INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
REGULAR MEETING OF THE BOARD OF EDUCATION
360 Colborne & Online at https://spps.eduvision.tv/LiveEvents
360 Colborne Street
Saint Paul, Minnesota 55102

November 15, 2022
6:05 PM

A G E N D A

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#BoldSubject#

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

DATE: November 15, 2022

TOPIC: Acknowledgement of Good Work Provided by Students

A. PERTINENT FACTS:

1. **Alex Le**, a senior at Como Park Senior High School, received the Legion of Valor Bronze Cross award through the Como Park Marine Corps JROTC. The Bronze Cross is an elite honor earned annually by just six exceptional individuals from over 8,000 JROTC cadets across the entire world.

   Le's accomplishments in JROTC began during his freshman year and increased over time to include not just higher rank and distinction within the program, but also excellence in challenging academic coursework, extracurricular activities, and community service.

   Le is a top student at Como Park Senior High. He has led a Como Park High Knowledge Bowl team to the national JROTC finals in Washington D.C., three times, and has earned AP scholar status, and is a member of the National Honor Society with distinction. He has also earned multiple accolades, ran track and field, Nordic skiing, swimming, tennis and had leadership roles in several service projects within the community in addition to JROTC and school initiatives. Also, Le completed the Commander Naval Air Force Pilot Scholarship program this past summer at the Delaware State University, Dover.

   The proclamation for the Legion of Valor Bronze Cross ceremony included roughly 40 other awards, achievements, and accomplishments. Le's resume is extensive, and his uniform is highly decorated. But the quality most admired by both instructors and fellow cadets is Le's determination.

   The support Le has received from the Como Park MCJROTC, his teachers, and his parents Thephong Le and Danglan Nguyen will serve as a springboard as he pursues his Armed Forces Academy and college experiences. Alex Le has plans to study aeronautical engineering. The goal is to use the skills and commitment to excellence he's developed as a compass for succeeding in the military or college, career, and life.

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 students acknowledged above for their contributions and outstanding work.

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

DATE: November 15, 2022

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. **Errol Edwards**, counselor at St. Anthony Park Elementary (SAP), is the 2022 Minnesota Elementary School Counselor of the Year.

   Errol is in his fifth year as an SPPS school counselor. Prior to his role at SAP, he was a school counselor at Barack & Michelle Obama Elementary. He was nominated by his elementary counselor peers because of his passion for equitable outcomes for students.

   Errol encourages the adults around him to think outside of the box to meet his scholars where they are at. He does this while maintaining high academic and behavioral standards for all. He is a collaborator and has worked to improve mental health teams in our district. Errol has the ability to challenge the status quo and traditional thinking to create a more supportive environment for all students - especially our students of color. His positive attitude is infectious and it is not surprising that students are drawn to him. Colleagues grow from each interaction with Errol. He has helped us all put our beliefs into action in support of our scholars.

2. **John Eschenbacher**, counselor at Johnson Senior High School, is the 2022 Minnesota High School Counselor of the Year.

   John started with SPPS as an Educational Assistant 22 years ago, and has been a school counselor for 19 years. Minnesota's High School Counselor of the Year because he completely represents what this prestigious award is for. As a counselor, he is very knowledgeable and familiar with the American School Counselor Association (ASCA) model, implementing building level and district wide innovations and development related to school counseling where we support every student's career, personal/social, and academic development. He demonstrates strong leadership, advocacy, and collaboration in his work to provide equitable opportunities and access for every student. He works closely with administration, staff, parents and students to provide a rigorous educational experience for all students.

   He demonstrates on a daily basis his dedication, talent, effort, and contributions made to our counseling program both in our building and district wide. John is a counselor who is humble, personable, efficient, and hard working. He puts in countless hours above and beyond his daily work schedule.

3. **Jeanette Vyhanek**, counselor at Wellstone Elementary, is the overall Minnesota School Counselor of the Year for 2023.

   Jeanette is in her first year with SPPS. Prior to joining the SPPS counseling team, Jeanette served in the Minneapolis Public School District for five years at the middle school level. Jeanette is a stand out school counselor - her authenticity, her bilingualism, her competency, her humility, and her fun yet serious presence - these are the things that draw students and

families of all cultures and backgrounds to her. Her tireless leadership and servant mindset are remarkable. She makes time to connect with our young people, earns their trust quickly, holds space for their voice, advocates for their needs, and works alongside other educators to create better spaces for their learning.

Jeanette has the respect of her peers because of her demonstrated competency in college and career readiness curriculum development (with special attention to the needs of English Language learners and literacy supports), leading professional development, participating in Professional Learning Committees (PLC), her commitment to anti-racist education, and always asking the tough questions that push us all to be our best selves for students and families, day in and day out.

4. 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: November 15, 2022

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Donors

A. PERTINENT FACTS:

1. In recognition of National Homelessness Awareness Month, Project REACH would like to lift up several donors and their ongoing support of the students in SPPS who are experiencing homelessness. Because of their generosity, students have winter coats, boots, food, supplies, beds and other needed items to reduce the barriers getting our students to school and ready for their day. The support they have given has allowed our students and their families to better access school and exhale for the first time in a long time. On behalf of the over 650 identified students experiencing homelessness in SPPS today, we are incredibly grateful!

   My Very Own Bed
   Assistance League Minneapolis/St. Paul
   ECMC Foundation
   Saint Paul Regional Labor Federation
   Mt. Zion Temple
   Lexington/Hamline Neighborhood Association

2. This item is submitted by Jackie Turner, Chief of Staff; Chief of Operations and Administration.

B. RECOMMENDATION:

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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

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

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

October 11, 2022
6:05 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order at 6:06 p.m. by Jim Vue, Chair.

II. ROLL CALL

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

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

II. 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

III. RECOGNITIONS

BF 32975 Acknowledgement of Good Work Provided by Students

Allison Paker, Amelia Larsen and Lucy Peltier represented SPPS and Murray Middle School at the National History Day competition in June, winning Outstanding Entry in the Junior Division & Fourth Place for their performance on Kate Warne, America's first woman private detective in the mid-1800s.

This year's History Day theme was "Debate and Diplomacy in History: Successes, Failures, Consequences." Throughout the school year, students in American Studies 7 and high school U.S. History

(and some World History and Minnesota Studies 6) conducted historical research on a topic they chose using the theme as a guide.

The 2022 National History Day Contest was held virtually June 12-16, 2022. Six projects from SPPS placed first or second in the Minnesota's State History Contest. These projects move onto the National History Day competition virtually at College Park, Maryland.

BF 32976 Acknowledgement of Good Work Provided by Outstanding District Employees

Jackelyn Doyle-Eustice, fifth-grade teacher at the SPPS Online School, is this year's Economic Educator of the Year Grade K- 5, an honor she received from the Minnesota Council on Economic Education through the University of Minnesota.

Jackelyn extends the learning for her students by giving them the opportunity to create their own products and sell them at an in-class pop-up market to other students throughout the school. By doing so, Jackelyn inspires students to think about how to monetize their hobbies and contribute to the small business community. She also has invited members of the local business community into her classroom to share with students how they turned their passions and hobbies into small businesses. In a recommendation letter for the award, Jackelyn's colleague wrote "She is a teacher that is incredibly passionate about creating culturally relevant experiences with a real-world application in her classroom. The economics unit Ms. E has developed to teach students about economics is one of those units students will remember for the rest of their lives."

Each year the Minnesota Council on Economic Education honors Minnesota educators who effectively teach economic and personal finance concepts using innovative, culturally responsive, and creative teaching practices. The award honors teachers who incorporate exemplary teaching techniques that improve the economic understanding of their students, both in and out of the classroom. Teaching award honorees receive $500, a certificate, and a plaque certifying the award.

IV. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

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

The motion was approved by roll call vote:

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

V. APPROVAL OF THE MINUTES

A. Minutes of the Special Meeting of the Board of Education of September 20, 2022
B. Minutes of the Regular Meeting of the Board of Education of September 20, 2022
C. Minutes of the Special Meeting of the Board of Education of September 28, 2022

MOTION: Director Vue moved approval of the Minutes of the Special Meeting of the Board of Education of September 20, 2022; Minutes of the Regular Meeting of the Board of Education of September 20, 2022; and the Minutes of the Special Meeting of the Board of Education of September 28, 2022. 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

VI. COMMITTEE REPORTS

A. Minutes of the Committee of the Board Meeting of October 4, 2022

At the Committee of the Board Meeting on October 4, 2022, Superintendent Gothard began by welcoming everyone to the meeting, and provided a brief update on staffing, as well as the recent figures from the preliminary enrollment count, and his experience at a state conference on communications. He also shared an update on the transition plan and start dates for new executive leaders. Questions from board members focused on data of paraprofessionals and licensed teachers, recruitment, flexibility in schedules, and excitement for teachers and staff to begin teaching in schools.

The first presentation was the Communications Overview. Discussion from board members focused on targeted marketing, information on reels and videos, timelines for translated materials, and further information on strategic communications plan. The rationale for district communications to parents and families instead of directly to students was shared, with further discussion on this topic. As a follow-up from the questions involving timelines for translated materials, further discussion included the alignment of timing of messages in translated languages, and the potential of sending translated materials out first. Further details were also requested on the support for schools and sites with translations, as well as websites. Discussion also included the process for families to opt-in for their preferred language, information on the engagement of social media, the importance of District engagement at community events, and information on the recording and live streaming of sporting events. More information was also shared on the upcoming WeAreSPPS launch, as well as crisis communication process and timing.

Director Ward then introduced the Resolution to Divest from Fossil Fuels and Private Prisons. This discussion sparked points from the Board including information on ways to invest in items that are sustainable and in line with the values of the District, impacts of the resolution on staff time, a note that if a company is making strides in sustainability that the District will continue to work with them, clarifications within the resolution including that the District does not currently invest in private prisons, the inclusion of the most up-to-date information referenced in the resolution, and additional citations that include the United States Constitution.

MOTION: Director Kopp moved that the Board accept the report of the Committee of the Board Meeting of October 4, 2022, and approve the recommended motions and minutes of that meeting as published. 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	Yes
Director Kopp	Yes
Director Ellis	Yes

VII. SUPERINTENDENT'S REPORT

Superintendent Gothard began the report by welcoming Patricia Pratt-Cook, our new Executive Chief of Human Resources and Talent Development, as this is her first board meeting. He also thanked Jim Vollmer for his work in the interim and his leadership.

A. Bilingual Seals

Superintendent Gothard then welcomed Maijue Lochungvu, Megan Budke, and Christi Schmitt to present information on the Bilingual Seals Program in SPPS. Information included a grounding quote in language and equity, the team, and the vision to honor, sustain, and expand the language and intercultural skills of all SPPS students in dual language immersion, Indigenous and world languages, and bilingual seals. The mission of the Bilingual Seals Program was also reviewed, including to honor the language assets of all SPPS students through world language certificates, bilingual gold seal, and bilingual platinum seal. The different levels of the ACTFL were reviewed and the correlation to the certificate and seals. Information was also presented on the world language certificate, and bilingual/multilingual seals, as well as ways in which students earn a seal or certificate and college credits, and quotes from students in the program. The achievements of the program were also shared, including 2,535 total achievements, and over $11M in value of seal awards based on college credits earned. Further data on the achievements was also presented. Next steps were also discussed, as well as both internal and external partnerships.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Ward thanked the team for this amazing work, and noted that opportunities for students to pay less in college tuition is great.
- It was mentioned that Minnesota is one of two states that accepts this program for college credit. What schools accept the credits? Response: It is written into state law that all Minnesota State Colleges and Universities accept it. The University of Minnesota is not included in this, but we have heard success stories from students with language credits who have spoken with their teachers. The transcripts also note the proficiency level, which is common language across state guidelines. We are experiencing success outside the system.
- Director Ward encouraged the University of Minnesota to opt-in to this program.
- It was noted that Illinois also accepts these credits. Further discussion included if students take the test in Minnesota, if that can transfer to Illinois.

- Further discussion also included the dollar value of the seals program to students, and the basis for that figure, which included the cost per credit at Century College and Saint Paul College.
- Director Henderson requested information on ways in which students learn about the program, which includes meetings with all 14 high school principals and counselors, as well as a communications plan at each high school, including posters, digital announcements, and word-of-mouth through counselors, language teachers, and EL teachers. Our counselors at Gateway to College contacted each student with a home language and encouraged them to sign up for the program. Director Henderson noted her own experience as a student with a home language, and how this program can empower students and encourage them that their skills are valued.
- Director Kopp thanked the team for the presentation, and it is great to see that the good work from students is valued.
- Is there a correlation between participation in the seals program and other academic achievement? Response: We have not specifically pulled that data, but because parts are funded through ARP, there is data available on the dashboard. Research shows that students who enroll in immersion experiences typically experiences high academic success, and it is something that we can report back.
- Director Kopp also requested information on the plan for the seals program with ARP funding to sustain and maintain it. We are thrilled with the gift of ARP funds, and they have opened a world of possibilities to get the program running smoothly. There are also grant funds available. We are also watching at the federal level with a law passed in the House as part of biliteracy seal funding, which we also hope will pass in the Senate. Director Kopp noted if there are ways for board members to support those efforts, they would be able to support and lend their voice.
- Director Foster noted her interest in the ARP funds, as well as the data provided that shows the success of the program. She appreciated the cross-departmental work to find solutions for students. She also encouraged the legislature to fully fund education, and when we put resources where the data is, we can see strong outcomes for student success. This program encourages students to be their authentic selves and speak their home language, and retain who they are in public spaces and places.
- Director Vue noted this is a microcosm of the great work in SPPS.
- Superintendent Gothard thanked the team and it is wonderful to share about the success and process, and that we will continue to recognize students, as we have in the past, for their achievement in the seals program, and we look forward to the future celebration.

B. Human Resources Transactions

MOTION: Director Vue moved approval of the HR Transactions for the period September 1 through September 30, 2022. Director Ellis seconded the motion.

The motion was approved by roll call vote:

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

VII. CONSENT AGENDA

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

The motion was approved by roll call vote:

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

A. Gifts

BF 32977 Acceptance of Non-Monetary Gifts to Eastern Heights Elementary

That the Board of Education authorize the Superintendent (designee) to accept this generous donation of books and related reading supplies to Eastern Heights Elementary for the 2022-2023 school year.

B. Grants

C. Contracts

BF 32978 Request Approval of Contract with Vail Ski Resorts / Afton Alps for SPPS Co-operative Ski Team Training and Competition

That the Board of Education authorizes the Superintendent (designee) to execute the rental agreement with Vail Resorts / Afton Alps for SPPS Co-operative alpine ski team(s).

BF 32979 Correction Design Services for Barack and Michelle Obama School Addition and Renovation Project (Project #3210-23-01) - Contract Amendment

That the Board of Education authorize award of design services to Snow Kreilich Architects for the total not-to-exceed fee increase of ~~$3,467,351~~ $3,471,044.

D. Agreements

BF 32980 Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, Nutrition Services

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, representing nutrition services employees in this school district; duration of said Agreement is for the period of September 6, 2022 through June 14, 2023.

E. Administrative Items

BF 32981 Monthly Operating Authority

1 That the Board of Education approve and ratify the following checks and electronic transfers for the period August 1 through August 31, 2022

(a) General Account	#751548-752448 #0004612-0004638 #7004494-7004534 #0007348-0007465	$42,519,935.95
(b) Construction Payments	- 0 -	
(c) Debt Service	- 0 -	$7,886,159.10
		16,705.00
		$7,902,864.10

Included in the above disbursements are two payrolls in the amount of $17,598,178.55 and overtime of $48,970.71 or 0.28% 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 Workers' Compensation Law falling within the period ending February 28, 2023

BF 32982 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 October 26, 2022, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

BF 32983 Active Employee and Early Retiree Health Insurance with PEIP

That the Board of Education approve a contract for active employee and early retiree health insurance coverage with PEIP, effective January 1, 2023, at the proposed premium renewal rates.

BF 32984 Active Employee and Early Retiree Health Insurance with Medica

That the Board of Education approve a contract for active employee and retiree health insurance coverage with Medica, effective January 1, 2023, at the proposed premium rates.

BF 32985 Active Employee Dental Insurance with HealthPartners

That the Board of Education approve a contract for active employee dental insurance coverage with HealthPartners, effective January 1, 2023, at the proposed premium renewal rates.

BF 32986 Changes to Board Policies that Do Not Need to go Through a Three-Reading Process

That the Board of Education authorize the Superintendent (designee) to approve the minor changes made to policies 150.00 and 202.02.

BF 32987 Establishment of the Unclassified Position of Construction Contract Analyst for Independent School District No. 625 and Relevant Terms and Conditions of Employment

That the Board of Education of Independent School District No. 625 approve the establishment of the Construction Contract Analyst job classification effective October 1, 2022; that the Board of Education declare the position of Construction Contract Analyst as unclassified; and that the pay rate be Grade 16 of the Professional Employees Association standard ranges.

BF 32988 Recommendation to Name the Districtwide Career Pathways Center the 3M Advanced Training Center

That the Board of Education authorize the Superintendent (designee) to approve the naming of the Districtwide Career Pathways Center as the 3M Advanced Training Center.

BF 32989 Appointment of the Assistant Treasurer

That the Board of Education approve the attached resolution naming Tom Sager, Executive Chief of Financial Services, as the Assistant Treasurer of Independent School District No. 625 for the remainder of 2022.

BF 32990 Facilities Department FY23 Purchases over $175,000

That the Board of Education authorize the purchases listed for the Facilities Department anticipated to be over the $175,000.

BF 32991 Addendum to Lease Agreement with West Side Community Organization

That the Board of Education authorize the Addendum to the Lease Agreement between the District and West Side Community Organization to increase the rented office space to 706 square feet at the Baker Center, located at 209 Page Street West.

F. Bids

BF 32992 Phase Gate Approval of American Indian Magnet Addition & Renovation (Project # 1160-19-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

That the Board of Education approve the award of Bid No. A23-2810-A lockers for the American Indian Magnet Addition & Renovation project (Project #s 1160-19-01) to Olympus Lockers & Storage Products, Inc. for a lump sum base bid of $199,600.

