassment, violence, or retaliation shall make reasonable efforts to address and resolve the discrimination, harassment, violence, or retaliation and shall inform the Responsible Administrator immediately, unless such person knows or has reason to believe that the Responsible Administrator has engaged in the conduct prohibited by this policy. In such cases, the report should be made directly to the superintendent or District Human Rights Officer immediately. District personnel who fail to inform the Responsible Administrator of conduct that may constitute discrimination, harassment, violence, or retaliation or who fail to make reasonable efforts to address and resolve the discrimination, harassment, violence, or retaliation in a timely manner may be subject to disciplinary action.

- F. Upon receipt of a report, the Responsible Administrator must notify the District Human Rights Officer immediately, before screening or investigating the report. The Responsible Administrator may request, but may not insist upon, a written complaint. A written statement of the facts alleged will be forwarded immediately by the Responsible Administrator to the District Human Rights Officer. If the report was given verbally, the Responsible Administrator shall personally reduce it to written form within one (1) business day. Failure to forward any report or complaint of discrimination, harassment, violence, or retaliation as provided herein may result in disciplinary action against the Responsible Administrator.
- G. If a complaint of conduct prohibited by this policy involves allegations against the District Human Rights Officer, the complaint shall be immediately filed directly with the superintendent. If a complaint of conduct prohibited by this policy involves allegations against the superintendent, the report may be filed directly with the Board of Education.
- H. The District shall conspicuously post the name of the District Human Rights Officer, including mailing addresses and telephone number.
- I. Submission of a good faith complaint or report of discrimination, harassment, violence, or retaliation prohibited by this policy will not affect the complainant or reporter's future employment, grades, work assignments, or educational or work environment.
- J. Use of formal reporting forms is not mandatory.
- K. Reports of discrimination, harassment, violence, or retaliation prohibited by this policy are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- L. The District will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the District's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.
- M. Retaliation against a victim, good faith reporter, a witness of discrimination, violence, harassment, or retaliation, or an individual involved in formulating or implementing corrective action is prohibited.
- N. False accusations or reports of discrimination, harassment, violence, or retaliation against another person are prohibited.
- O. A person who engages in an act of discrimination, harassment, violence, retaliation, or false reporting of discrimination, harassment, violence, or retaliation, or permits, condones, or tolerates discrimination, harassment, violence, or retaliation shall be

subject to discipline or other remedial responses for that act in accordance with the District's policies and procedures.

## **V. INVESTIGATION**

- A. By authority of the District, the Responsible Administrator, within three (3) business days of the receipt of a report or complaint alleging discrimination, harassment, violence, or retaliation prohibited by this policy, shall undertake or authorize an investigation. The investigation may be conducted by District officials or by a third party designated by the District.
- B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents or electronic files and/or videos deemed pertinent by the investigator.
- C. In determining whether alleged conduct constitutes a violation of this policy, the District should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on the facts and surrounding circumstances using a preponderance of the evidence standard.
- D. In addition, the District may take immediate steps, at its discretion, to protect the target or victim, the complainant, and students, teachers, administrators, or other District personnel pending completion of an investigation of alleged discrimination, harassment, violence, or retaliation prohibited by this policy.
- E. The investigation will be completed within 30 business days from receipt of the complaint, unless it is impracticable to complete the investigation within this timeframe. The person completing the investigation shall document the investigation and its conclusion on the Form 415.00.1. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy. Upon completion of the investigation, the Responsible Administrator shall ensure that the Form 415.00.1 and any other report of the investigation are submitted to both the District Human Rights Officer and to the following individual:
  - a. For an investigation involving allegations against a student, to the area assistant superintendent; or
  - b. For an investigation involving allegations against District personnel, to the Executive Director of Human Resources Division or the Executive Director's designee.

## **VI. DISTRICT CORRECTIVE ACTION**

- A. The District will take corrective action for any violation of this policy. Such corrective action will be consistent with the law and regulations, District policies, and any relevant collective bargaining agreements.
- B. Corrective action will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior.
  - a. Corrective action for students who commit, or are a party to, prohibited acts of discrimination, violence, harassment, or retaliation, or who engage in intentional false reporting of discrimination, harassment, violence, or retaliation may include, but are not limited to, remedial responses, positive behavioral interventions, interventions and restorative practices or responses, warnings, transfer, suspension, and/or expulsion.
  - b. Corrective action for employees who permit, condone, or tolerate discrimination, harassment, violence, or retaliation, or who engage in intentional false reporting of discrimination, harassment, violence, or retaliation may include, but is not limited to, remedial responses and/or disciplinary action up to and including termination or discharge.
  - c. Corrective action for other individuals engaging in prohibited acts of discrimination, harassment, violence, or retaliation, or who engage in intentional false reporting of discrimination, harassment, violence, or retaliation may include, but not be limited to, exclusion from District property and events and/or termination of services and/or contracts.
- C. The District may also discipline any student, employee, or other personnel of the District for derogatory statements or conduct based on the characteristics identified in Section I of this policy, which do not constitute illegal discrimination, harassment, violence, or retaliation but nonetheless are inappropriate.
- D. The District is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the District, except as permitted by law.
- E. In order to prevent or respond to acts of discrimination, harassment, violence, or retaliation committed by or directed against a child with a disability, the District shall, where determined appropriate by the child's individualized education program ("IEP") or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in acts of discrimination, harassment, violence, or retaliation.