G. Change Orders - None

ITEMS PULLED FOR SEPARATE CONSIDERATION - None

IX. OLD BUSINESS - None

X. NEW BUSINESS - None

XI. BOARD OF EDUCATION

A. Information Requests & Responses

B. Items for Future Agendas

- Director Ellis requested an update from on the work of the Equity Committee.
- She also requested an update on SEAB
- Director Foster requested an update on the state of our schools, including staffing and class sizes.
- Director Kopp noted she is interested in a Board conversation about an audit of board committees, subcommittees, and work groups, as well as time on an upcoming agenda to discuss student outcomes focused governance.

C. Board of Education Reports/Communications

- Director Ellis shared her experiences at events such as the Urban Debate League, the dedication of the Marny Xiong Memorial Library, several football games, and the Washington Tech and Harding soccer game at Allianz Field. She thanked the students and coaches.
- Director Ward shared about his time at the unveiling of the mural of former board chair, Marny Xiong. He thanked Chair Vue, Kaying Thao, and the team for this meaningful and powerful event. He also shared his experience at the Hamline Discovery Expo, which was a great event at Hamline University where he and students were able to tour the campus, meet professors, and engage in hands-on activities.
- Director Vue also reported on the Marny Xiong Memorial, and thanks to the committee, leaders from Administration, leaders from Washington Tech, and working with members of the Xiong Family. He also thanked the Board for their support during this time, as well as Superintendent Gothard for his support.

XI. FUTURE MEETING SCHEDULE

A. Board of Education Meetings (6:05 p.m. unless otherwise noted)

- November 15
- December 13
- January 3, 2023 | Annual Meeting: 4:30 p.m.
- January 17
- February 21
- March 21
- April 18
- May 23
- June 13 | Special - Non-Renewals: 4:00 p.m.
- July 18

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

- November 1
- December 6
- January 3, 2023
- February 7
- March 7
- April 11
- May 9
- June 13

XII. ADJOURNMENT

Director Vue moved to adjourn the meeting; Director Ellis and 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 7:12 p.m.

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

Prepared and submitted by:
Sarah Dahlke
Assistant Clerk, St. Paul Public Schools Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

SPECIAL CLOSED MEETING OF THE BOARD OF EDUCATION

360 Colborne Street
Saint Paul, MN 55102

October 11, 2022
4:30 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order at 4:32 p.m. by Jim Vue, Chair.

II. ROLL CALL

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

C. Allen arrived at 4:41 p.m.

J. Vollmer, P. Pratt-Cook, D. Wells, K. Thao, C. Long, A. Collins, J. Turner, E. Wacker, S. Dahlke

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

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

IV. MOTION TO CLOSE MEETING

MOTION: It was moved by Director Vue and seconded by Director Ellis that the Board of Education close the special meeting and continue the meeting as a closed meeting to consider strategy for labor negotiations, including negotiation strategies, developments, discussion, and review of labor negotiation proposals for these bargaining units, including Principals, PEA, AFSCME, Bus Drivers, CCEA, and Custodians, as is provided for by Minnesota Statutes Section 13D.03. It was passed by acclaim.

V. NEW BUSINESS

The Board of Education and Administration then discussed strategy for labor negotiations, including negotiation strategies, developments, discussion, and review of labor negotiation proposals for these bargaining units, including Principals, PEA, AFSCME, Bus Drivers, CCEA, and Custodians, as is provided for by Minnesota Statutes Section 13D.03.

VI. MOTION TO OPEN MEETING

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

VII. ADJOURNMENT

It was moved by Director Vue, and seconded by Director Allen, to adjourn the meeting. It was passed by acclaim.

The meeting adjourned at 5:16 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
Board Secretary, St. Paul Public Schools Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

SPECIAL CLOSED MEETING OF THE BOARD OF EDUCATION

360 Colborne Street
Saint Paul, MN 55102

November 9, 2022
4:30 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order at 4:30 p.m. by Jim Vue, Chair.

II. ROLL CALL

Board of Education:	J. Vue, J. Kopp, Z. Ellis, H. Henderson, J. Foster Superintendent Gothard
	C. Allen and U. Ward were absent
	J. Jonassen, P. Pratt-Cook, K. Walker, C. Long, K. Thao, J. Turner, T. Sager, A. Collins, S. Dahlke
	S. Bushnell, Outside Counsel

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

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

IV. MOTION TO CLOSE MEETING

MOTION: It was moved by Director Vue and seconded by Director Foster that the Board of Education close the special meeting and continue the meeting as a closed meeting to discuss attorney-client privileged information regarding threatened litigation and litigation strategy relating to a matter that was filed with the Minnesota Department of Human Rights, as is provided by Minnesota Statutes Section 13D.05, subd. 3(b). It passed by acclaim.

V. NEW BUSINESS

The Board of Education and Administration then discussed attorney-client privileged information regarding threatened litigation and litigation strategy relating to a matter that was filed with the Minnesota Department of Human Rights, as is provided by Minnesota Statutes Section 13D.05, subd. 3(b)

VI. MOTION TO OPEN MEETING

MOTION: It was moved by Director Vue, and seconded by Director Ellis, to open the meeting. It passed by acclaim.

VII. ADJOURNMENT

It was moved by Director Vue, and seconded by Director Henderson, to adjourn the meeting. It passed by acclaim.

The meeting adjourned slightly at 4:48 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
Board Secretary, 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

November 1, 2022
4:30 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order at 4:31 p.m. by Vice Chair Kopp.

II. ROLL CALL

Board of Education:	J. Kopp, J. Vue, U. Ward. H. Henderson, Z. Ellis Superintendent Gothard C. Allen was absent.
Staff:	J. Turner, K. Thao, C. Long, A. Collins, N. Paez, Y. Vang, C. Anderson, S. Schmidt de Carranza, S. Dahlke, T. Parent. B. Natala, K. Kimani, E. Wacker, T. Sager, L. Olson, S. Gray Akyea, T. Walker, A. Kunz, M. Gilbert, P. Pratt-Cook
Community:	L. Bolton, J. Verges, T. Lonetree,

III. 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.

IV. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Gothard began the meeting by welcoming everyone, including our new Executive Chief of Financial Services, Tom Sager. It is his first Committee of the Board meeting, and we are glad to have him on board. Superintendent Gothard also shared details on the celebration of the first Karen language class, and recognized senior leaders for their involvement in this impressive event.

V. 2023 LEGISLATIVE AGENDA

Superintendent Gothard then welcomed Mary Gilbert Dougherty to present the 2023 Legislative Agenda presentation. He noted that education will be an important topic in the upcoming midterm and 2024 elections.

Within the presentation, details were shared on the session preview, strategic plan priorities that drive the agenda, general education/categorical formulas, special education, fully fund existing mandates, increase and diversify teacher workforce, provide resources for child and family support, and school safety and security.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Henderson requested more details on steps to build a strong presentation at the capitol as a community. Ms. Gilbert provided details on the work across the legislature to find common interests with Saint Paul, and providing information that some issues are not specific to Saint Paul, but are issues across the state. She also provided examples, including the EL cross-subsidy and special education cross-subsidy work. We have also invited legislators to SPPS to visit our schools. It is about relationships in this work.
- Director Kopp noted that if there is work for school board members to help in these efforts or to coordinate, that they welcome that work.
- Ms. Gilbert also noted that we typically do not oppose items that protect us from ourselves, with the lockdown example.

RECOMMENDED MOTION: Director Kopp moved to approve the 2023 Legislative Agenda as presented. The motion was seconded by Director Foster. It passed by acclaim.

VI. SECURITY AND EMERGENCY MANAGEMENT

Superintendent Gothard then welcomed Laurie Olson, Director of Security and Emergency Management, to present an update on the department. Topics included the evolution of the department, school support liaison (SSL) update, Emergency Management update, and Department of Justice grants. The mission of the department was shared of students first - always, as well as details on the team of dedicated professionals, and the evolution to meet the needs of students. A video featuring Kehindo Olafeso, SLL, was also shared. Further details were also provided on the demographics of SSLs, and Emergency Management overall. The team effort of school safety was also addressed, as well as details on the STOP School Violence grant award information. The customized 4-step R-model was presented, as well as expected outcomes from the grants. In SEM, it is all about relationships, and we must focus on creating and sustaining environments where all students have the opportunity to feel safe, supported, seen, heard and valued.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Further details were requested on the school emergency plans, which are specialized plans for that specific building, and includes all hazards, and universal response actions to emergencies. It is a customized document, which also includes building floor plans. It is all encompassing for situations, including roles, responsibilities, expectations, and staff are trained every year, and the plan is revised each year. As administration changes in the building or construction changes the building, the plans are also updated accordingly.
- Further details were also requested on the stop school violence grants, in which we will eventually use our data to guide our team and staff in preparation for emergencies. We will be looking for patterns based on that data, and where to frontload and offer meaningful interventions, and opportunities to connect with students and families to prevent an act from occurring.

- Director Ward noted his experience in learning more about this topic at the recent AMSD meeting.
- Superintendent Gothard reiterated the importance of “active supervision”, and that all staff need to be present and observant in our buildings.

VII. THE COUNCIL OF GREAT CITY SCHOOLS AND STUDENT OUTCOMES FOCUSED GOVERNANCE AND REPORT ON COUNCIL OF THE GREAT CITY SCHOOLS ANNUAL FALL CONFERENCE

Vice Chair Kopp then introduced the this portion of the meeting, and included that she, Superintendentent Gothard and Director Vue were able to attend this year’s conference. Superintendent Gothard began by sharing details of his time at the conference, including task force meetings, and executive meeting. There were many wonderful speakers, including the deputy secretary of education. SPPS presented four presentations at the conference, which were all very well attended. This year was about the strategies, and next year’s presentations will focus on the results. He was also able to introduce Dr. Sanjay Gupta, and his talk on experiences through the pandemic. He noted that one of the great aspects of the conference is the ability to connect with other districts, and thanked the Board for their work as well, especially in hearing the challenges that other districts face across the country.

Director Kopp and Director Vue then presented details on Council of the Great City Schools and the initiative of Student Outcomes Focused Governance, which included details on the introduction to the Council of the Great City Schools organization, and work on Student Focused Governance Outcomes. Both directors also shared their experiences at the conference, including trainings prior to the conference on SOFG, as well as their cohort capstone projects. The second portion of the presentation focused on the fundamentals of student outcomes focused governance, as well as next steps.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Henderson requested examples of items that are not student outcomes focused.
- Director Ward noted that he was originally involved in the training, and found that he disagreed with some of the points, and agreed with others; he decided not to go forward with the training. He questioned the rationale for some parts of the original training document that were not included in the handouts at this meeting. Chair Vue provided further details, including that this conversation is the first phase of this work, and to introduce the idea.
- Director Ward noted that some parts of this work are difficult to accept, and understands the idea, but there needs to be further discussion in terms of limiting or narrowing the work of the board.
- Director Henderson wondered if there are ways to tailor this work to SPPS, and to create our own version of the SOFG manual for SPPS.
- Director Vue noted that this work is in conjunction with other districts across the country, and there is not a standard of work, but is based on the community, students, and individual district.
- Director Ward questioned the cost of the contract.
- He also noted he is uneasy about the contract, because the training included a very specific and particular philosophical perspective. He noted that work of the Board in enrollment, budget process, bargaining, class sizes - these are items that are not student outcomes focused, but also important for the Board.

VII. ADJOURNMENT

Director Kopp moved to adjourn the meeting. Director Ellis and all board members seconded the motion. It passed by acclaim.

The meeting adjourned at 6:22 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.

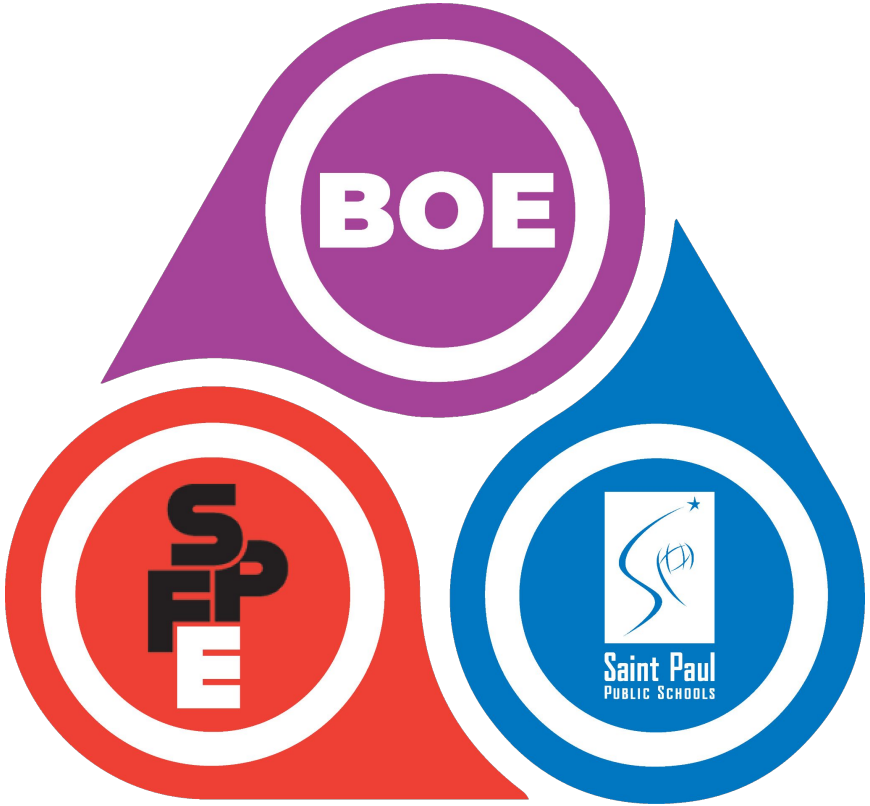
Prepared and submitted by:
Sarah Dahlke
Assistant Clerk, St. Paul Public Schools Board of Education

Enrollment and Retention Committee Update

Maggie Bruecken, Project Manager

November 15, 2022

Background



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Committee Structure

STEERING

- Jackie Turner, Chief of Staff and Operations
- Leah Vandassor, President of SPFE
- Uriah Ward, Board of Education

PLANNING

- Placement Center, Communications, Family Engagement, REA, Equity, Early Learning
- Community members (parents, educators)
- SPFE
- Board of Education

WORKING

To begin in Phase 2

- School-based teams at identified sites (principals, school staff, parents, community members)

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Enrollment and Retention Committee Update

Overall Project Goal:

The goal of this project is for SPPS, SPFE and the Board of Education to **jointly develop** a student recruitment and retention plan to increase enrollment at under-enrolled elementary schools. We will meet the overall goal through a **phased approach.**

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Phase 1: District Wide Campaign to stabilize enrollment **(July 2022 - February 2023)**

Phase 2: Student Recruitment and Retention Plans to increase enrollment and retention **(November 2022 - August 2024)**

Enrollment and Retention Committee Update

Goal of Phase 1:
To stabilize current enrollment trends in SPPS during the **2023/2024** school year.

30

Goal of Phase 2: To develop a recruitment and retention framework to increase enrollment at targeted under-enrolled elementary schools for the **2024/2025** school year.

Committee Progress



JUNE

Enrollment and Retention Committee Convenes, Steering and Planning committees form.

JULY

Steering Committee develops the vision, goals and timeline.

AUG.

Planning Committee reviews and scores community applications and welcome 5 community members to the committee.

SEPT.

Planning Committee: presentations about exit surveys, communications, and data dashboards, followed by a visioning session and plan development for phase 1.

OCT.

Planning Committee provides feedback on the phase 1 plan. Steering Committee votes 2 tactics forward for Phase 1.

31

Phase 1, Strategy 1:

Brand Awareness Campaign

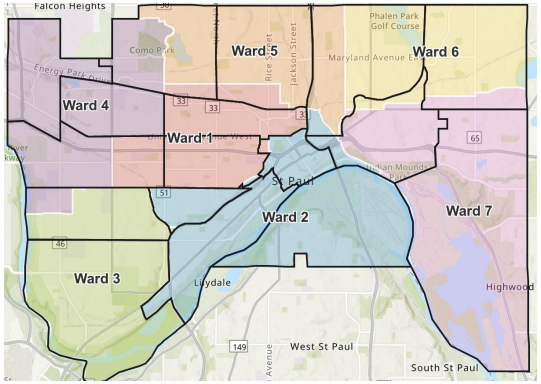
Paid ads to promote School Choice Season:

- **Targeted Facebook ads** to parents of school age and younger children
- Banner ads on **TwinCities.com, Tusmo Times, El Minnesota de Hoy, Sahan Journal**
- Print ads in community newspapers (**St Paul Voice, Midway Monitor**)
- **6 billboards** across the city (East Side, West Side, North Side, Shepard Road, University Avenue)

Two phases: November-School Choice Fair (Dec. 10) and January-priority deadline (Feb. 3)

Phase 1, Strategy 2:

District Council Outreach Strategy



Pulling **one actionable and immediately doable tactic** out of the visioning session, the planning committee will:

- Develop an **outreach plan** detailing how they plan to build relationships with District Council boards
- Develop a timeline and cadence for sharing information with the Councils for their newsletter publications
- Determine if engagement with the District Councils can expand beyond information sharing for their newsletters

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Strategy Timeline: November 2022 - February 2023

Next Steps:

November/December 2022: **Launch Phase 2 of the Project**

- School Selection
- Development of a Recruitment and Retention Framework
- Formation of School-Based Working Committees

34

School Selection Criteria:

- Elementary and middle schools may be considered, but **priority will be given to elementary schools.**
- A school's principal and staff must want to be involved.
- Schools must have **physical space** for increased enrollment.
- Schools should serve neighborhoods with a **significant number of school-aged kids** who are not currently enrolled in SPPS.

35

Schools will be ranked by priority using these criteria; this ranking will be used to determine the number of schools that will be targeted, and which schools will be targeted.

Sustainability

The committee acknowledges that a key marker of success is **sustaining the strategies and tactics that prove to be effective** in increasing enrollment.

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The Steering and Planning Committees will:

- ★ **Evaluate** the effectiveness of phase 1 and phase 2 of the project
- ★ Make **recommendations** to senior leadership for sustaining the work

Questions

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School Year 2022-23 Enrollment Overview

Dr. Stacey Gray Akyea, Chief, Equity, Strategy & Innovation
Kara Arzamendia, Director, Research, Evaluation and Assessment

November 15, 2022
Board of Education

How many students are enrolled?

School Year 2022-23*

Total Enrollment

32,969
(PK/VPK - 12)

K-12 Enrollment

31,888
(K-12)

Projected Enrollment

31,883
(K-12)

39

State Funded Enrollment

32,149
(VPK-12)

** Notes. School Year 2022-23 Enrollment Data is Preliminary until finalized by Minnesota Department of Education. State-funded enrollment are enrollments for which SPPS receives funding from the Minnesota Department of Education.*

K-12 Enrollment: Fall to Projected Comparison

40

Fall to Projected Comparison

- K-12 fall enrollment is 5 students above projected
- 35 (60%) schools have higher than projected fall enrollment
- 23 (40%) schools have lower than projected fall enrollment
- One school has fall enrollment matching projected

K-12 Enrollment
31,888 (K-12)

41

Projected Enrollment
31,883 (K-12)

Higher than Projected Enrollment

Schools with the largest percent difference from projected

School Site	Fall Enrollment	Spring Projection	Difference	Percent Difference
Cherokee Heights	226	128	98	77%
Highwood Hills	198	164	34	21%
Nokomis Montessori North	342	302	40	13%
Groveland Park	369	329	40	12%
Nokomis Montessori South	259	231	28	12%
Phalen Lake	662	594	68	11%
Adams Spanish Immersion	492	442	50	11%
Riverview	248	224	24	11%
Frost Lake	474	429	45	10%
E-STEM Middle	538	490	48	10%
Dayton's Bluff	216	197	19	10%

42

Lower Than Projected Enrollment

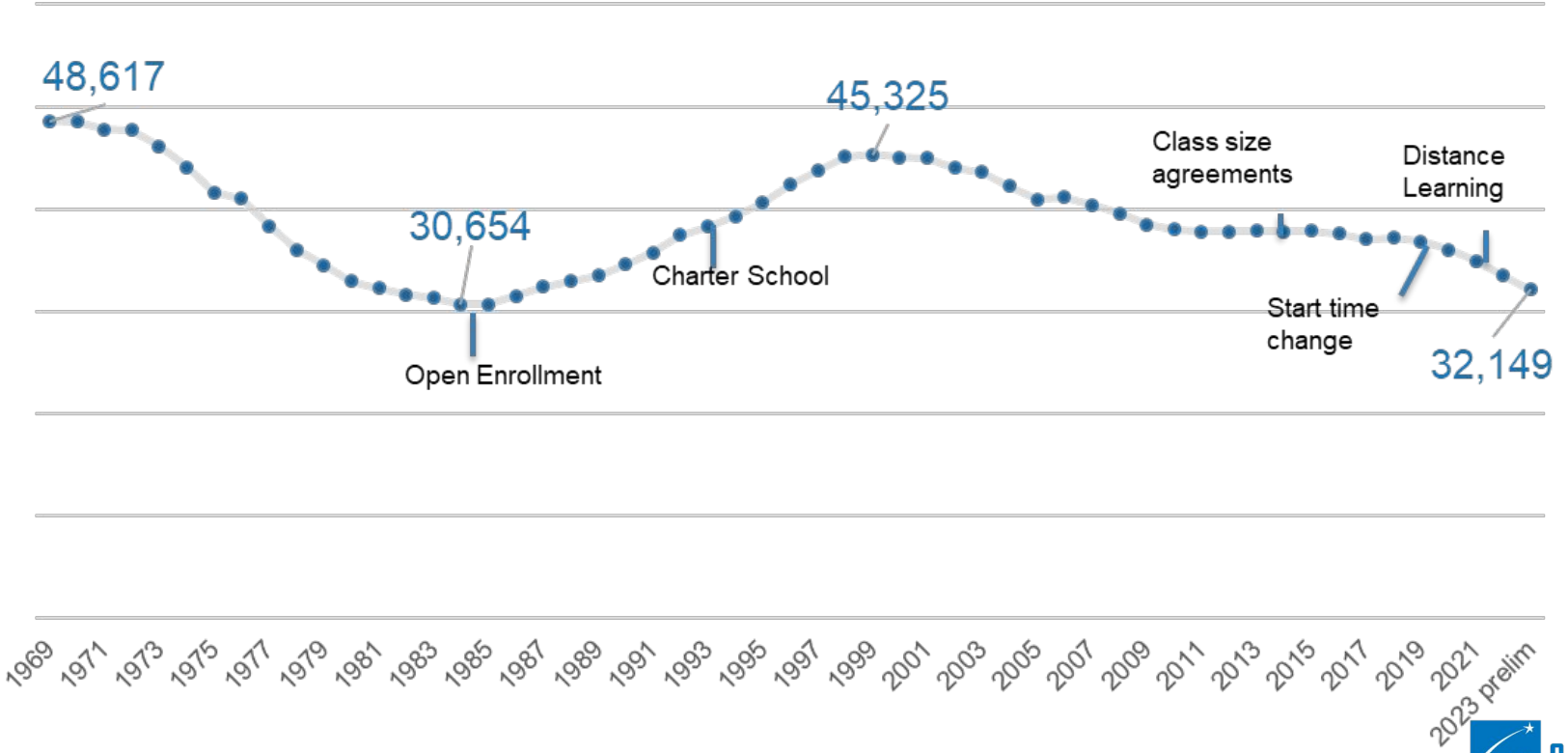
Schools with the lowest percent difference from projected

School Site	Fall Enrollment	Spring Projection	Difference	Percent Difference
Saint Paul Online Elementary School	222	645	-423	-66%
Saint Paul Online High School	247	313	-66	-21%
J.J. Hill Montessori	354	444	-90	-20%
Hmong Language & Culture Middle	52	65	-13	-20%
Obama Service Learning	138	161	-23	-14%
Bruce F. Vento	475	553	-78	-14%
Creative Arts Secondary	362	402	-40	-10%
Saint Paul Online Middle School	171	188	-17	-9%
Central Sr. High	1699	1809	-110	-6%
St. Paul Music Academy	458	483	-25	-5%
Murray Middle	541	568	-27	-5%
Hamline Elementary	305	317	-12	-4%

43

State Funded (VPK-12) Enrollment Trends

District wide K-12 enrollment decreasing gradually over time (SY 68-69 to SY 22-23)



45

Trends in district enrollment by grade varies (SY19-20 to SY22-23)



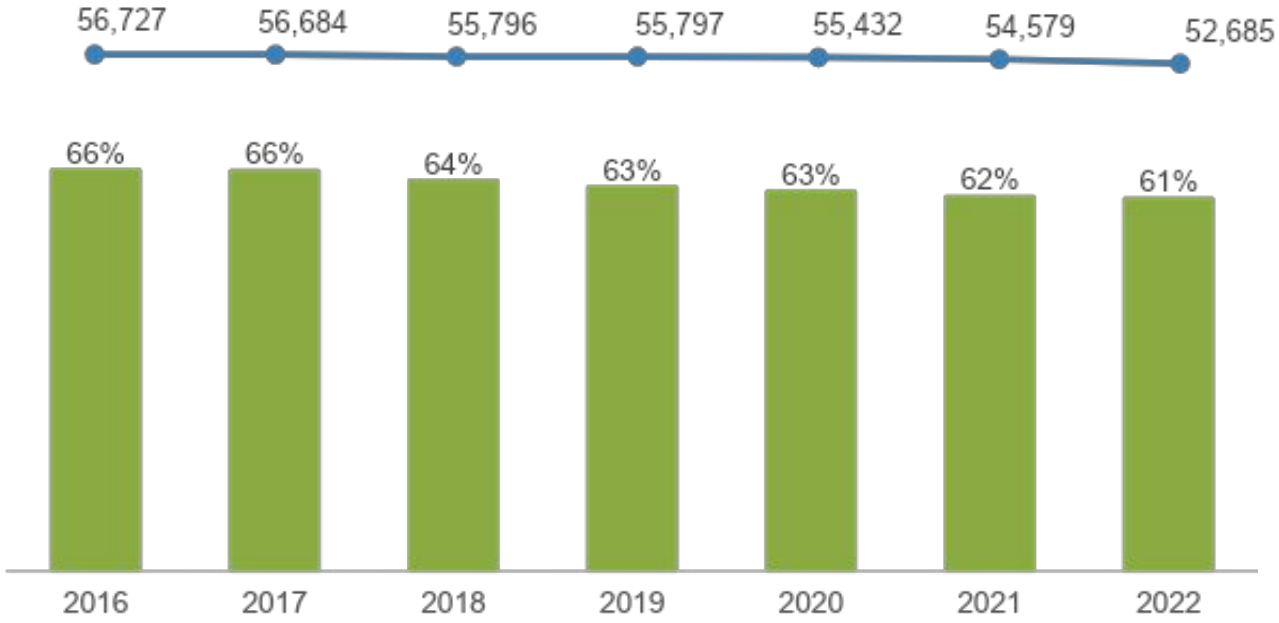
46

Saint Paul
Public Schools

Market Share

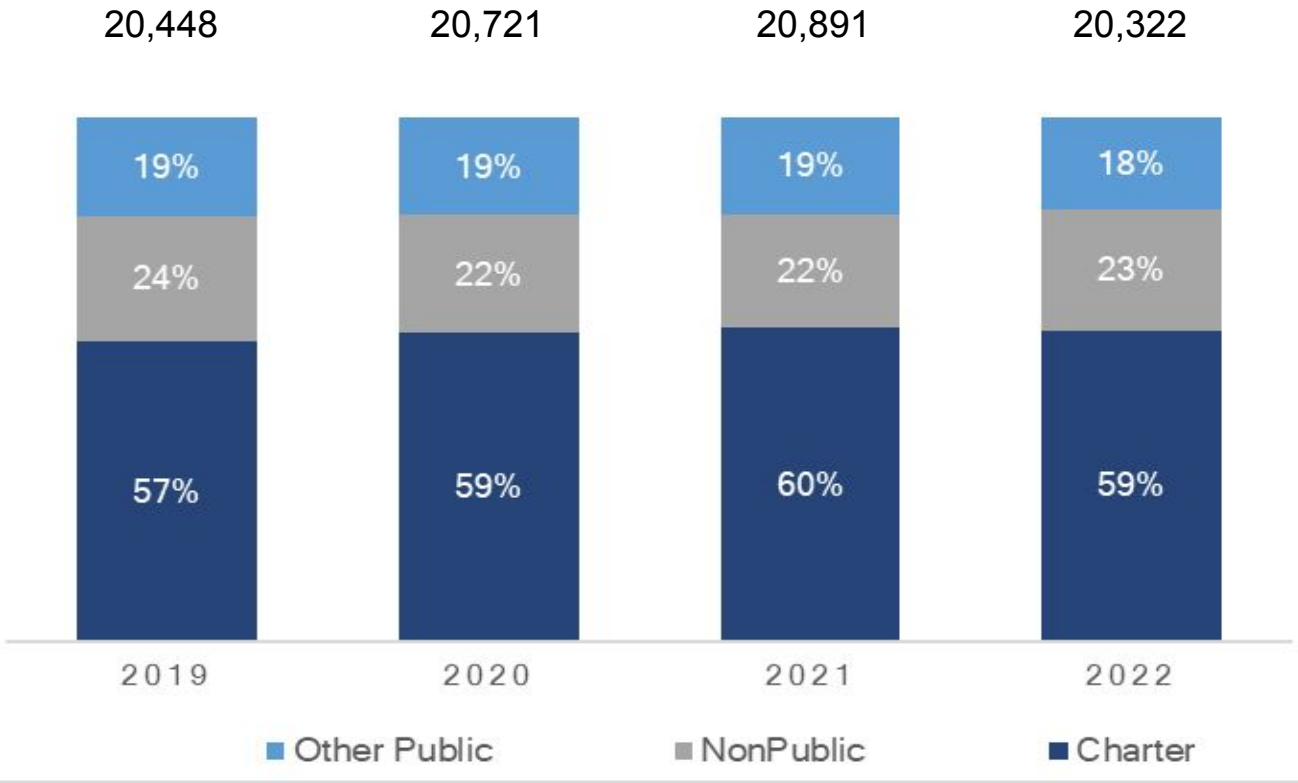
47

In SY21-22, SPPS enrolled 61% of the 52,685 school age children who live in St. Paul



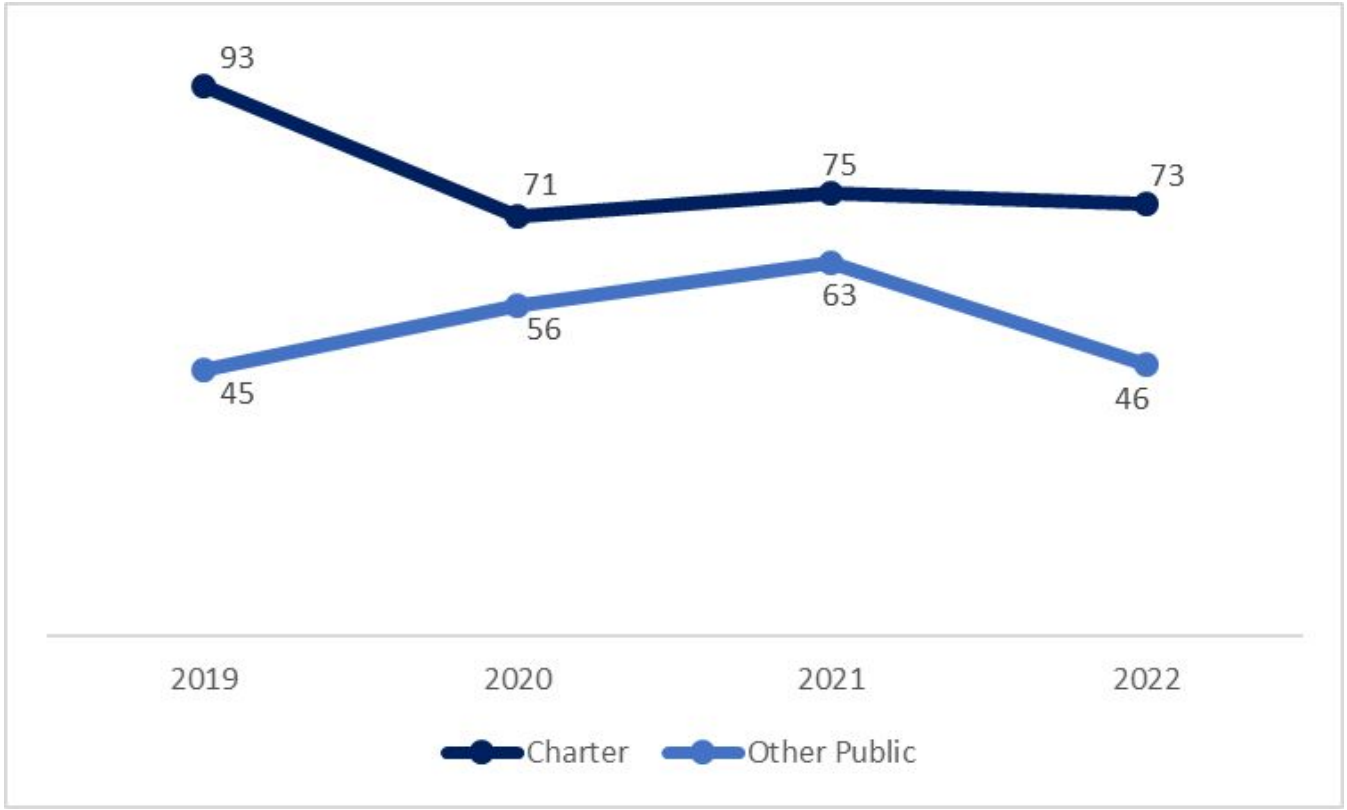
48

Approximately 20,000 students enroll outside of SPPS each year. More students enroll in charter schools, followed by nonpublic schools and other public districts outside of SPPS.