## **VII. RETALIATION**

- A. The District unequivocally prohibits retaliation, and will discipline or take other appropriate corrective action, against any person to whom this policy applies that engages in retaliation or threatens retaliation against any person who has or is



believed to have:

- a. Reported, asserted, or alleged a violation of this policy or any other policy, law, or regulation;
  - b. Made a good faith report of an alleged violation of this policy or any other policy, law, or regulation;
  - c. Acted as a witness in any investigation of a complaint alleging a violation of this policy or any other policy, law, or regulation;
  - d. Testified, assisted, or participated in any fact-finding or investigation, hearing, or proceeding regarding an alleged violation of this policy or any other policy, law, or regulation; and/or
  - e. Assisted in formulating or implementing corrective action in response to a violation of this policy or any other policy, law, or regulation.
- B. Retaliation includes, **but is not limited to**, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Retaliation also means any materially adverse action or credible threat of a materially adverse action by the District, or any employee thereof, taken against any employee or student for having made a good-faith report of District misconduct. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the retaliation.

#### **VIII. DISSEMINATION OF POLICY AND TRAINING**

- A. This policy shall be conspicuously posted throughout each District building in areas accessible to students and District personnel.
- B. This policy shall be given to each District employee and independent contractor that regularly interacts with students at the time of initial employment with the District.
- C. The policy shall appear in the Rights and Responsibilities Handbook.
- D. The District shall develop a method of discussing this policy with students and employees.

**Legal References:** Minn. Stat. § 120B.232 (Character Development Education)  
Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)  
Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)  
Minn. Stat. § 121A.031 (School Student Bullying Policy)  
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
Minn. Stat. § 609.341 (Definitions)  
Minn. Stat. § 626.556 *et seq.* (Reporting of Maltreatment of Minors)  
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972) 29  
U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)  
29 U.S.C. § 794 (Rehabilitation Act of 1973, § 504)  
42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)  
42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)  
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)  
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

**Cross References:** Policy 101.00: Racial Equity  
Policy 102.00: Equal Opportunity/Non-Discrimination  
Policy 401.00: Equal Employment Opportunity  
Policy 500.00: Gender Inclusion  
Policy 501.00: Hazing Prohibition  
Policy 505.00: Bullying Prohibition  
Policy 506.00: Student Discipline  
Policy 506.02: Student Discipline: Expulsion & Exclusion  
Policy 506.03: Student Discipline: Suspension  
Policy 520.00: Technology Usage & Safety  
Policy 609.00: Religion

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

**DATE:** April 18, 2023

**TOPIC:** Phase Gate Approval of the Farnsworth Aerospace Upper HVAC Replacement Project (Project #1030-23-01): Gate #2 – Project Charter; Gate #2A – Finance Plan Update

**A. PERTINENT FACTS:**

1. This agenda item seeks approval for the Farnsworth Aerospace Upper HVAC Replacement project at the following phase gate(s):
  - a. Gate #2 – Project Charter
  - b. Gate #2a: Finance Plan Update
2. Phase Gate #2 is the establishment of the scope and intent of the project.
3. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	March 23, 2021
<b>#2 – Project Charter #2A – Finance Update</b>	<b>April 18, 2023 (current)</b>
#3 – Project Budget #3A – Finance Update	December 2023 (anticipated)
#4 – Contract Award #4A – Finance Update	October 2024 (anticipated)
#5.1 – Project Close-Out #5.1A – Finance Update	September 2026 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	September 2027 (anticipated)

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

Rough Order of Magnitude Estimate	Current Obligations	Invoiced to Date	Percent Invoiced
\$10,500,000- \$12,000,000	\$1,149	\$1,149	0%

5. A summary of funding for preliminary design expense:

Funding Source	Amount
LTFM FY23-27	\$9,562,500
CAP BONDS FY23-27	\$1,687,500

\*LTFM Bond FY24-27 funding is subject to FY24-27 Long Term Facility Maintenance (LTFM) Plan approval by the Board of Education and the Minnesota Department of Education.

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

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

**B. RECOMMENDATION:**

That the Board of Education approve the Farnsworth Aerospace Upper HVAC Replacement project (Project # 1030-23-01) at Phase Gate Check #2 – Project Charter; Gate Check #2a – Finance Plan Update.

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

**DATE:** April 18, 2023

**TOPIC:** Phase Gate Approval of the Early Childhood Hubs Age Appropriate Play Site Improvement (Project # 0278-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

**A. PERTINENT FACTS:**

1. This agenda item seeks approval for the Early Childhood Hubs Age Appropriate Play Site Improvement project at the following phase gate(s):
  - a. Gate #3 – Project Budget / Proceed to Bidding
  - b. Gate #3a - Finance Plan Update
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	March 23, 2021
#2 – Project Charter (Predesign) #2A – Finance Update	Not applicable
<b>#3 – Project Budget</b> <b>#3A – Finance Update</b>	April 18, 2023 (current)
#4 – Contract Award #4A – Finance Update	January 2024 (anticipated)
#5.1 – Project Close-Out #5.1A – Finance Update	August 2024 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	August 2025 (anticipated)

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

Proposed Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$480,000	\$0	\$0	0%

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

Funding Source	Amount
LTFM FY23-25	\$50,000
CAP BONDS FY23-25	\$430,000

\*LTFM FY24-25 funding is subject to FY24-25 Long Term Facility Maintenance (LTFM) Plan approval by the Board of Education and the Minnesota Department of Education.

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

**B. RECOMMENDATION:**

That the Board of Education approve the Early Childhood Hubs Age Appropriate Play Site Improvement project (Project # 0278-23-01) at Phase Gate Check #3 – Project Budget; Gate Check #3a –Finance Plan Update, setting the final project budget at \$480,000 and indicating direction to proceed with construction bidding.