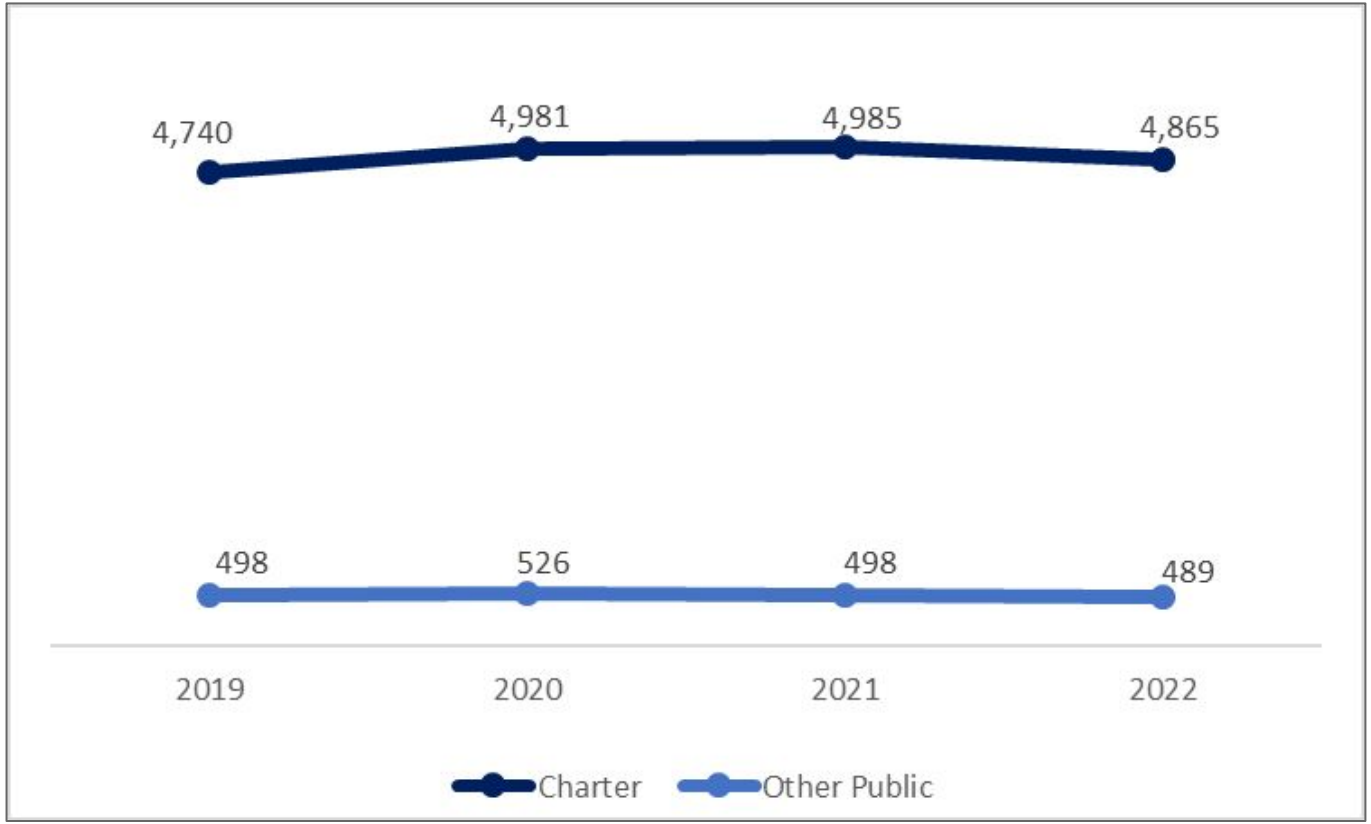
49

Less than 100 American Indian students enroll in charter schools or other public districts outside of SPPS



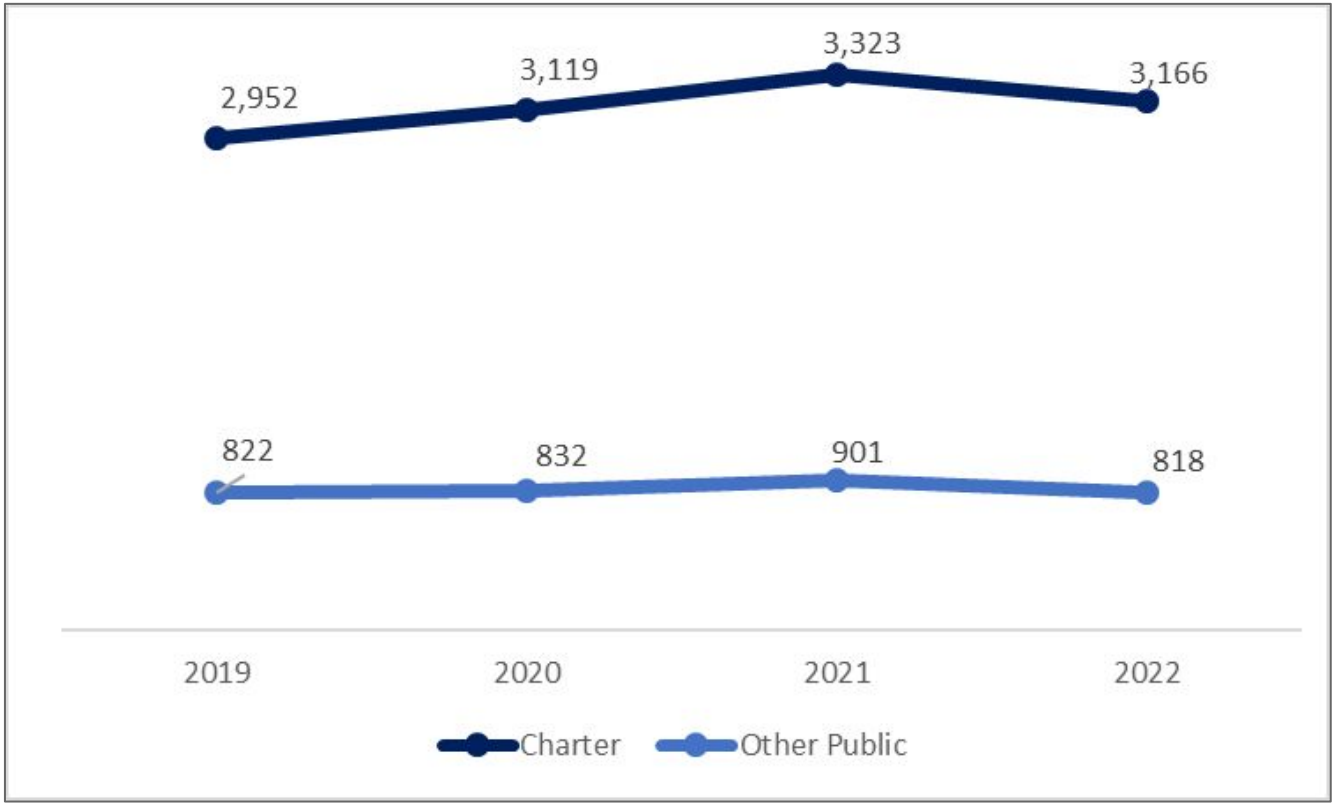
50

Almost 5,000 Asian students enroll in charter schools, while about 500 enroll in other public districts outside of SPPS



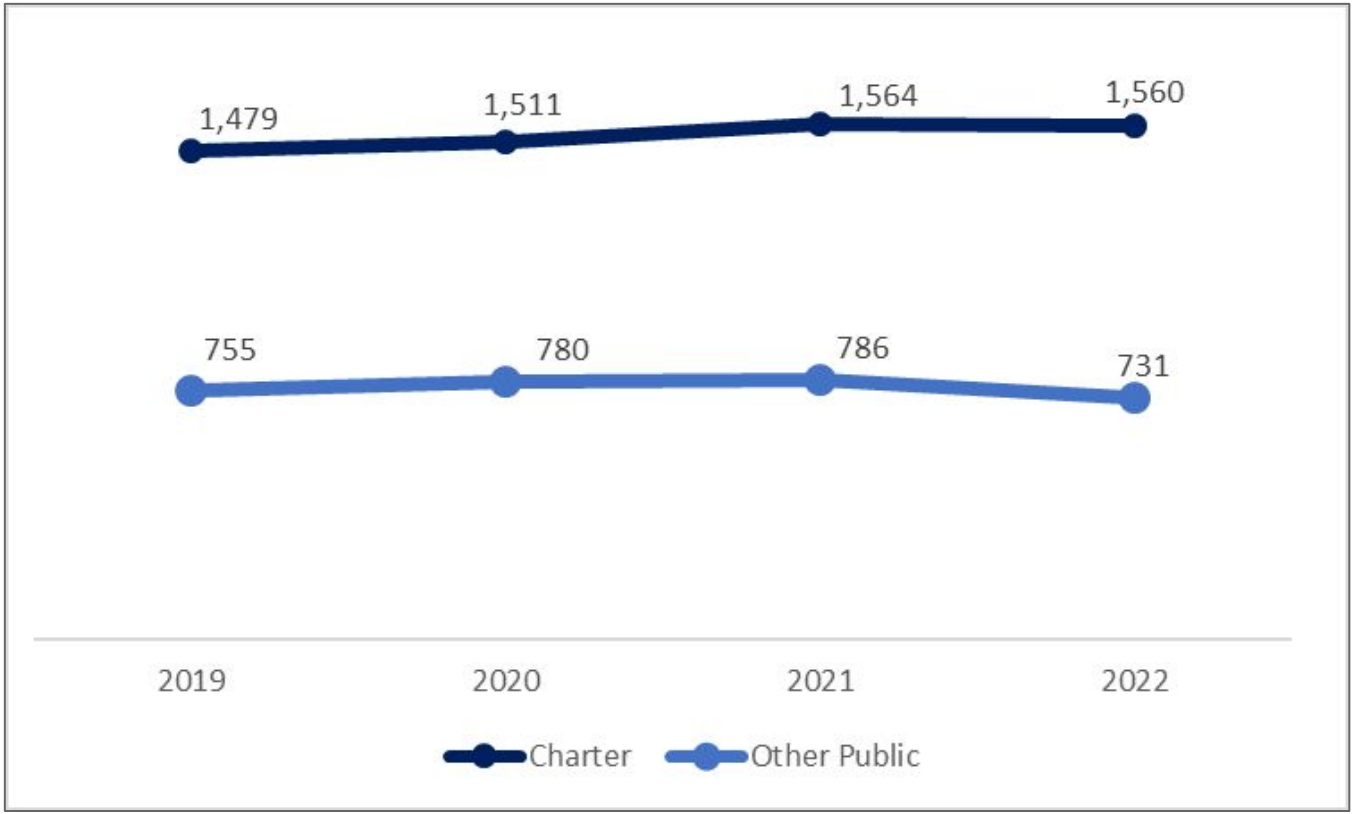
51

Around 3,000 Black students enroll in charter schools, while almost 1,000 enroll in other public districts outside of SPPS



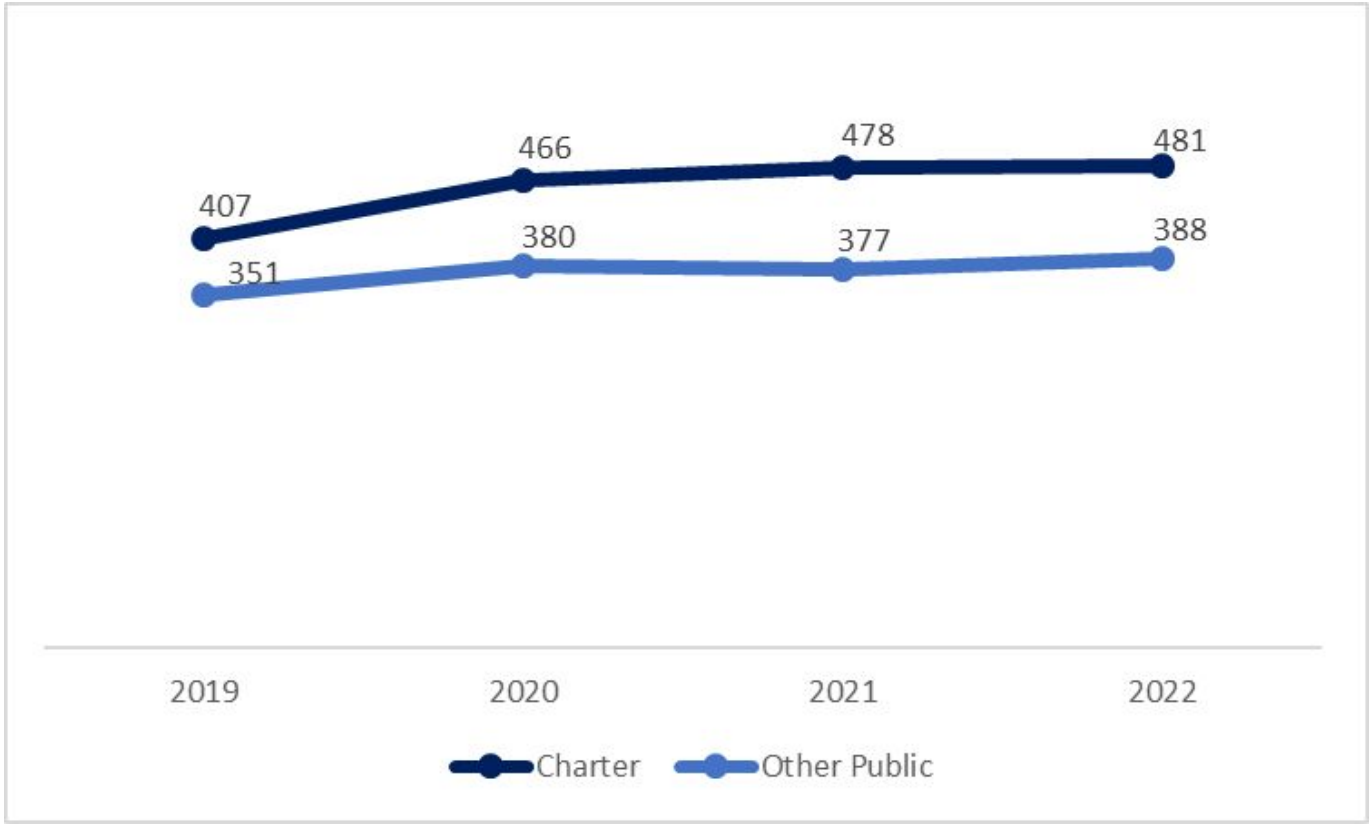
52

About 1,500 Hispanic students enroll in charter schools, while almost 800 enroll in other public districts outside of SPPS



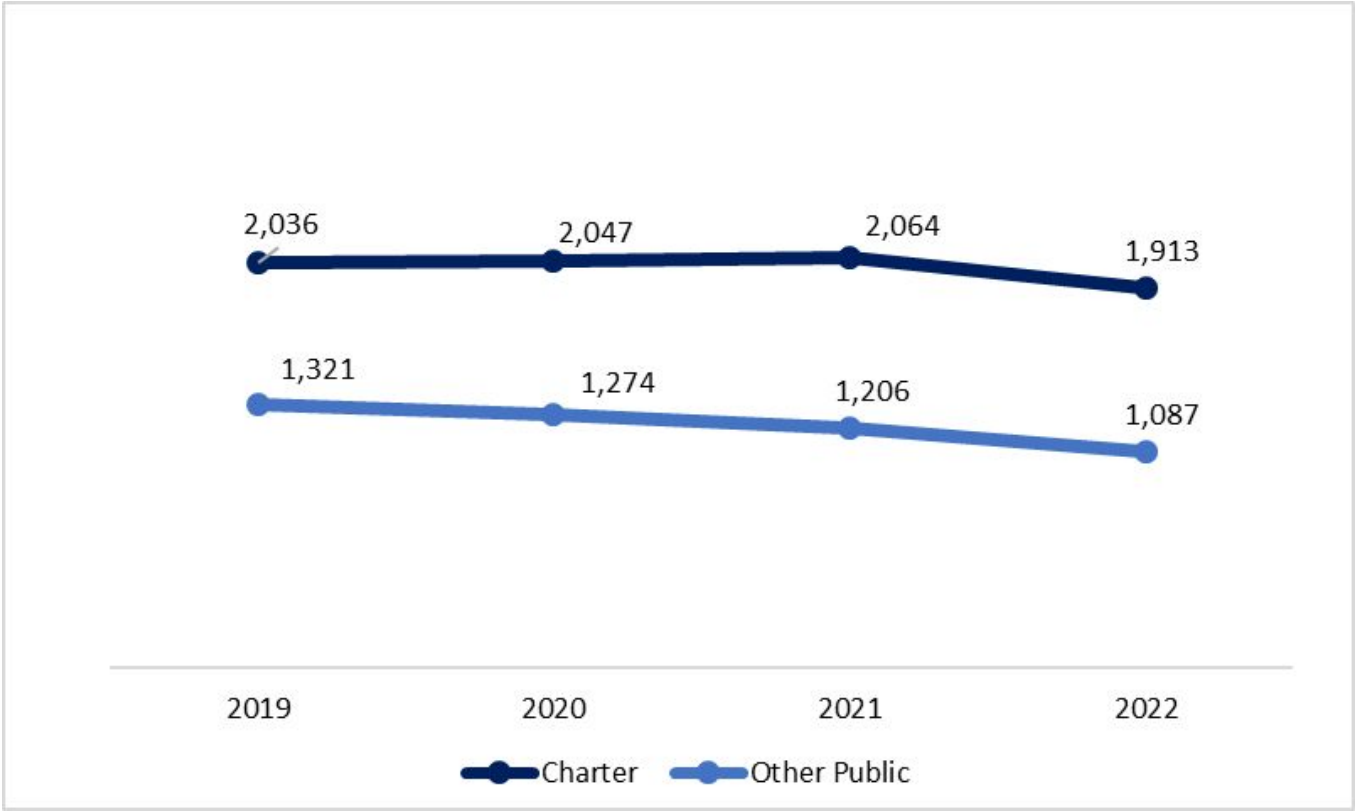
53

A few hundred students of Two or More races enroll in charter schools and other public districts outside of SPPS



54

About 2,000 White students enroll in charter schools, while 1,000 enroll in other public districts outside of SPPS



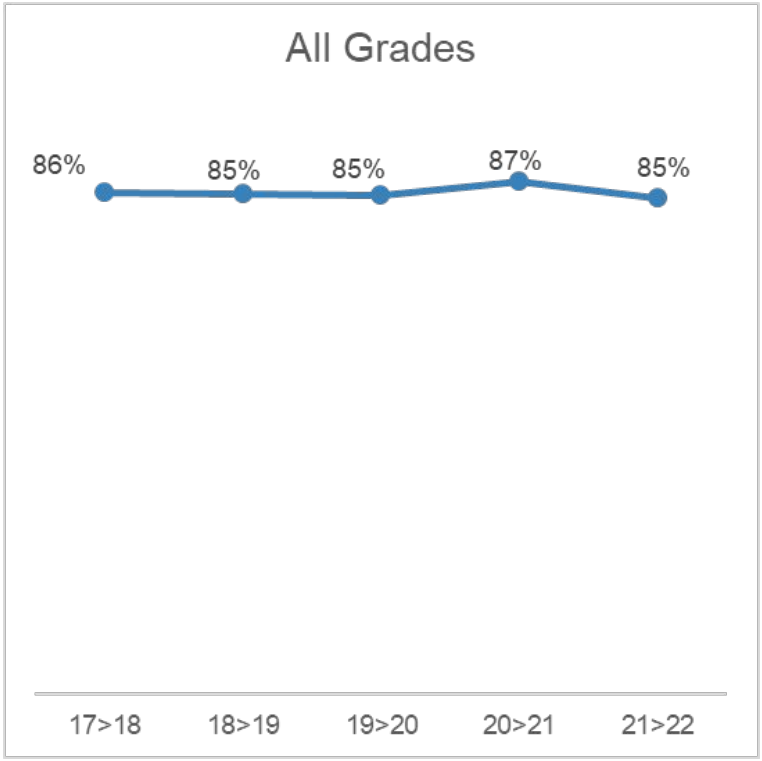
55

Saint Paul
Public Schools

Continuation

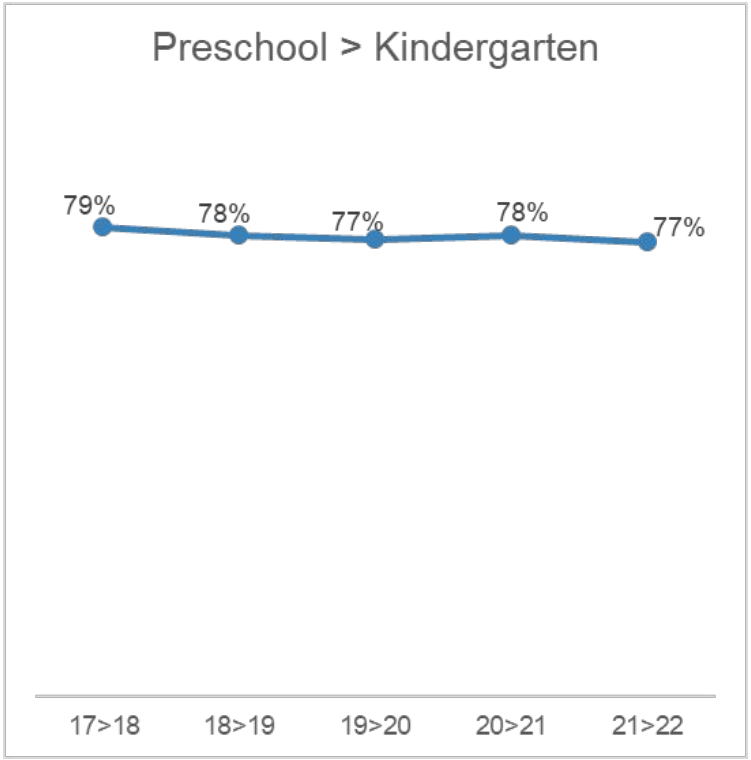
56

Continuation: The continuation rate for all grades PK-12 has been at or above 85%