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

**DATE:** April 18, 2023

**TOPIC:** Phase Gate Approval of the FY22 Roofing Replacement Program at EXPO for Excellence Elementary, Groveland Park Elementary, Wellstone Elementary, and Johnson Senior High School (Project # 0175-22-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

**A. PERTINENT FACTS:**

1. This agenda item seeks approval for the FY22 Roofing Replacement Program at EXPO for Excellence Elementary, Groveland Park Elementary, Wellstone Elementary, and Johnson Senior High School at the following phase gate(s):
  - a. Gate #3 – Project Budget / Proceed to Bidding
  - b. Gate #3a - Finance Plan Update
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	March 23, 2021
#2 – Project Charter (Predesign) #2A – Finance Update	Not Applicable
<b>#3 – Project Budget #3A – Finance Update</b>	<b>April 18, 2023 (current)</b>
#4 – Contract Award #4A – Finance Update	April 18, 2023
#5.1 – Project Close-Out #5.1A – Finance Update	September 2024 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	September 2025 (anticipated)

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

Proposed Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$3,717,000	\$239,650	\$146,351	3.9%

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

Funding Source	Amount
LTFM FY23-25	\$3,717,000

\*LTFM FY24 funding is subject to FY24 Long Term Facility Maintenance (LTFM) Plan approval by the Board of Education and the Minnesota Department of Education.

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

**B. RECOMMENDATION:**

That the Board of Education approve the FY22 Roofing Replacement Program at EXPO for Excellence Elementary, Groveland Park Elementary, Wellstone Elementary, and Johnson Senior High School (Project # 0175-22-01) at Phase Gate Check #3 – Project Budget; Gate Check #3a – Finance Plan Update, setting the final project budget at \$3,717,000 and indicating direction to proceed with construction bidding.



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

**DATE:** April 18, 2023

**TOPIC:** Phase Gate Approval of the Carpentry Plus project at Harding High School, Phalen Lake, Chelsea Heights Elementary, and Murray Middle School (Project # 0255-23-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

**A. PERTINENT FACTS:**

1. This agenda item seeks approval for the Carpentry Plus project at Harding High School, Phalen Lake, Chelsea Heights Elementary, and Murray Middle School at the following phase gate(s):
  - a. Gate #3 – Project Budget / Proceed to Bidding
  - b. Gate #3a - Finance Plan Update
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	March 23, 2021
#2 – Project Charter (Predesign) #2A – Finance Update	Not applicable
<b>#3 – Project Budget #3A – Finance Update</b>	<b>April 18, 2023 (current)</b>
#4 – Contract Award #4A – Finance Update	May 23, 2023 (anticipated)
#5.1 – Project Close-Out #5.1A – Finance Update	August 2023 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	August 2024 (anticipated)

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

Proposed Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$1,238,000	\$66,462	\$0	0%

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

Funding Source	Amount
LTFM FY23-24	\$1,238,000

\*LTFM FY24 funding is subject to FY24 Long Term Facility Maintenance (LTFM) Plan approval by the Board of Education and the Minnesota Department of Education.

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

**B. RECOMMENDATION:**

That the Board of Education approve the Carpentry Plus project at Harding High School, Phalen Lake, Chelsea Heights Elementary, and Murray Middle School (Project # 0255-23-01) at Phase Gate Check #3 – Project Budget; Gate Check #3a –Finance Plan Update, setting the final project budget at \$1,238,000 and indicating direction to proceed with construction bidding.

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

**DATE:** April 18, 2023

**TOPIC:** Phase Gate Approval of the FY23 A/V Replacement Program at Central High School and LEAP at John A. Johnson (Project # 0680-23-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

**A. PERTINENT FACTS:**

1. This agenda item seeks approval for the FY23 A/V Replacement Program at Central High School and LEAP at John A. Johnson project at the following phase gate(s):
  - a. Gate #4: Contract Award
  - b. Gate #4a: Finance Plan Update
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	March 23, 2021
#2 – Project Charter (Predesign) #2A – Finance Update	Not applicable for projects of this size
#3 – Project Budget #3A – Finance Update	March 2023
<b>#4 – Contract Award #4A – Finance Update</b>	<b>April 18, 2023 (current)</b>
#5.1 – Project Close-Out #5.1A – Finance Update	December 2023 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	December 2024 (anticipated)

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$2,500,000	\$381,432	\$0	0%

4. The following bids were received:

	<u>Lump Sum Base Bid</u>
RAK Construction, Inc. ....	\$440,073
Jamek Engineering Services .....	Non-responsive

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

Funding Source	Amount
CAP BONDS FY23-FY24	\$2,500,000

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

**B. RECOMMENDATION:**

That the Board of Education approve the award of Bid No. A23-3423-JG for the FY23 A/V Replacement Program at Central High School and LEAP at John A. Johnson project (Project # 0680-23-01) to RAK Construction, Inc. for a lump sum base bid of \$440,073.

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

**DATE:** April 18, 2023

**TOPIC:** Phase Gate Approval of the Creative Arts ARP HVAC Upgrades project  
(Project # 2170-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

**A. PERTINENT FACTS:**

1. This agenda item seeks approval for the Creative Arts ARP HVAC Upgrades project at the following phase gate(s):
  - a. Gate #4: Contract Award
  - b. Gate #4a: Finance Plan Update
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – *BOE Approval of District ARP Plan	September 21, 2021
#2 – *MN Dept of Education Pre-Approval of Construction Projects	November 29, 2021
#3 – Project Budget #3A – Finance Update	December 14, 2021
<b>#4 – Contract Award #4A – Finance Update</b>	<b>April 18, 2023 (current)</b>
#5.1 – Project Close-Out #5.1A – Finance Update	August 2024 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	August 2025 (anticipated)

\*Due to the unique nature and timing of the funding source these milestones are being considered as equivalent to our gate checks. This project will follow our typical gate check process henceforth through completion of the work.

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$3,401,488	\$222,290	\$178,499	5.2%

4. The following bids were received:

Lump Sum Base Bid plus Alternate #1

Kraft Mechanical LLC .....\$1,447,600  
Pioneer Power .....\$1,485,700

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

Funding Source	Amount
ARP FY23-25	\$3,401,488 <sub>77</sub>

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; Lisa Rider, Controller; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education approve the award of Bid No. A23-3388-JG for the Creative Arts ARP HVAC Upgrades project (Project # 2170-22-01) to Kraft Mechanical, LLC for a lump sum base bid plus Alternate #1 of \$1,447,600.

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

**DATE:** April 18, 2023

**TOPIC:** Furniture Acquisition Award for John A. Johnson Renovations for LEAP project  
(Project # 1140-23-01)

**A. PERTINENT FACTS:**

1. This agenda item seeks approval to award the furniture contract for the John A. Johnson Renovations for LEAP project (Project # 1140-23-01).
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	December 1, 2021*
#2 – Project Charter (Predesign) #2A – Finance Update	Not Applicable
#3 – Project Budget #3A – Finance Update	March 21, 2023
#4 – Contract Award #4A – Finance Update	March 21, 2023
#5.1 – Project Close-Out #5.1A – Finance Update	Fall 2023 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	Fall 2024 (anticipated)

\*Due to the unique nature and timing of the Envision Initiative, these milestones are being considered as equivalent to our gate checks. This project will follow our typical gate check process henceforth through completion of the work.

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$1,154,000	\$848,516	\$0	0%

4. The following quote was received:

Lump Sum Base Bid

ACRE.....\$268,080

5. This quote was received in accordance with the following contracts:

Arcadia: NCPA #07-18  
Artcobell – Equalis #EQ-052920-01  
Integra: U42.106 plus SPPS Negotiated Discounting  
National: Omnia #R191811  
Smith System: E&I #EI00140  
Sit On It: UofM TVR #932774  
Steel Case: E&I #E100140-2021MA<sup>79</sup>

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

<b>Funding Source</b>	<b>Amount</b>
LTFM FY23-24*	\$646,240
CAP BONDS FY23-24	\$507,760

\*LTFM Bond FY24 funding is subject to FY24 Long Term Facility Maintenance (LTFM) Plan approval by the Board of Education and the Minnesota Department of Education.

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; Lisa Rider, Controller; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize award of furniture for the John A. Johnson Renovations for LEAP (Project # 1140-23-01) to ACRE for a lump sum base bid of \$268,080.



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

**DATE:** April 18, 2023

**TOPIC:** Phase Gate Approval of the FY22 Roofing Replacement Program at Groveland Park Elementary, Wellstone Elementary, and Johnson Senior High School (Project # 0175-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

**A. PERTINENT FACTS:**

1. This agenda item seeks approval for the FY22 Roofing Replacement Program at Groveland Park Elementary, Wellstone Elementary, and Johnson Senior High School at the following phase gate(s):
  - a. Gate #4: Contract Award
  - b. Gate #4a: Finance Plan Update
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	March 23, 2021
#2 – Project Charter (Predesign) #2A – Finance Update	Not Applicable
#3 – Project Budget #3A – Finance Update	<b>April 18, 2023 (current)</b>
#4 – Contract Award #4A – Finance Update	April 18, 2023
#5.1 – Project Close-Out #5.1A – Finance Update	September 2024 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	September 2025 (anticipated)

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

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

Proposed Budget	Current Obligations	Invoiced to Date	Percent Invoiced
\$3,717,000	\$239,650	\$146,351	3.9%

4. The following bids were received:

<u>Lump Sum Base Bid plus Alternate #1</u>	
Morcon Construction, Inc.....	\$1,714,120
Versacon, Inc.....	\$1,948,525
Central Roofing.....	\$2,543,517

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

Funding Source	Amount
LTFM FY23-25	\$3,717,000 <sup>81</sup>

\*LTFM FY24 funding is subject to FY24 Long Term Facility Maintenance (LTFM) Plan approval by the Board of Education and the Minnesota Department of Education.

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; Lisa Rider, Controller; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education approve the award of Bid No. A23-3422-JG for the FY22 Roofing Replacement Program at Groveland Park Elementary, Wellstone Elementary, and Johnson Senior High School (Project # 0175-22-01) to Morcon Construction, Inc. for a lump sum base bid plus Alternate #1 of \$1,714,120.

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

**DATE:** April 18, 2023

**TOPIC:** Change Order #1 for Morcon Construction Corporation, Inc. for the Education and Operations Services ARP Kitchen HVAC Upgrades project (Project # 4000-22-01)

**A. PERTINENT FACTS:**

1. This change order provides all labor, material, equipment and services necessary for the following items:
  - a. Relocating the air handler to a new 2<sup>nd</sup> floor mezzanine located over a kitchen storage room. All new steel platform and installation conditions required for this work is shown on the revised plan sheets and specifications.
2. A summary of the current project budget is as follows:

<b>Project Budget</b>	<b>Current Obligations</b>	<b>Invoiced to Date</b>	<b>Percent Invoiced</b>
\$3,052,402	\$1,607,787	\$108,356	3.5%

3. The contract would be changed as follows:

	<u>Amount</u>	<u>% Change</u>
The original contract sum was	\$1,426,314	-
Previous Change Orders approved to date	\$0	0%
The contract sum prior to this Change Order was	\$1,426,314	-
<b>This Change Order amount</b>	<b>\$301,819</b>	<b>21%</b>
The new contract sum including this Change Order will be	\$1,728,133	-

4. A summary of current and anticipated funding to accommodate the budget revision is as follows:

<b>Funding Source</b>	<b>Amount</b>
ARP FY23-24	\$3,052,402

5. Project cash flow schedule has been reviewed and approved by the District Finance Office.
6. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
7. This item is submitted by Tom Parent, Executive Director of Operations and Administration; Lisa Rider, Controller; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent, Superintendent's Designee, or Executive Director of Operations and Administration to sign Change Order #1 for Morcon Construction Corporation, Inc. for the Education and Operations Services ARP Kitchen HVAC Upgrades project (Project # 4000-22-01) for the amount of \$301,819.