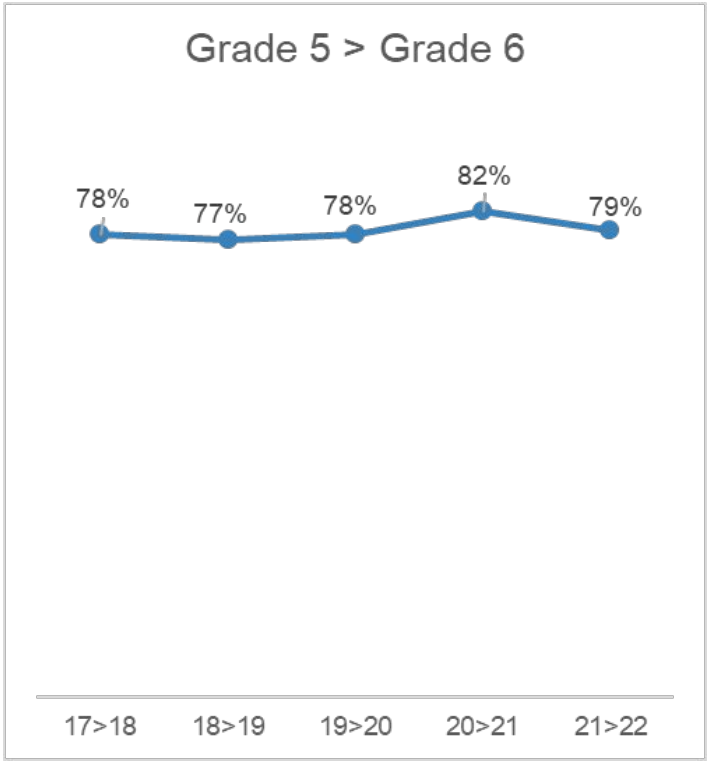
57

Continuation: Preschool to Kindergarten continuation has the lowest rates of the transition grades



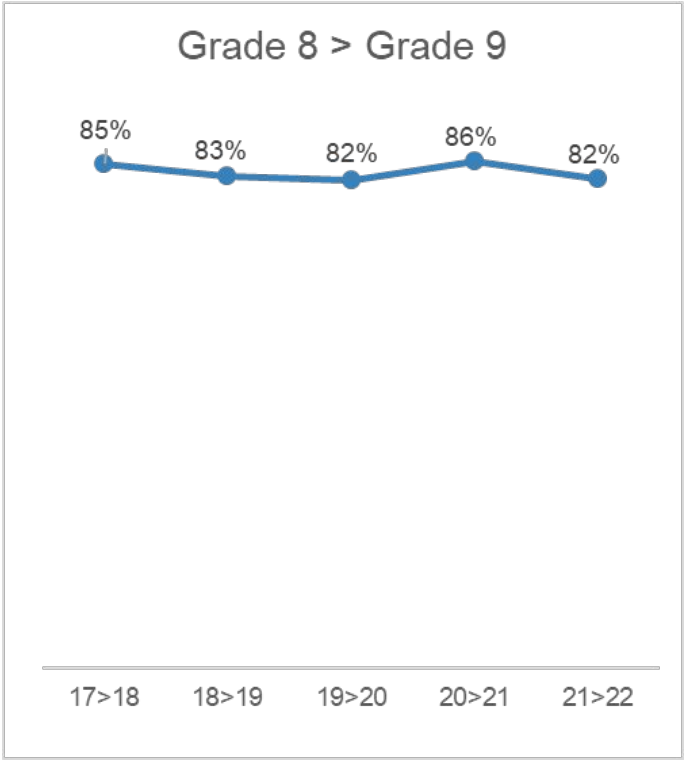
58

Continuation: On average, the grade 5 to 6 continuation rate is 79%



59

Continuation: On average, the grade 8 to 9 continuation rate is 84%



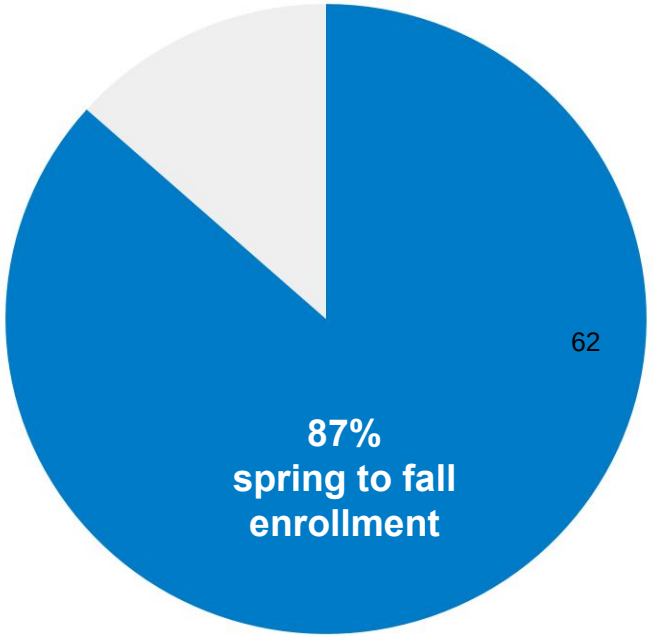
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Envision SPPS

61

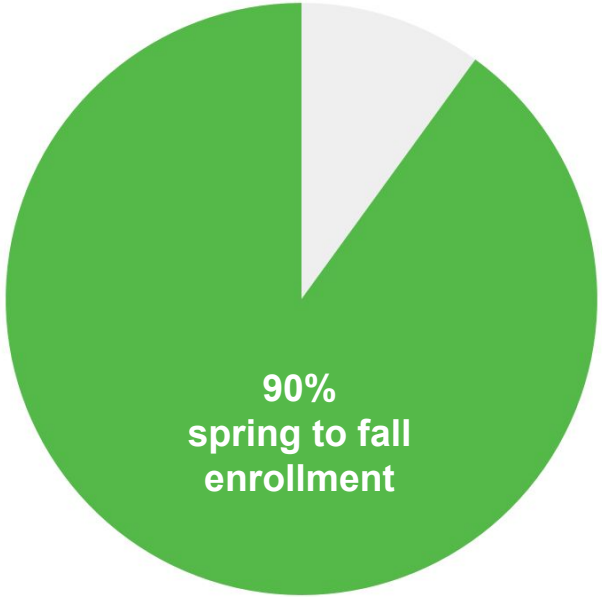
Envision SPPS and Enrollment

- In the spring of 2022, 924 students in grades K-4 were enrolled in the impacted schools
- 87% of students impacted enrolled in SPPS in the fall
- Most students enrolled in the receiving school; Cherokee Heights being the noticeable exception
- 124 students in the impacted schools left the district from spring 2022 to fall 2022

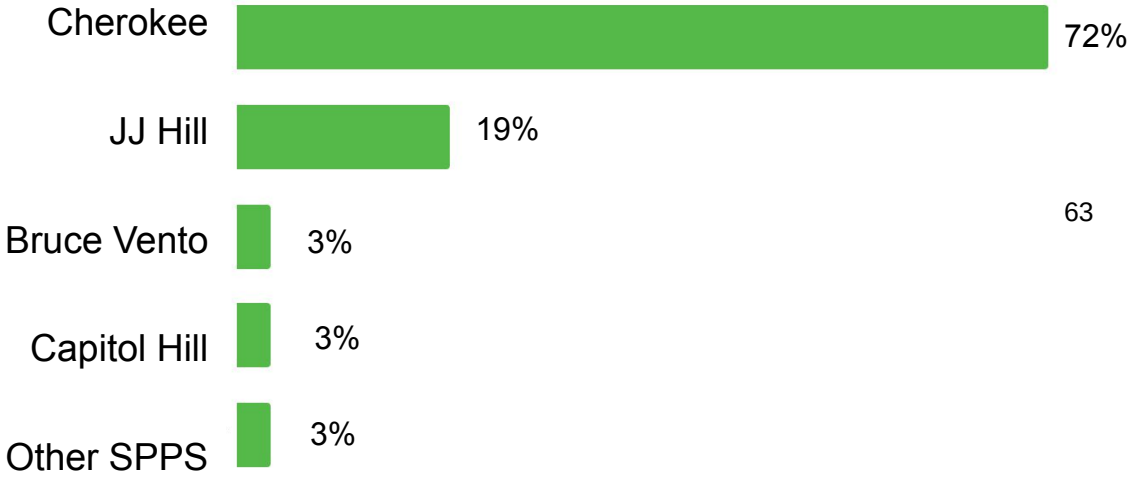


Cherokee Heights

In spring 2022, 128 students were in grades K-4. In the fall, 115 (90%) had an enrollment record, while 13 did not.

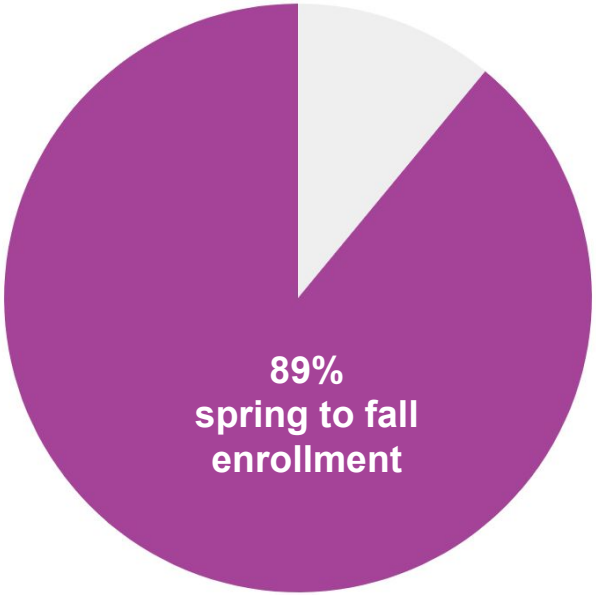


*Out of the **115** students from Cherokee Heights enrolled in the spring and enrolled in the fall…*

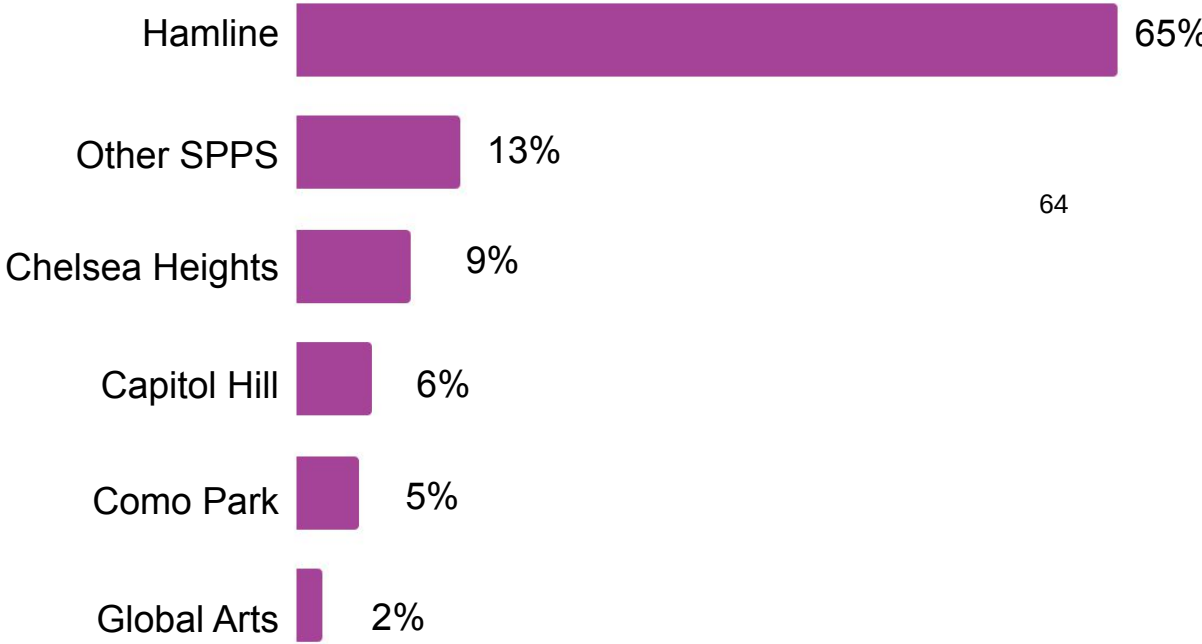


Galtier

In the spring of 2022, 132 students were enrolled in grades K-4. In the fall, 117 (89%) had an enrollment record, while 15 did not.

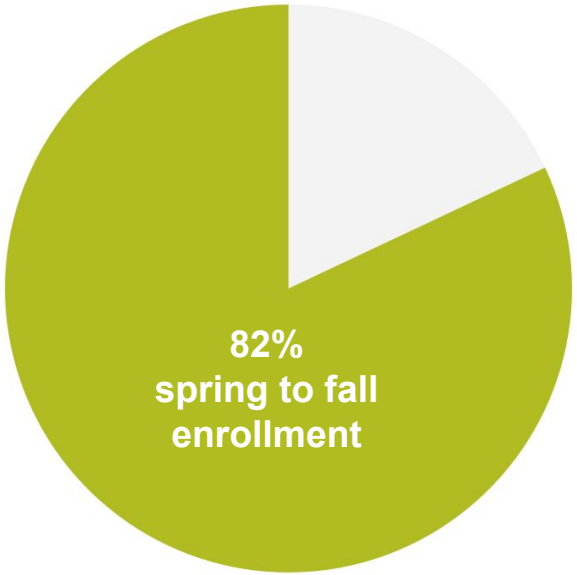


*Out of the **132** students from Galtier enrolled in the spring and enrolled in the fall…*

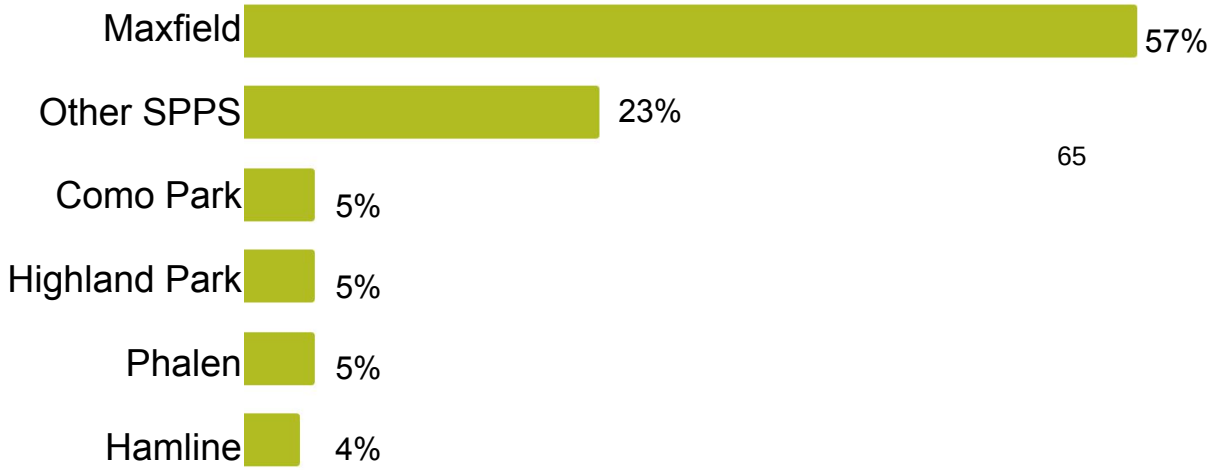


Jackson Community School

In the spring, 94 were enrolled grades K-4. In the fall, 77 (82%) had an enrollment record and 17 did not.