**Saint Paul**  
PUBLIC SCHOOLS

# Riverview Name Change: Third Reading

Stivaliss Licon-Gervich, Principal

April 18, 2023

# Rationale

Prior to the start of the 22/23 school year, Riverview housed 2 academic programs: **Community School** (English only) and **Dual Immersion Program** (English and Spanish).

As part of the Envision realignment, Riverview now houses only 1 program: **Dual Immersion Program in Spanish and English.**

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Reflecting on our current program and for clarity for parents while choosing a school, we are proposing a new tag line, that reflects our current program; The name “Riverview” will remain the same.

# Taglines Options/Opciones de lemas

## Option 1:



**RIVERVIEW**

Dual Immersion Program

## Option 2:



**RIVERVIEW**

Spanish/English  
Dual Immersion Program

## Option 3:



**RIVERVIEW**

English/Spanish  
Dual Immersion Program

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# Engagement Process



**RIVERVIEW**

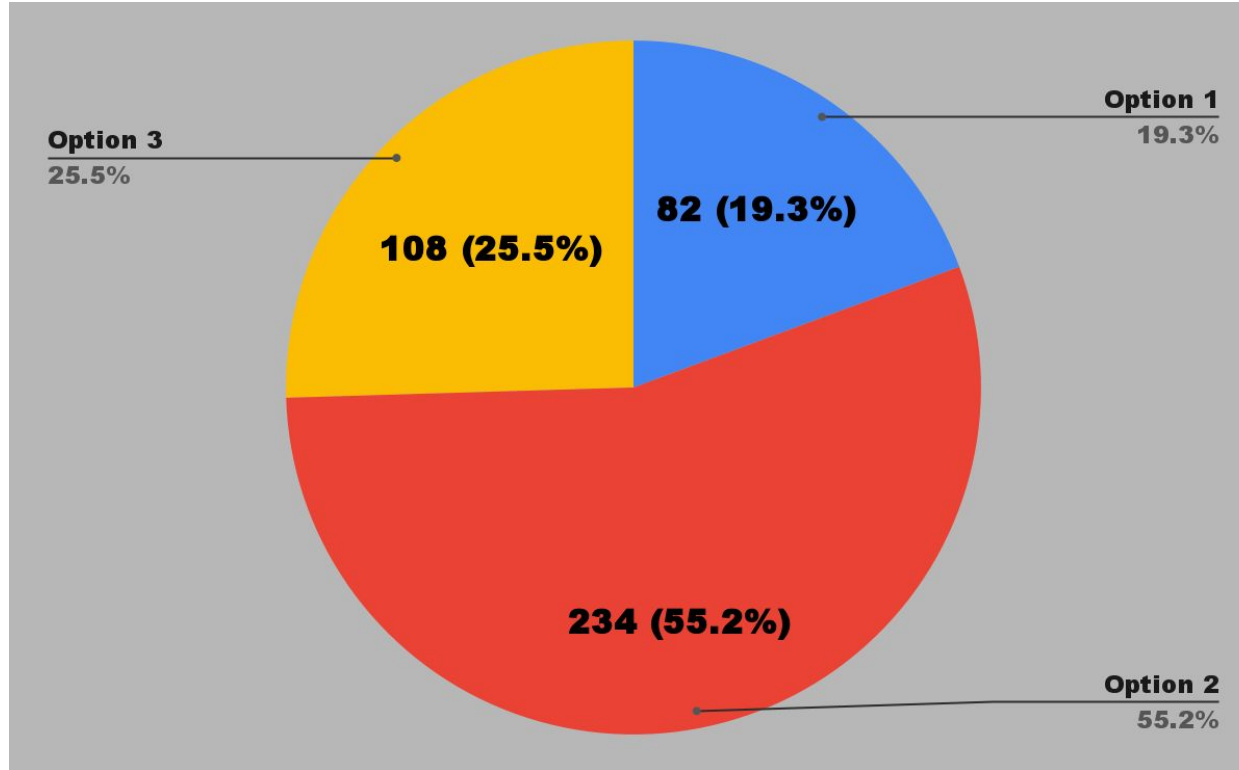
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# Voting Results

Stakeholders	Option 1 Dual Immersion Program	Option 2 Spanish/English Dual Immersion Program	Option 3 English/Spanish Dual Immersion Program
Students	40	126	84
Families/Community	33	83	22
Employees	9	19	2
Target Group/PTO	0	6	0
Totals	82	234	108

# Voting Results:



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# Proposed Name Change:

# Riverview Spanish/English Dual Immersion Program

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# Questions

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# Board of Education Meeting



**Saint Paul**  
PUBLIC SCHOOLS

## Third Reading of Policy 716.00 Advertising in the Schools

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Erica Wacker, Director of Communications  
Aquanetta Anderson, Assistant Director of Family Engagement & Community Partnerships