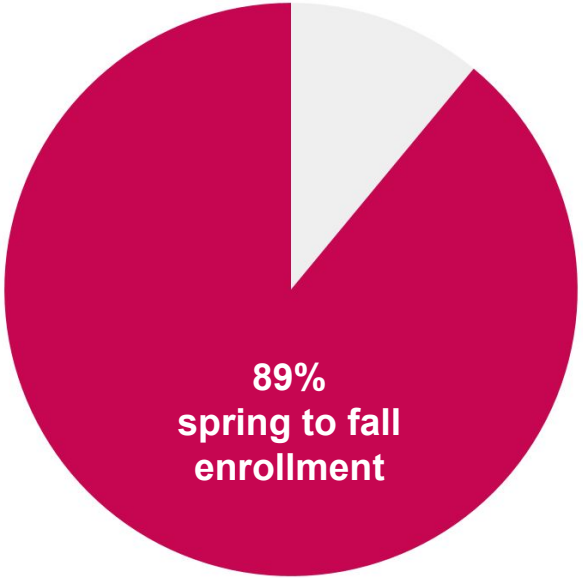


Out of the 77 students from Jackson Community enrolled in the spring and enrolled in the fall…

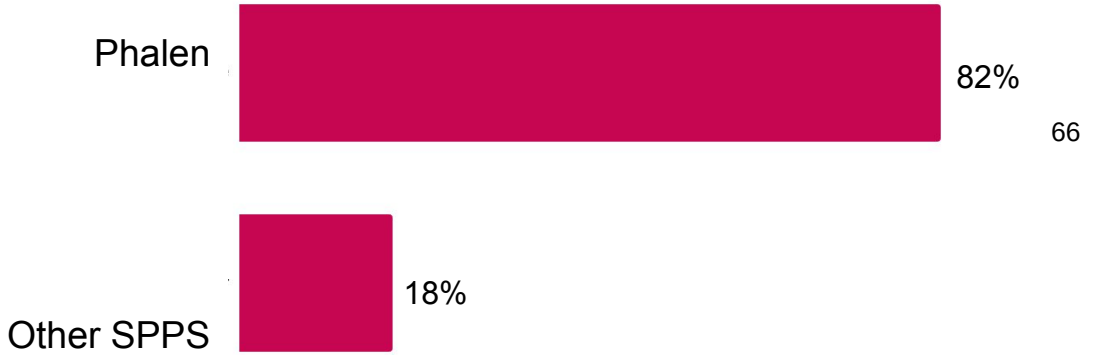


Jackson Dual Immersion

In the spring, 95 were enrolled grades K-4. In the fall, 85 (89%) had an enrollment record and 10 did not.

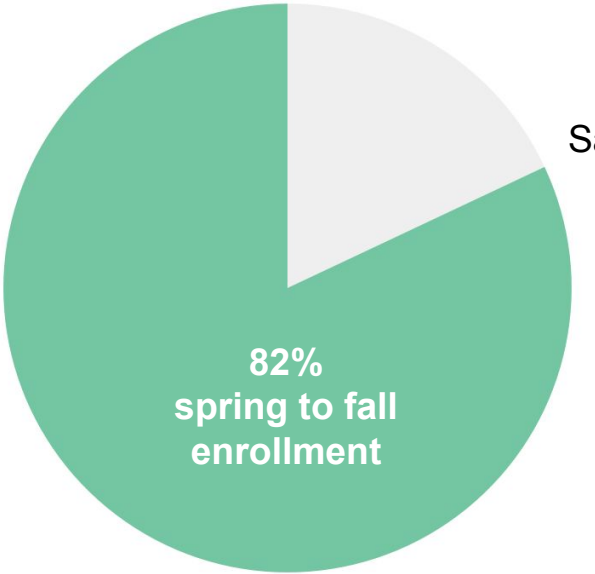


*Out of the **85** students from Jackson Dual enrolled in the spring and enrolled in the fall…*

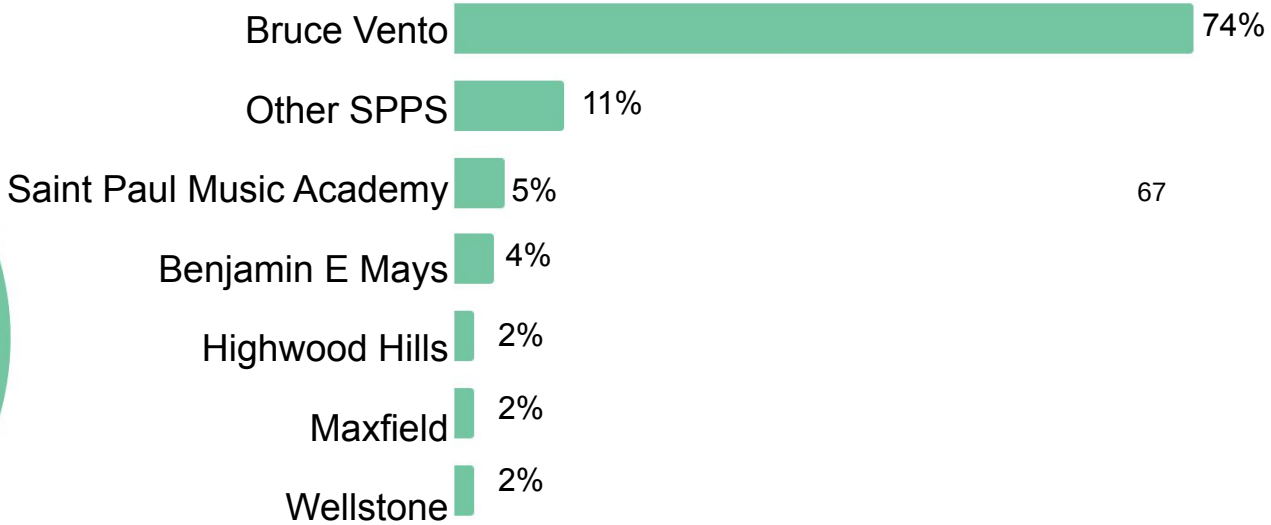


John A. Johnson

In spring 2022, 176 students were in grades K-4. In the fall, 144 (82%) had an enrollment record, while 32 did not.

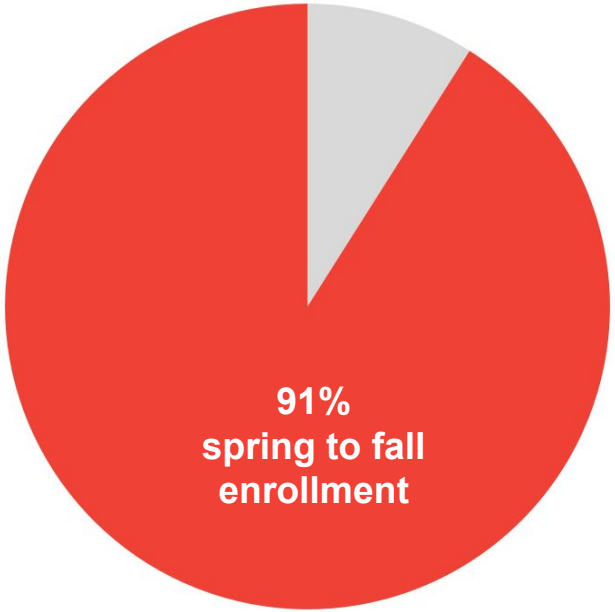


*Out of the **144** students from John A Johnson enrolled in the spring and enrolled in the fall…*



Riverview Dual Immersion

In the spring, 200 were in grades K-4. In the fall, 181 (91%) had an enrollment record and 19 did not.

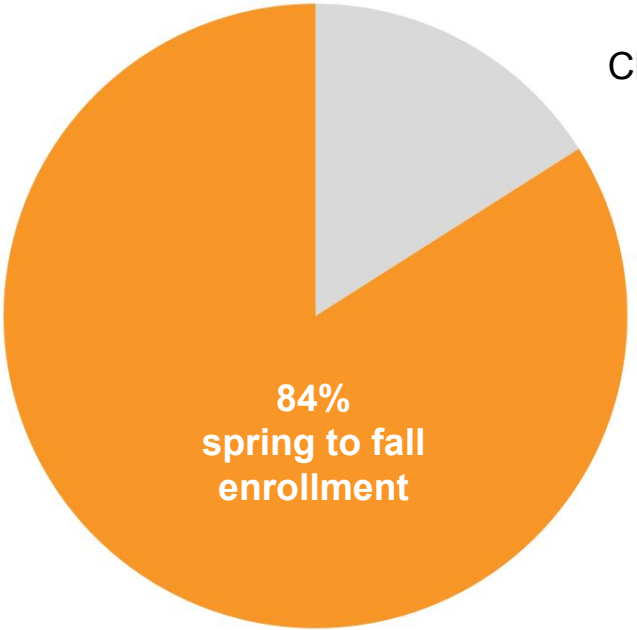


*Out of the **181** students from Riverview Dual Immersion enrolled in the spring and enrolled in the fall…*

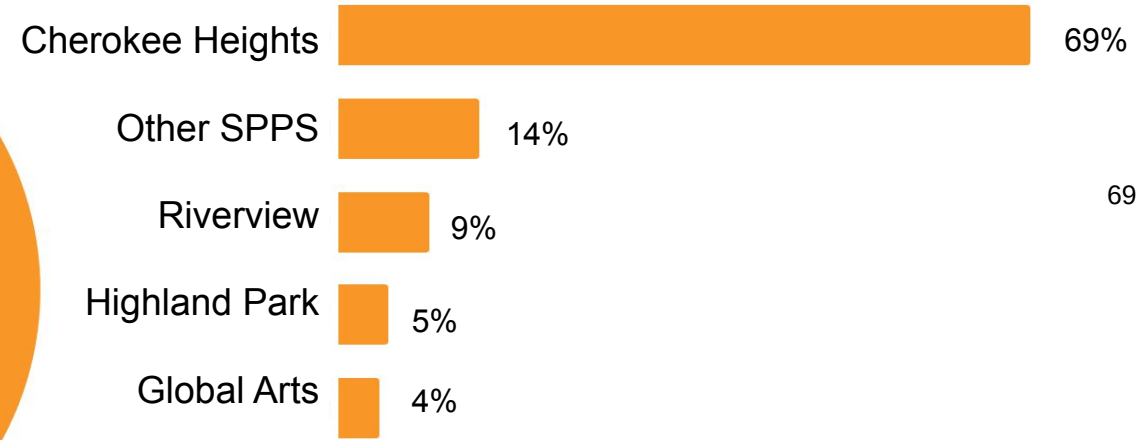


Riverview Community School

In the spring, 96 were in grades K-4. In the fall, 81 (84%) had an enrollment record and 15 did not.



*Out of the **81** students from Riverview Community enrolled in the spring and enrolled in the fall…*



Saint Paul
Public Schools

Questions?

70

PRELIMINARY Saint Paul Public Schools Enrollment as of 9/23/2022

Select Date: 9/23/2022

STATE FUNDED ENROLLMENT				PROJECTIONS		
Enrollment as of 9/23/2022	Oct 1, 2021 Enrollment	Difference From Last Year		Enrollment	Projected Enrollment	Difference from Projection
32,149	33,366	-1,217	**TOTAL**	31,888	31,883	5
			GRADE			
not included in state funding	not included in state funding	not included in state funding	Pre-Kindergarten*	not included in projections	not included in projections	not included in projections
261	240	21	Funded Pre-Kindergarten	not included in projections	not included in projections	not included in projections
881	762	119	Early Special Education	881	760	121
337	288	49	Special Needs Kindergarten	337	included in Kindergarten projection	included in Kindergarten projection
2,114	2,257	-143	Kindergarten	2,114	2,518	-67
2,398	2,479	-81	Grade - 01	2,398	2,369	29
2,335	2,512	-177	Grade - 02	2,335	2,326	9
2,387	2,562	-175	Grade - 03	2,387	2,353	34
2,413	2,451	-38	Grade - 04	2,413	2,410	3
2,326	2,463	-137	Grade - 05	2,326	2,314	12
2,187	2,193	-6	Grade - 06	2,187	2,168	19
2,113	2,274	-161	Grade - 07	2,113	2,099	14
2,194	2,320	-126	Grade - 08	2,194	2,187	7
2,464	2,616	-152	Grade - 09	2,464	2,516	-52
2,587	2,566	21	Grade - 10	2,587	2,526	61
2,419	2,517	-98	Grade - 11	2,419	2,513	-94
2,733	2,866	-133	Grade - 12	2,733	2,824	-91
			GRADE BAND			
1,142	1,002	140	EC/PK	881	760	121
14,310	15,012	-702	K-5	14,310	14,290	20
6,494	6,787	-293	6-8	6,494	6,454	40
10,203	10,565	-362	9-12	10,203	10,379	-176
			SCHOOL TYPES			
15,794	16,482	-688	Elementary Schools (grades PK-5)	15,533	15,367	166
3,840	4,028	-188	Middle Schools (grades 6-8)	3,840	3,779	61
7,295	7,599	-304	Senior High Schools (grades 9-12)	7,295	7,427	-132
3,640	3,725	-85	Secondary Schools (grades 6-12)	3,640	3,655	-15
391	367	24	Area Learning Centers	391	363	28
1,098	1,075	23	Special Education Sites	1,098	1,199	-101
45	53	-8	Miscellaneous Programs	45	52	-7
11	13	-2	Hospital/Medical Programs	11	12	3
35	24	11	Residential Care & Treatment Sites	35	29	9

*An additional 820 students are enrolled in pre-kindergarten. This count is not included in the total above because these students are not projected and do not generate foundation aid from the State.

PRELIMINARY School/Program Enrollment: Projections and State Funded Comparisons as of 9/23/2022

Select Date: 9/23/2022

School Type: Traditional

	Total Enrollment	K-12 Enrollment	K-12 Projected Enrollment	K-12 Difference from Projection	October 1, 2021 K-12 Enrollment	K-12 Difference from Last Year
TOTAL	32,969	31,888	31,883	5	33,126	-1,238
Adams Spanish Immersion	545	492	442	50	472	20
American Indian Magnet	503	475	466	9	486	-11
Battle Creek Elementary	464	431	434	-3	445	-14
Battle Creek Middle	698	698	666	32	685	13
Benjamin E. Mays	355	324	315	9	326	-2
Bruce F. Vento	530	475	553	-78	349	126
Capitol Hill	1,086	1,086	1,069	17	1,091	-5
Central Sr. High	1,699	1,699	1,809	-110	1,847	-148
Chelsea Heights	327	327	325	2	330	-3
Cherokee Heights	239	226	128	98	145	81
Como Park Elementary	357	324	331	-7	347	-23
Como Park Sr. High	1,080	1,080	1,045	35	1,085	-5
Creative Arts Secondary	362	362	402	-40	388	-26
Crossroads Montessori	222	189	178	11	185	4
Crossroads Science	198	184	187	-3	198	-14
Dayton's Bluff	248	216	197	19	207	9
E-STEM Middle	538	538	490	48	500	38
Early Learning Hub East	101	0	0	0	0	0
Early Learning Hub West	103	0	0	0	0	0
Eastern Heights	281	261	250	11	267	-6
Expo	465	432	445	-13	477	-45
Farnsworth Lower	436	419	406	13	408	11
Farnsworth Upper	489	489	491	-2	510	-21
Four Seasons	284	268	278	-10	309	-41
Frost Lake	511	474	429	45	440	34
Global Arts Plus Lower	417	383	366	17	372	11
Global Arts Plus Upper	444	444	444	0	452	-8
Groveland Park	401	369	329	40	347	22
Hamline Elementary	339	305	317	-12	189	116
Harding Sr. High	1,721	1,721	1,754	-33	1,815	-94
Hazel Park Prep. Academy	408	392	377	15	397	-5
Hidden River Middle	548	548	545	3	568	-20
Highland Park Elementary	386	353	333	20	346	7
Highland Park Middle	803	803	766	37	791	12
Highland Park Sr. High	1,389	1,389	1,366	23	1,340	49
Highwood Hills	216	198	164	34	176	22
Hmong Language & Culture ..	52	52	65	-13	0	52
Horace Mann	399	399	371	28	388	11
Humboldt	1,031	1,031	1,009	22	1,064	-33
J.J. Hill Montessori	409	354	444	-90	353	1
Jie Ming Mandarin Immersi..	387	387	392	-5	380	7
Johnson Sr. High	1,159	1,159	1,140	19	1,189	-30
L'Etoile du Nord	325	290	300	-10	209	81
Maxfield	347	315	325	-10	215	100
Mississippi	560	527	492	35	492	35
Murray Middle	541	541	568	-27	593	-52
Nokomis Montessori North	393	342	302	40	311	31
Nokomis Montessori South	298	259	231	28	240	19
Obama Service Learning	138	138	161	-23	211	-73
Open World Learning	477	477	470	7	458	19
Phalen Lake	701	662	594	68	506	156
Randolph Heights	436	436	417	19	427	9
Riverview	282	248	224	24	347	-99
Saint Paul Online Elementar..	222	222	645	-423	733	-511
Saint Paul Online High School	247	247	313	-66	323	-76
Saint Paul Online Middle Sc..	171	171	188	-17	191	-20
St. Anthony Park	503	503	488	15	482	21
St. Paul Music Academy	493	458	483	-25	513	-55
The Heights Community	314	279	269	10	295	-16
Washington Technology	1,770	1,770	1,774	-4	1,815	-45
Wellstone	541	509	466	43	475	34

* Difference from last year by school will not add up to match the reported district-wide difference from last year due to school closings under Envision SPPS. Impacted schools may show an over-inflated or under-inflated difference, depending on whether they absorbed other schools/programs or lost programs. These include: Bruce F. Vento, Cherokee Heights, Hamline, JJ Hill, L'Etoile du Nord, Maxfield, Phalen Lake, and Riverview.

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Ross, R.	Central Administrator	10/15/2022	$53.50	1780 W. 7th Street
Carstens, A.	Classroom Teacher	10/22/2022	$53.65	Farnsworth Upper
Donahoe, I. S.	Classroom Teacher	10/15/2022	$41.96	Washington Tech Sec
Duda, C.	Classroom Teacher	10/29/2022	$32.37	Frost Lake Elementary
Kelley, K. M.	Classroom Teacher	10/22/2022	$57.11	271 Belvidere Bldg
Larson, A. E. C.	Classroom Teacher	10/03/2022	$31.97	Capitol Hill Magnet
Murray, A. M.	Classroom Teacher	10/22/2022	$28.70	Chelsea Heights
Oda, K.	Classroom Teacher	10/08/2022	$28.70	Harding Senior High
Petsinger, L. K.	Classroom Teacher	10/24/2022	$41.37	Eastern Heights
Porter, A. K.	Classroom Teacher	10/31/2022	$28.70	Four Seasons A+
Schmidt, S. L.	Classroom Teacher	10/24/2022	$50.28	Hamline Elementary
Spillman, D.	Classroom Teacher	10/08/2022	$34.02	Benjamin Mays/Museum
White, R. L.	Classroom Teacher	10/24/2022	$41.96	American Indian Magnet
Osweiler, G. I.	Classroom Teacher	10/08/2022	$28.70	Four Seasons A+
McNeill, L.	Classroom Teacher	10/15/2022	$35.84	271 Belvidere Bldg
Collins, L.	Education Assistant	10/22/2022	$27.54	Focus Beyond
Drummond, A. E.	Education Assistant	10/08/2022	$19.70	1780 West 7th St
Gomez Guzman, S.	Education Assistant	10/15/2022	$18.68	Farnsworth Upper
Graves, W.	Education Assistant	10/12/2022	$24.85	Farnsworth Upper
Kim, E.	Education Assistant	10/15/2022	$17.85	Four Seasons A+
King, I.	Education Assistant	10/22/2022	$19.15	Wellstone Elementary
Kirkland, G. M.	Education Assistant	10/15/2022	$31.86	Central Senior High
Knott, K.	Education Assistant	10/22/2022	$22.87	271 Belvidere Bldg
Thao, D. S.	Education Assistant	10/24/2022	$27.03	Focus Beyond
Thao, J. C.	Education Assistant	10/17/2022	$20.02	Mississippi Creative Arts
Young, C. M.	Education Assistant	10/24/2022	$25.91	1780 West 7th St
Sager, T. R.	Superintendency	10/20/2022	$95.91	Colborne Admin Offices

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Aman, M.	Teaching Assistant	10/08/2022	$20.89	Benjamin Mays/Museum
Arnold Jones, A.	Teaching Assistant	10/22/2022	$16.08	Daytons Bluff
Ber, C.	Teaching Assistant	10/08/2022	$20.89	St. Paul Music Academy
Bostic, B.	Teaching Assistant	10/08/2022	$16.08	RiverEast Elem/Secondary
Busse, C.	Teaching Assistant	10/15/2022	$20.89	Early Learning Hub East
Carrington, D.	Teaching Assistant	11/01/2022	$19.50	Mississippi Creative Arts
Crump, A.	Teaching Assistant	10/08/2022	$16.06	St. Paul Music Academy
Gates, T.	Teaching Assistant	10/01/2022	$19.50	Como Park Elementary
Gentes, B.	Teaching Assistant	10/15/2022	$20.89	L Etoile du Nord French
Green, K.	Teaching Assistant	10/15/2022	$16.08	The Heights Community
Guidinger, A.	Teaching Assistant	10/22/2022	$20.89	Mississippi Creative Arts
Gulley, D.	Teaching Assistant	10/15/2022	$20.89	Maxfield Elementary
Hernandez Payan, K.	Teaching Assistant	10/15/2022	$20.89	Wellstone Elementary
Jallen, J.	Teaching Assistant	10/15/2022	$19.50	Riverview Elementary
Lecher, N. E.	Teaching Assistant	10/22/2022	$22.11	Horace Mann School
Lillo, E.	Teaching Assistant	10/08/2022	$20.89	Expo for Excellence
Lindsey, T.	Teaching Assistant	10/15/2022	$20.89	Capitol Hill Magnet
Lor, K.	Teaching Assistant	10/15/2022	$22.11	American Indian Magnet
Lyles, R. E.	Teaching Assistant	10/22/2022	$16.08	Mississippi Creative Arts
Maciel, R. B.	Teaching Assistant	10/08/2022	$16.08	Riverview Elementary
Mohammed, F.	Teaching Assistant	10/15/2022	$22.11	Bridge View
Nabry, S.	Teaching Assistant	10/22/2022	$22.67	Eastern Heights
Norman, M. E.	Teaching Assistant	10/15/2022	$22.67	Early Learning Hub East
Payne, J. D.	Teaching Assistant	10/22/2022	$20.89	Como Park Senior High
Qasim, R. R.	Teaching Assistant	10/24/2022	$20.89	Focus Beyond
Serrano, N.	Teaching Assistant	10/24/2022	$16.06	Riverview Elementary
Sheppard, C. L.	Teaching Assistant	10/24/2022	$19.50	Four Seasons A+

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Thao, T.	Teaching Assistant	10/24/2022	$22.11	Benjamin Mays/Museum
Torres, R. J.	Teaching Assistant	10/03/2022	$20.89	St. Paul Music Academy
Vang, K. P.	Teaching Assistant	10/24/2022	$20.44	Bruce F Vento Elementary
Vue, J.	Teaching Assistant	10/03/2022	$16.08	Washington Tech Sec
Walker, J. D.	Teaching Assistant	10/08/2022	$16.08	Washington Tech Sec
Williams, J. S.	Teaching Assistant	10/17/2022	$20.23	Highwood Hills
Wilson, K. D.	Teaching Assistant	10/24/2022	$16.08	Mississippi Creative Arts
Xiong, H.	Teaching Assistant	11/01/2022	$16.06	Eastern Heights
La Day, M. R.	School Bus Driver	10/15/2022	$24.71	Transportation Services
Franson, M.	Clerical	10/29/2022	$30.42	Colborne Admin Offices
Graves, A.	Clerical	10/22/2022	$26.98	Colborne Admin Offices
Lao, K.	Clerical	10/15/2022	$28.13	Como Service Center
Sullivan, R. L.	Clerical	10/31/2022	$29.59	Colborne Admin Office
Vogt, N. L.	Clerical	10/24/2022	$20.83	American Indian Magnet
Darrell, J.	Custodian	10/22/2022	$17.65	Hamline Elementary
Frankel, J. J.	Custodian	10/15/2022	$17.65	Rondo Education Center
Martens, J. A.	Custodian	10/29/2022	$17.65	Bruce F Vento Elementary
Murphy, J.	Custodian	10/15/2022	$17.65	Farnsworth Upper
Owusu, E.	Custodian	10/08/2022	$17.65	Rondo Education Center
Swanson, D. R.	Custodian	10/08/2022	$17.65	Humboldt Secondary
Hutter, D. L.	Machinists	10/22/2022	$27.71	Como Service Center
Carter, L.	Nutrition Services	10/01/2022	$17.19	Highland Park Senior
Cramer, S. K.	Nutrition Services	10/29/2022	$22.86	Murray Middle School
Greenup, L. N.	Nutrition Services	10/08/2022	$17.19	Central Senior High
Pernatiy, K.	Nutrition Services	10/01/2022	$17.19	Highland Park Senior
Rivas Medina, B.	Nutrition Services	10/24/2022	$17.19	Johnson Senior High
Thiele, R. M.	Nutrition Services	10/24/2022	$17.19	Frost Lake Elementary
Watters, D.	Plumber	10/29/2022	$52.47	Como Service Center

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Ferguson, D.	Professional Employee	10/22/2022	$29.94	Colborne Admin Offices
Molina, L.	Professional Employee	10/08/2022	$27.14	Como Service Center
Mann, R.	Technical	10/29/2022	$28.06	Como Service Center
Truong, P. T.	Technical	10/22/2022	$23.51	Como Service Center
Yang, J. B.	Technical	10/29/2022	$23.51	Como Service Center

PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Musabyimana, E.	Classroom Teacher From: Education Assistant	10/15/2022	$28.70	Wellstone Elementary
Vanevenhoven, J. A.	Classroom Teacher From: Teaching Assistant	09/24/2022	$23.18	Crossroads Montessori
Covington, D.	Classroom Teacher From: Teaching Assistant	10/29/2022	$30.43	Global Arts Plus Upper
Jonassen, J. L.	Superintendency Career Progression	10/08/2022	$57.54	Colborne Admin Offices
Robinson, J. D.	School/Community Professional From: Teaching Assistant	10/08/2022	$24.60	Crossroads Science
Stafford, K. B.	School/Community Professional From: Teaching Assistant	10/08/2022	$29.85	Creative Arts Secondary
Caron, M. E.	Education Assistant From: Teaching Assistant	10/15/2022	$26.43	Focus Beyond
Kelly, L. L.	Education Assistant From: Teaching Assistant	10/15/2022	$27.03	Mississippi Creative Arts
Petersen, E. L.	Education Assistant From: Teaching Assistant	10/15/2022	$24.44	Hidden River Middle
Say, E. K.	Education Assistant From: Teaching Assistant	10/15/2022	$24.09	Farnsworth Upper
Zhang, Y.	Education Assistant From: Teaching Assistant	10/08/2022	$19.70	Johnson Senior High
Chea, A. M.	Clerical Career Progression	08/13/2022	$23.79	RiverEast Elem/Secondary
Pha, K. C.	Clerical From: Professional Employee	10/22/2022	$31.73	Como Service Center
Urbina, C. M.	Clerical Career Progression	10/22/2022	$23.79	Federal Program Offices

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Breault, B.	Nutrition Services Career Progression	10/15/2022	$25.15	Crossroads Science
Ramirez, M. M.	Supervisory From: Professional Employee	09/24/2022	$42.25	Colborne Admin Offices

TEMPORARY APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Thosaengsiri, R.	Classroom Teacher	10/24/2022	$28.70	Int'l Academy - LEAP
Iwaszek, C.	Classroom Teacher	10/22/2022	$28.70	JJ Hill Montessori
Vang, R. Z.	Classroom Teacher	10/31/2022	$28.70	Farnsworth Lower

LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Godfrey, D.	Classroom Teacher	10/11/2022	1780 W. 7th Street
Klotzbach, K.	Classroom Teacher	09/22/2022	Crossroads Montessori
Lynch, K. M.	Classroom Teacher	10/10/2022	St Anthony Park
Mullan, J. J.	Classroom Teacher	09/12/2022	Eastern Heights
Cummins, T. J.	Classroom Teacher	10/10/2022	Central Senior High
Durand, M. P.	Teaching Assistant	10/24/2022	Global Arts Plus Lower
James, W.	Teaching Assistant	10/01/2022	Harding Senior High
Palma, W.	Teaching Assistant	09/09/2022	Frost Lake Elementary

REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Heller, M. M.	Classroom Teacher	11/17/2022	$41.37	Bridge View
Steigauf, M.	Classroom Teacher	10/08/2022	$30.64	Horace Mann School
Youle-Ellering, M. G.	Classroom Teacher	10/08/2022	$28.70	Como Park Senior High
Young, L. A.	Classroom Teacher	10/24/2022	$57.11	Hazel Park Preparatory
Lebeau, N. O.	Classroom Teacher	10/08/2022	$52.52	Bridge View
Muellenberg, R.	Education Assistant	10/15/2022	$27.54	Focus Beyond
Brothen, E. M.	Teaching Assistant	10/15/2022	$20.89	Expo for Excellence
Bynum, C.	Teaching Assistant	09/24/2022	$16.08	Como Park Elementary
English, D.	Teaching Assistant	10/08/2022	$16.06	Nokomis Montessori South
Moore, N.	Teaching Assistant	11/05/2022	$16.08	Dayton's Bluff
Moses, H.L.	Teaching Assistant	10/15/2022	$22.11	Bridge View

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Ortiz, A.A.	Teaching Assistant	10/22/2022	$20.44	Crossroads Montessori
Santiago, A. A.	Teaching Assistant	10/01/2022	$20.89	Washington Tech Sec
Scott, R.T.	Teaching Assistant	10/01/2022	$20.89	RiverEast Elem/Secondary
Smith, C. J.	Teaching Assistant	11/01/2022	$22.67	Eastern Heights
Klajbor, T. M.	Clerical	10/29/2022	$30.42	Colborne Admin Offices
White, B. N.	Clerical	10/10/2022	$26.59	Bridge View
Saldana Almaraz, B. A.	Nutrition Services	10/08/2022	$17.19	Wellstone Elementary

REINSTATEMENT FROM LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Augustin, K.	Classroom Teacher	10/06/2022	Four Seasons A+
Deming, J. L.	Classroom Teacher	10/10/2022	Global Arts Plus Lower
Dill, J. L.	Classroom Teacher	10/24/2022	Humboldt Secondary
Kellner, A. D.	Classroom Teacher	10/17/2022	Highland Park Senior
Klotzbach, K.	Classroom Teacher	10/19/2022	Crossroads Montessori
Nelson, K. A.	Classroom Teacher	10/17/2022	Highland Park Senior
Talus, L. J.	Classroom Teacher	10/17/2022	Maxfield Elementary
Vasquez, B. M.	Classroom Teacher	10/01/2022	E-STEM Middle School
Sauve, L. K.	Classroom Teacher	10/24/2022	Washington Tech Sec
Boruff, A. M.	Classroom Teacher	10/17/2022	Highland Park Senior
Her, X.	Clerical	10/03/2022	Highland Park Senior
Xiong, B.	Clerical	10/03/2022	Colborne Admin Offices
Greaves, S.	Nutrition Services	10/03/2022	Rondo Education Center
Yang, V. N.	Professional Employee	10/24/2022	Como Service Center
Durand, M. P.	Teaching Assistant	11/01/2022	Global Arts Plus Lower
Sager, K.C.	Teaching Assistant	10/24/2022	Randolph Heights

RECISION OF RESIGNATION

Name	Job Category	Eff Date	Pay Rate	Location
Yang, M.	School Bus Driver	10/08/2022	$24.71	Transportation Services
Wingate, D.	Custodial	12/01/2022	$28.35	271 Belvidere Bldg

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

VOLUNTARY REDUCTION IN TITLE

Name	Job Category	Eff Date	Pay Rate	Location
Xiong, B.	School/Community Professional	10/01/2022	$31.70	Dayton's Bluff
Schiller, B. M.	Nutrition Services	09/24/2022	$19.73	Eastern Heights

RESIGNATION

Name	Job Category	Eff Date	Location
Christopherson, L.M.	Classroom Teacher	11/12/2022	Johnson Senior High
Doherty, C. M.	Classroom Teacher	11/12/2022	Groveland Park
Joson, A. F.	Classroom Teacher	10/22/2022	Four Seasons A+
Vang, B.	Classroom Teacher	11/10/2022	Wellstone Elementary
Conway, E. S.	Classroom Teacher	10/20/2022	Obama Service Learning
Lorenz-Walraven, K.J.	Professional Employee	10/08/2022	Juvenile Service Center
Galato, J.	School/Community Professional	09/23/2022	Open World Learning
Ittner, D.	School/Community Professional	10/15/2022	Creative Arts Secondary
Lessard Sanchez, R.N.	School/Community Professional	11/01/2022	271 Belvidere Bldg
Johnson, B. J.	Education Assistant	10/18/2022	Central Senior High
Bury, B. V.	Teaching Assistant	08/27/2022	Crossroads Montessori
Garbow, M.	Teaching Assistant	09/18/2022	American Indian Magnet
Garcia, A. M.	Teaching Assistant	10/29/2022	E-STEM Middle School
Hegstrom, S.	Teaching Assistant	10/27/2022	Hamline Elementary
Her, P. C.	Teaching Assistant	09/24/2022	Nokomis Montessori South
Hernandez Payan, K.	Teaching Assistant	10/20/2022	Wellstone Elementary
Joson, A.	Teaching Assistant	09/17/2022	Mississippi Creative Arts
King, B. E.	Teaching Assistant	10/08/2022	Maxfield Elementary
Lara, D. M.	Teaching Assistant	09/17/2022	RiverEast Elem/Secondary
Lor, Chimua	Teaching Assistant	09/13/2022	E-STEM Middle School
Faciana, J. L.	Clerical	10/08/2022	Colborne Admin Offices
Acevedo Valentin, D.L.	Custodian	11/04/2022	Chelsea Heights
Anderson, B. J.	Custodian	10/21/2022	Global Arts Plus Upper

HUMAN RESOURCE TRANSACTIONS
October 1, 2022 – October 31, 2022
November 15, 2022

RESIGNATION

Name	Job Category	Eff Date	Location
Cimbura, C. J.	Custodian	09/27/2022	Johnson Achievement Plus
Enright, L. R.	Custodian	11/05/2022	Como Service Center
Frankel, J. J.	Custodian	10/18/2022	Rondo Education Center
Hillmer, M.J.	Custodian	11/01/2022	Como Park Elementary
Ingram, D. J.	Custodian	10/18/2022	Humboldt Secondary
Jones, S.	Custodian	10/22/2022	Rondo Education Center
Olson, K.D.	Custodian	10/29/2022	Highland Park Senior
Molina Molina, L.	Professional Employee	10/12/2022	Como Service Center
Gruen, M. W.	Professional Employee	12/27/2022	Colborne Admin Offices
Dube, G.	Technical	10/04/2022	Como Service Center

TERMINATION

Name	Job Category	Eff Date
J., K.	School/Community Professional	10/13/2022
D., P.	Education Assistant	09/17/2022
C., Y.	Teaching Assistant	10/15/2022
H., C. S.	Teaching Assistant	10/06/2022
S., R.	Teaching Assistant	10/21/2022
A., T.	Custodian	10/14/2022
T., J.	Custodian	10/25/2022
C., K.	Nutrition Services	10/18/2022
D., S.	Nutrition Services	09/24/2022
D., D.	Nutrition Services	09/07/2022

TERMINATION OF TEMPORARY EMPLOYMENT

Name	Job Category	Eff Date
B., M.	Classroom Teacher	10/06/2022

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

DATE: November 15, 2022

TOPIC: Acceptance of Gift from Horace Mann School PTA

A. PERTINENT FACTS:

1. $6,500 was gifted to Horace Mann School for the 2022-2023 school year to be added to 19-518-291-000-5096-U001.

2. Horace Mann School will use funds to pay an hourly teacher to provide band instruction during the school day for 4th and 5th grades.

3. This project will meet the District Strategic Plan Focus Area of Effective and Culturally Responsive Instruction.

4. This item is submitted by Principal Jim Litwin; Nancy Páez, Assistant Superintendent; and Andrew Collins, Chief of Schools.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept the gift from Horace Mann School PTA.

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

DATE: November 15, 2022

TOPIC: Acceptance of Gift from Minnesota State High School League Foundation

A. PERTINENT FACTS:

As SPPS high schools with athletic programs are members of the Minnesota State High School League, the schools are eligible to receive monetary gifts from the MSHSL Foundation.