April 18, 2023

# Policy 716.00 Advertising in the Schools

## Why are we proposing changes to Policy 716.00 Advertising in the Schools?

- Last updated in April 2012, does not meet current partnership standards and best practices
- Current language is overly limiting, unclear and not consistently implemented
- Need to update to clarify impacts on partners, vendors and prospective advertisers

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# Proposed Changes to Policy 716.00 Advertising in the Schools

What	Current Language	Proposed New Language	Why
Title	Advertising in the Schools	District Advertising and Name or Logo Use	Current language does not accurately reflect what the policy addresses
Purpose Statement	Current language only addressed advertising in the purpose statement	New language addresses both advertising and logo use in the purpose statement	Provide clarity and consistency throughout <sup>95</sup> policy
Permission	Permission is granted by the Board	Either through contract or by Superintendent or designee	Waiting for Board approval runs the risk of missing opportunities
General Requirements	Current policy has four general requirements/ guidelines	Expands to eight requirements/guidelines	Provides more explicit requirements

# Policy 716.00 Advertising in the Schools

See Policy 716.00 [here](#).

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# Vote to Approve Revisions to Policy 716.00

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## **716.00 DISTRICT ADVERTISING AND NAME OR LOGO USE**

### **PURPOSE**

The Board recognizes that the resources that the District may derive from advertising will benefit the District, its schools and students. The Board also recognizes that its name and logo are of value and wish to protect the District's reputation by monitoring the use of its name and logo.

### **DEFINITION**

For the purposes of this Policy, "Advertising" refers to commercial messages which call the attention of the public to a message by or for an entity other than the District, placed in District facilities or publications, including electronic media.

Display of brand names or logos to acknowledge monetary or other support, including grants or gifts, provided to the District from another entity is not considered advertising and is permitted, so long as it otherwise complies with this Policy.

### **USE OF DISTRICT NAME AND/OR LOGO**

1. No one shall employ by direct or indirect reference the name or logo of the school district (or any of the District's schools or programs) to endorse, sanction, or approve a commercial product or business enterprise, unless
  - A. There exists a current contract between the school district and the entity requesting such use and that the contract explicitly grants the entity permission to use the school district name or logo; or
  - B. The Superintendent or the Superintendent's designee grants permission for such use.
2. No one shall employ by direct or indirect reference the name or logo of the school district (or any of the District's schools or programs) to endorse, sanction, or approve a commercial product or business enterprise that in any way compromises the educational programs or reputation of the District.

### **GENERAL REQUIREMENTS**

1. Advertising will not be approved for venues where it would be principally directed to students.
2. Advertising may be permitted in venues where it would also be directed to members of the public.
3. Advertising shall not be permitted if it involves substantial modification of school district facilities or property.
4. Advertising must not contain content that is libelous, is obscene, is discriminatory, is sexually explicit, references products that are illegal for use by minors, interferes with the rights of others, or materially and substantially disrupts the school.
5. Advertising to support district or school publications, including those produced or reproduced in electronic or digital media is permissible provided

it otherwise meets the standards contained in this Policy.

6. The District reserves the right to prohibit any advertising by any electronic means that links to any content that violates the standards in the Policy.

7. Advertising in the Saint Paul Public Schools must support the District's mission, be consistent with District Policies and Administrative Procedures, and must not in any way compromise the educational programs or reputation of the District.

8. Revenue or resources from advertising shall be distributed in an equitable way across the schools and programs of the District.

#### **LEGAL REFERENCES:**

MN Statute § 123B.025 (School Sponsorship and Advertising Revenue)

#### **CROSS REFERENCES:**

SPPS Policy 414.00 – Tobacco Free Environment

SPPS Policy 504.00 – Drug-Free Schools

SPPS Policy 533.00 – Wellness Policy

SPPS Policy 617.00 – Multicultural, Intercultural, Non-Racist, Non-Sex-Biased, Gender and Disability Fair Education

SPPS Policy 801.01 – Buildings and Grounds: Name Selection

SPPS Policy 706.00 – Grants and Gifts

SPPS Materials Distribution Guidelines (<http://www.spps.org/flyers.html>)



**Saint Paul**  
PUBLIC SCHOOLS

# **Student Outcomes Focused Governance (SOFG): Implementation Timeline**

Chair Jim Vue, Vice Chair Jessica Kopp

April 18, 2023 | Regular Board of Education

# Quarter 1 - Planning for Community Engagement

## (April – June 2023)

### **THEME: Preparation**

- 1-1 Interviews between SOFG Coach and Board Members prior to community engagement planning
- Review previous community engagement plans and feedback
- Analyze current student performance data, state laws, and existing priorities identified by the superintendent
- Create a summary of findings and recommendations for an engagement plan through the adoption of board goals and guardrails (p. 2-3 of the SOFG rubric only)
- Coaching and support for the development and preparation of community engagement plan (inclusive of both engagement and outreach sessions)
- Biweekly check-ins with board leadership and administration to monitor, advise and problem-solve around the community engagement sessions

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# Quarter 2 - Community Engagement Roll-Out

## (July – Sept 2023)

### THEME: Implementation

- Presentation of community engagement plan and marketing of events by SPPS 102
- Scheduling of community outreach sessions.
- Biweekly check-ins with board leadership and administration to monitor, advise and problem-solve around the community engagement sessions.

# Quarter 3 – Synthesis of Information and Adoption of Goals and Guardrails

(Oct – Dec 2023)

## THEME: Deployment

- Review, Synthesization, and Summary of community feedback from engagement and outreach activities<sup>103</sup>
- Provide professional development regarding development of goals and guardrails.
- Coaching and refinement of final draft of goals and guardrails, development of presentation.
- Biweekly check-ins with board leadership and administration to support the development and communication of the Draft SOFG Goals and Guardrails.

# Quarter 4 - Development/Adoption of Monitoring Calendar and Potential Offramp of SOFG (Jan – March 2024)

## **THEME: Continuous Improvement**

- SOFG Leadership Training/Refresher
- Implementation support for Superintendent and Board:
  - Develop/adopt a monitoring calendar that spans the length of the goals
  - Develop/adopt a template for monitoring reports
  - Adopt monitoring calendar.
  - Support the board chair or designee through evaluation of the board's agenda to monitor goals and guardrails.
- Biweekly check-ins with board leadership and administration to support continuous improvement efforts

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# Recommendation

The Board votes to approve this Student Outcomes Focused Governance Implementation<sup>105</sup> Timeline.



**Saint Paul**  
PUBLIC SCHOOLS

# **Phalen Lake Hmong Studies Magnet & Hmong Language and Culture Middle School Name Change: First Reading**

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Principal Xiong, Principal Thor, Xang Her, Mee Moua, Maggie Bruecken  
April 18, 2023

# Rationale

Our school communities embrace and advocate for racial equity and seek to provide equitable resources for all students. Both programs are unique in that we deliver culturally relevant materials and instruction with the potential to impact marginalized students while fostering a strong sense of self-identity.

The leadership teams at each school want to be more specific and strategic about the profile of students and families that the school recruits to attend, and to avoid misunderstanding among new families who may not know the types of programming offered at each site.

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Lastly, Phalen Lake Hmong Studies Magnet and Hmong Language and Culture Middle School are Envision impacted schools and the name change more accurately reflects the current programming at the schools.

# Criteria

## Name Change Criteria:

- It has to be in Hmong
- Name connects with the Hmong community
- Name that connects to the value of education and learning
- Name limited to 2-3 words
- Consider historical or cultural perspective, artists (No political figures)
- Word that encompasses a holistic view white Hmong and Green Hmong dialects
- No inappropriate words - slang-/swear
- Not repeating other Hmong -focused Charter Schools
- Elevation of who the Hmong are
- Finding a word that is true for both White and Green Hmong

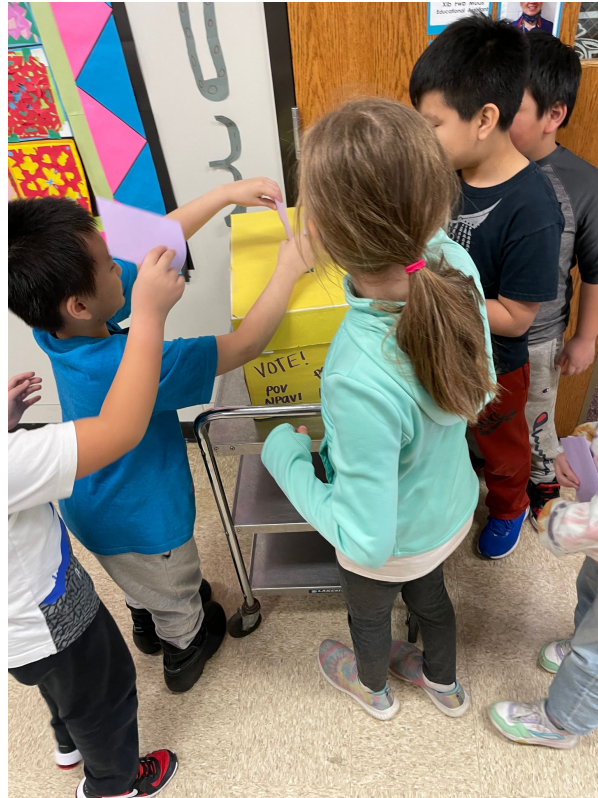
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# Name Options

<b>Cag Txuj</b>	Cag means “roots” and Txuj means “knowledge”. As a school, Cag Txuj refers to school as a place to plant the “roots of knowledge” for a child’s life. As an agrarian people, where you choose to plant your roots and how you nurture your crops will determine the fruitfulness of your fields. In order for a successful yield, a community needs to come together to nurture its children.
<b>Huam Vam</b>	Huam Vam in Hmong means “to prosper”, “to grow”, or “to flourish”. As a school, our goal is to educate children so they have the knowledge and skills they need to grow for a prosperous, bright future. Through the language and culture program, we can provide a means for the ongoing learning of the Hmong language and culture in order for them to flourish and thrive in the future, for generations to come.
<b>Txuj Ci</b>	Txuj ci in the Hmong language refers to the cultural knowledge of a people. It includes everything from the language, cultural practices and beliefs, and the arts and knowledge. When one gains cultural knowledge, one can be a shining light for others as well (to support and teach others). As a community and culture changes, so does its txuj ci. This is true as we become a more diverse society and one that embraces technological advances.
<b>Pov Haum Txuj</b>	Pov Haum in Hmong refers to a valuable and special rock or gem. It can often have protective and special powers. Txuj refers to cultural knowledge and learning. Together, Pov Haum Txuj refers to the school as a very valuable and protected place for learning. A school can lend its light and protective space to inspire its students to learn and flourish in the future.
<b>Zaj Npau Suav</b>	Zaj Npau Suav in the Hmong language means “The Dream”. Historically, as an ethnic minority, the Hmong often did not have the opportunity to be formally educated in the schools. Going to school was often a reality many couldn’t even dream of, but many wanted. Today in America, everyone has the opportunity to go to school to pursue their dreams. Furthermore, in <u>SPPS</u> , our two schools reflect and value the cultural and linguistic knowledge of its community, and this has been a collective hope and dream of the community.

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# Engagement Process





# Voting Results:

## Voting to Narrow Options to 2 Names

Name	Vote Total
Txuj Ci	147
Huam Vam	94
Zaj Npau Suav	89
Cag Txuj	54
Pov Haum Txuj	26



## Final Vote

Name	Vote Total
Txuj Ci	317
Huam Vam	200

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# Proposed Name Change:



## Txuj Ci

### HMong Language and Culture Lower Campus

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**Pronounced /tzue djee/ /tzue jee/ /tzue dyee/**

**English:** *Txuj ci* in the Hmong language refers to the cultural knowledge of a people. It includes everything from the language, cultural practices and beliefs, and the arts and knowledge. When one gains cultural knowledge, one can be a shining light for others as well (to support and teach others). As a community and culture changes, so does its *txuj ci*. This is true as we become a more diverse society and one that embraces technological advances.



# Questions

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**Saint Paul**  
PUBLIC SCHOOLS

# Opioid Crisis and Stock Naloxone

**Board of Education**

**Mary Langworthy, Director of Health and Wellness**

**April 18, 2023**

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# Agenda

- Definitions and Data
- Signs and Symptoms
- Good Samaritan Law
- How Naloxone Works
- Stock Naloxone Protocol
- Training
- Next Steps
- Other Considerations and Resources

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# Definitions

- Opioids - class of drug that includes prescription pain relievers (i.e. oxycodone, hydrocodone, tramadol), heroin, and fentanyl
- Opioids produce analgesic (painkilling) and euphoric (“high”) effects in the body. Can lead to tolerance, dependence, addiction, and overdose
- Opioids can be naturally occurring (i.e. morphine and codeine), semi-synthetic (i.e. heroin and oxycodone) or synthetically derived (i.e. fentanyl and methadone)
- Synthetic opioids - manufactured in laboratories. Highly potent and can be fatal in small amounts, making accidental overdose common

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# Substance Use and Overdose

- Drug overdose is the leading cause of accidental death in the U.S. (CDC)
- Drug overdose deaths in children aged 14-18 have more than doubled over the past decade (JAMA)
- The overdose mortality rate among U.S. adolescents 14-18 years old rose by 94% between 2019 and 2020, and the rate increased by another 20% in 2021 (JAMA)
- 50% of teenagers nationwide report having misused a substance (NCDAS)
- Fentanyl exposure was the highest risk category for overdose death in 2021 (NIH)
- 82% of all opioid-involved deaths from 2019-2020 involved synthetic opioids (primarily fentanyl) (CDC)
- Fentanyl is described as 80-100 times stronger than morphine, or about 50 times stronger than heroin (NHRC)

# MN Statute 604A.04

## Good Samaritan Overdose Prevention

- Allows first responders and laypeople to carry and administer naloxone without a prescription
- Expands access to naloxone by allowing doctors/pharmacists to prescribe to anyone (third-party prescriptions)
- Provides limited immunity from civil and criminal charges related to use and possession to the individual experiencing an overdose and the person seeking medical assistance
- Provides health care professionals the ability to prescribe, dispense, distribute, or administer naloxone to a person without being subject to civil liability or criminal prosecution

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# How Naloxone Works

- Naloxone quickly reverses an opioid overdose by taking the place of opioids in the brain (binds to opioid receptors)
- It **temporarily** reverses or blocks the effects of opioids **restoring breathing** if their breathing has stopped or slowed (lasts around 30-90 minutes)
- Available via injection, nasally or via IV (all forms highly effective)
- A second or repeat doses may be needed and **911 should always be called**
- Side effects are rare
- People with physical dependence on opioids may experience withdrawal symptoms within minutes (i.e. headache, vomiting, rapid heart rate, sweating, tremors)
- Naloxone **cannot reverse overdoses from other drugs** such as cocaine or methamphetamine

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# Stock Naloxone Protocol

- SPPS will be implementing a protocol and procedure to have emergency medication for opioid overdoses that may occur in our schools





# Stock Naloxone Protocol

- Consulted with Districts who already have a policy or protocol in place
- Consulted with the Minnesota Department of Health
- Met with SPPS Department Administrators and looped in executive leadership
- Reviewed Medication Policy 516.00 (allows for emergency medication to be made available)
- Reviewed applicable laws and consulted with SPPS Deputy General Counsel Jonassen
- Manual, protocol and procedure developed that applies those learning

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# Stock Naloxone Protocol

- All SPPS schools *where health staff are regularly present* will have naloxone
- Nasal and IM injection available
- Located in health office AND with SEM staff
- Student contact hours (will explore expansion later)
- Implementation starting **May 5, 2023**



# Training Includes

- Signs and symptoms of opioid overdose
- Location of naloxone
- Good Samaritan Act
- How to Administer
- Rescue Breathing
- Activation of emergency personnel
- Notification procedures
- Documentation of care
- Naloxone reordering procedure
- Annual update on substance use including overdose prevention strategies and follow up care

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# Training Planned

- Steve Rummier Hope Network:
  - May 4/5 - Health and Wellness Staff
  - May 4 - Security and Emergency Management
- SY 2023-24 - Other key staff
- Annual training moving forward

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# Next Steps

- Conduct trainings
- Continued review of Chemical Health Policy and the need for Chemical Health Counselors
- Continued education to students, staff and community
- Continued partnership with local resources to address the crisis
- Learn from and adjust procedure as needed

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# Other Considerations

- Recovery Resources and Referral
- Ongoing cost of managing this program:
  - Bill introduced requiring schools to maintain a supply of opiate antagonists
  - 3/20/23 Last Action - referred to Education Finance Committee
  - Sponsors: Kelly Morrison, Liz Boldon, Steve Cwodzinski, Mary Kunesh, and Ann Rest

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# QUESTIONS

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