Member schools must submit the MSHSL's Form A and Board of Education approval is required for schools to accept the donation, once amounts are determined.
The MSHSL Foundation will once again award grants to member schools in order to support student participation in high school activity programs (Form A).

1. The eight qualifying schools are listed below:
   - Central High School
   - Como Park High School
   - Johnson High School
   - Harding High School
   - Highland Park High School
   - Humboldt High School
   - Open World Learning
   - Washington Technology Magnet High School

2. The financial support will support the District's strategic plan goals of providing sustainability in athletic programming and offerings.

3. This grant will meet the District target area goals by ensuring high academic achievement for all students and accelerating the path to excellence.

4. This item is submitted by Monroe D. Thornton, Jr., Districtwide Athletic Administrator, and Andrew Collins, Chief of Schools and Learning.

B. RECOMMENDATION:

Authorize schools to apply for and the Superintendent (or Designee) to accept the gifts from the Minnesota State High School League Foundation.

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

DATE: November 15, 2022

TOPIC: Acceptance of Gift from the Georgianna E. Herman Trust

A. PERTINENT FACTS:

1. $150,000 was gifted to Horace Mann School for the 2022-2023 school year to be added to 29-518-203-000-5096-5906.

2. Horace Mann School will use the funds for support and resources of the library and other academic enrichment programs for students attending that school.

3. This project will meet the District Strategic Plan Focus Area of Effective and Culturally Responsive Instruction.

4. This item is submitted by Jim Litwin, Principal; Nancy Páez, Assistant Superintendent; and Andrew Collins, Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept the gift from the Georgianna E. Herman Trust.

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

DATE: November 15, 2022

TOPIC: Emergency Connectivity Fund Grant

A. PERTINENT FACTS:

1. The Office of Technology Services and Office of Digital & Alternative Education applied to the Emergency Connectivity Fund for additional support related to:
    a. Purchasing an additional 3,500 iPads to help support online school, and distance learning activities of students.
    b. Renewing the unlimited data plan for 4,639 hotspots and purchasing 3,000 additional hotspots to support students that do not have or have poor internet access at home.

2. The purchase is over $175,000 and board approval is required.

3. The request includes all hardware, software, support, and implementation services. The purchase will be bought from Apple using State of Minnesota contract #541190, and T-Mobile using NASPO contract #MA176.

4. This purchase has been reviewed by Idrissa Davis, Executive Director, Technology Services.

5. This purchase will be reviewed by Jamie Atkins, Purchasing Manager, prior to completing the purchase.

6. Funding will be provided by general fund and then reimbursed by the Emergency Connectivity Fund grant after approval is received from the Emergency Connectivity Fund.

7. This purchase meets the District Strategic Plan focus area of Program Evaluation and Resource Allocation. It also supports the Coronavirus Aid, Relief, and Economic Security Act.

8. This item is submitted by Jackie Turner, Chief Operations Officer; Idrissa Davis, Executive Director, Technology Services; Adam Kuntz, Interim Director of Digital & Alternative Education.

B. RECOMMENDATION:

That the Board of Education authorize administration to approve the proposal from Apple and T-Mobile for the purchase of iPads and Hotspots, along with reimbursement from the Emergency Connectivity Fund, in the amount not to exceed $2,400,000.

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

DATE: November 15, 2022

TOPIC: Request Board approval for Dakhota Iapi Okhodakichiye to serve as our Sole Source Contractor for the NAL grant with the Indian Education Program.

A. PERTINENT FACTS:

1. The SPPS Indian Education Program is currently seeking Dakota Language Expertise to support the development of a Language learning app as a goal of our Federal NAL Grant

2. Saint Paul Public Schools Indian Education Program with the assistance of the Office of Purchasing and Contracts has prepared a Sole Source Contract with SPPS to provide the Dakota language Expertise need for the work of our Federal NAL grant. The goals of this grant is to create a Dakota language learning app.

3. Saint Paul Public Schools Indian Education Program will oversee contract payment to the Sole Source Contract vendor.

4. This grant work will meet the District strategic plan goals of Effective and Culturally Relevant Instruction by increasing our capacity to meet the instructional needs of Dakota language learners.

5. This is a reoccurring grant funded project. We are currently in year three of a three year grant. This request reflects a change in contracted vendors during the previous years of our NAL grant.

4. This item is submitted by John Bobolink, Indian Education Program Supervisor.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent to approve Dakhota Iapi Okhodakichiye as a Sole Source contractor to provide Dakota Language Expertise for the remainder of our Federal NAL grant.

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

DATE: November 15, 2022

TOPIC: Request to sign the Amendment with St. Catherine University to continue CNA Programming

A. PERTINENT FACTS:

1. Request to sign the amendment for Certified Nursing Assistant (CNA) training with St. Catherine University. This will allow SPPS to offer Fall 2022 and Spring 2023 CNA courses.

2. This PSEO by Contract partnership supports students across all SPPS high schools. St. Catherine University will deliver the skills, simulation, and clinical content necessary for CNA certification. CPR is included in the CNA course. Medical Terminology will be added for Spring Semester to further support students' success on the CNA certification exam. Students will have the potential to earn college credits upon successful completion of the course.

3. Participation and associated fees paid by SPPS will not exceed $93,600. This is an annual request. The number of students requesting CNA courses has increased in the past years. This partnership will continue to help us fulfill student requests and community need.

4. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.

5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways and Student Supports; and Andrew Collins, Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the amendment with St. Catherine University for FY23.

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

DATE: November 15, 2022

TOPIC: Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, Nutrition Services

A. PERTINENT FACTS:

1. New memorandum of agreement effective October 1, 2022.

2. Pertinent terms are as follows:

   WHEREAS, the District and Union recognize that a current labor shortage exists; and

   WHEREAS, the District and Union both wish to find ways to improve the efficiency of the recruitment and hiring process; and

   WHEREAS, the Union and District have identified that one aspect of the hiring and recruitment process that has played a role in creating an inefficiency in the time it takes to recruit and hire new employees are those Civil Service Rules relating to recruitment and hiring of employees; and

   Whereas, the Union has requested that employees in step 8 of the wage schedule whose step increase was frozen for the 2022-2023 school year be provided a step increase;

   Therefore the following be resolved:

1. CIVIL SERVICE EXAMINATIONS AND PROBATION, Article 12 section 1, will be waived for the term of this agreement.
2. The District will utilize a hiring process of application, interview and offer for all openings including promotional openings.
3. The Civil Service Rules will be waived except for the following which remain active: 1,2,3,5,13,15,17,18,27,30,31,32,33,34.
4. Employees who were in step 8 as of June 30, 2022 and frozen at step 8 of the wage schedule as part of the 2021-2023 negotiation process and agreement, shall be moved to step 9 of the wage schedule effective October 8, 2022. Any employees who were moved from step 7 to step 8 previously shall not be moved again. No employee shall receive more than one step increase in the 2022-2023 school year. Employees in the NS Helper classification who were in step 6 on June 30, 2022 shall move to step 7 effective September 24th, 2022.

This request is submitted by Jim Vollmer, Interim Executive Director of Human Resources and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, representing nutrition services employees in this school district; duration of said Agreement is for the period of 2022-2023 school year.

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

DATE: November 15, 2022

TOPIC: College Preparation and Career Readiness Agreement between St. Olaf College TRIO Educational Talent Search (ETS) and Saint Paul Public Schools.

A. PERTINENT FACTS:

1. This document serves as an agreement detailing the partnership between St. Olaf College TRIO ETS and Saint Paul Public Schools. This agreement is effective through August 31, 2027.

2. St. Olaf College ETS is a college access program. SPPS and St. Olaf College ETS have a longstanding relationship. The St. Olaf College ETS program is funded by grants. There is no cost to SPPS for participating.

3. In order to be eligible, students must be enrolled at Humboldt High School. Students will be identified via referral or recruitment network that includes families, school personnel, community organizations, and TRIO program staff.

4. This programming aligns with the District's long-term outcome of preparing all graduates for college, career and life.

5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways and Student Supports; and Andrew Collins, Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the agreement with St. Olaf TRIO Educational Talent Search.

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

DATE: November 15, 2022

TOPIC: Request to Sign Concurrent Enrollment Joint Powers Agreement with Century College

A. PERTINENT FACTS:

1. Request to Sign Concurrent Enrollment Joint Powers Agreement with Century College.

2. This agreement covers the following Concurrent Enrollment courses: Intermediate Algebra (Washington), Entrepreneurship (AGAPE), Personal Financial Planning (AGAPE), and Environmental Science (Humboldt). Concurrent coursework helps prepare students for college and career, and also saves students/families tuition dollars by allowing them to take college courses while in high school.

3. This is the third year of this partnership; this will be an annual request.

4. Fees paid to Century College are at the rate of $3000.00 per concurrent enrollment course per semester. The total cost for four sections for the 2022-23 School Year is $12,000.00.

5. This partnership aligns with the SPPS Achieves long-term outcome of preparing all graduates for college, career and life.

6. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways and Student Supports; and Andrew Collins, Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Concurrent Enrollment Joint Powers Agreement between Saint Paul Public Schools and Century College for FY23.

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

DATE: November 15, 2022

TOPIC: Request to Sign School Counseling Internship Agreement with University of North Dakota

A. PERTINENT FACTS:

1. Request to sign School Counseling Internship Agreement with University of North Dakota. This formal agreement will meet the District strategic plan goal of alignment.

2. SPPS has one of the largest school counseling programs in the state of Minnesota. SPPS continues to hire school counselors who are trained in comprehensive school counseling according to the American School Counselor Association national model, are representative of our SPPS students and larger community, and share a commitment to equity. Formal partnerships with school counseling graduate programs are an important part of this process.

3. There is no cost to SPPS for this partnership. This is a continued partnership and will be reviewed regularly in collaboration with University of North Dakota faculty.

4. This agreement is a four-year agreement and will end on June 30, 2026.

5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways and Student Supports; and Andrew Collins, Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the School Counseling Internship Agreement between Saint Paul Public Schools and University of North Dakota.

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

DATE: November 15, 2022

TOPIC: Approval of Employment Agreement Between Independent School District No. 625 and American Federation of State, County and Municipal Employees, District Council 5, Local Union No. 844, Representing Clerical and Technical Employees

A. PERTINENT FACTS:

1. New Agreement is for a two-year period from July 1, 2022, through June 30, 2024.

2. Contract changes are as follows:

   Wages: Effective September 10, 2022, the salary schedule is increased 1.5%, with an additional 1% increase to step 9, and maintain steps. Effective August 26, 2023, the salary schedule is increased 1.5%, and maintain steps.

   Insurance: Effective January 1, 2024, the district monthly contribution for single+1 and family coverage will increase $50 for a total of $1,440 per month.

   Retention Bonus: $1,500 retention bonus for school year 2020-21. $1,500 retention award for school year 2021-22.

   Deferred Compensation: Effective January 1, 2024, the District match contribution is increased from $1,150 to $1,400 per year.

   District Declared Weather: In the event there is a district declared weather event and learning has been cancelled prior to the start of the school day or an E-learning day has been declared pursuant to MN Statute 120A.414 Subd. 1 an employee will receive 1.5x pay for hours worked on that day if required by the employer to work onsite. For employees working the 2nd shift, should the District declare a weather event anytime during the school day and students are sent home early and/or after school events are cancelled and employees are required to report or remain onsite shall be paid 1.5x pay for hours worked that day.

   SCHOOL-RELATED INJURIES: An employee, who is injured in the course of carrying out duties and responsibilities as an employee of the Board, shall be granted leave without loss of pay for a period not to exceed five (5) days when the injury is a result of an assault.

3. The District has 266 FTE's in this bargaining unit.

4. The new total package costs for the agreement are estimated as follows:

   - in the 2022-23 budget year: $16,761,538
   - in the 2023-24 budget year $17,038,461

5. This item will meet the District target area goal of alignment.

6. The Vice Chair may sign the agreements in place of the Chair.

7. This request is submitted by Jim Vollmer, Interim Executive Director of Human Resources; Daniel Wells, Labor Relations Manager; Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for American Federation of State, County and Municipal Employees, Local Union No. 844, District Council 5, representing clerical and technical employees in this school district; duration of said Agreement is for the period of July 1, 2022, through June 30, 2024.

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

DATE: 11/15/2022

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 September 1, 2022 through September 30, 2022

(a) General Account	#752449-753536 #0004639-0004669 #7004535-7004567 #0007466-0007577	$48,651,215.64
(b) Construction Payments	- 0 -	$3,190,797.28
(c) Debt Service	- 0 -	0
		$51,842,012.92

Included in the above disbursements are two payrolls in the amount of $27,142,367.79 and overtime of $144,815.42 or 0.53% of payroll

(d) Collateral Changes

Released:

None

Additions:

None

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

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

DATE: November 15, 2022

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 November 23, 2022, should they not comply with Minnesota State Health Standards for Immunizations on or before this date. **Crossroads** students would be excluded from school effective November 30, 2022.

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

DATE: November 15, 2022

TOPIC: Establishment of the Unclassified Position of Community Education Program Coordinator for Independent School District No. 625 and Relevant Terms and Conditions of Employment

A. PERTINENT FACTS:

1. The Community Education Department has a need for a position, Community Education Program Coordinator that will perform professional work providing staff assistance and coordination to the Community Education program by conducting research; preparing reports and recommendations; developing communications; program planning; implementation of program; evaluation, and acting as liaison for the program and performing similar staff functions on behalf of the program.

2. The Human Resource Department performed a job study to determine the proper job title and bargaining unit for this work. The recommendation from that study is to create a new job title, Community Education Program Coordinator. This title would be within the unit jurisdiction of the School and Community Services Personnel (SCSP) unit. The appropriate pay rate for this position would be equivalent to current professional incumbents. This salary range will remain in place for this title until such time as a successor agreement is reached after the 2021-2023 labor agreement for this unit. The benefits associated with this position will be as provided for other positions within this unit. This position is recommended to be an unclassified position.

3. The funds for this position will be provided from the approved Community Education Fiscal Year 2023 budget.

4. This request supports the District's target area goal of sustainability and SPPS Achieves.

5. This recommendation has been reviewed by Jim Vollmer, Interim Executive Director, Human Resources, Tony Walker, Director of Community Education, and Shannen Hafner, Workforce Design Specialist.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve the establishment of the Community Education Program Coordinator job classification effective August 27, 2022; that the Board of Education declare the position of Community Education Program Coordinator as unclassified; and that the pay rate be in Salary Schedule 2 of the School and Community Services Personnel standard ranges.

Saint Paul Public Schools

COMMUNITY EDUCATION PROGRAM COORDINATOR

Job Code: TBD
Bargaining Unit: 59 – SCSP
August 27, 2022

Position Summary

This position performs professional work providing staff assistance and coordination to the Community Education program by conducting research; preparing reports and recommendations; developing communications; program planning; implementation of program; evaluation, and acting as liaison for the program and performing similar staff functions on behalf of the program.

Reporting Relationships

This position reports to the Community Education Manager.

This position will work cooperatively within the Community Education Department, cross departmentally within Saint Paul Public Schools and with community partners.

Knowledge, Skills and Abilities

Each position may require knowledge, skills or abilities specific to the Community Education division.

- Knowledge of research methodology and techniques.
- Knowledge of the techniques for providing good customer service, including the ability to proactively serve customers, seek out answers and tackle challenges.
- Knowledge of computer software programs utilized to develop communications, promotional materials, maintain records and budgets, prepare reports and to perform other work activities related to the position.
- Knowledge of basic accounting principles.
- Strong interpersonal skills and the ability to develop successful working relationships with persons representing diverse cultural, ethnic and socio-economic backgrounds.
- Strong organizational skills, including prioritizing work, meeting deadlines, and creating efficient systems.
- Ability to recruit, train, and provide work direction to hourly staff and volunteers.
- Demonstrated ability to self-start, envision and implement a project from start to finish.
- Ability to communicate effectively, both orally and in writing.
- Ability to evaluate information and prepare recommendations.

- Ability to work a flexible schedule including days, evenings, and weekends.
- Leadership skills in order to implement community education programs and to organize the activities of assigned staff.
- Ability to work effectively with the public and district staff

Duties and Responsibilities

The essential job functions include, but are not limited to the following fundamental duties:

- Provide the professional leadership necessary to identify, initiate, coordinate and evaluate community education services within Saint Paul.
- Plan, organize, direct and publicize a diversified program of recreational, cultural and community educational activities.
- Contribute to the District's inclusive workplace efforts by fostering a safe, welcoming and respectful environment.
- Develop knowledge of the community and maintain open communication within the community; implement and maintain an ongoing assessment process to determine area wants, needs, and resources.
- Prepare reports and maintain records of program activities; make continuous evaluations of all programs and services offered through Community Education.
- Use technology to prepare reports, maintain financial reports, transmit information and for other applications.
- Participate in activities designed to promote professional growth (e.g., workshops, seminars, in-services, conferences, formal classes, committees and associations) and a willingness to obtain industry related certifications.
- Research, evaluate, and implement innovative practices in program development and delivery.
- Provide excellent customer service to both internal and external customers while responding to a variety of questions about the program; replies to inquiries which require research and coordination of information from several sources.
- Develops program communications; designs and prepares newsletters, brochures, flyers and other related program documentation and promotional materials; work with the media to promote programs and to garner community support.
- Coordinates program recognition events, training session and other program meetings including setting agendas and facilitating meetings.
- Monitors and maintains budget and other program records; prepares related reports.
- Identifies potential funding sources; assists with the preparation of grant proposals and applications for desired projects; prepares periodic reports to funding agencies as required.

- Assists with developing overall program planning and implementing specific program activities including after-school, evening, weekend, and summer programs.
- Assists with designing training relating to the program; present information about the program during training sessions and provide staff with training tools.
- Recruit, train, and coordinate the work of part-time instructors, site staff, volunteers, and interns.
- Collaborate with Community Education Manager, peers, and staff to ensure safe, quality programming and continual improvement.
- May perform light clerical duties related to program support including but not limited to payroll, vendor payments and contracts, reports, marketing, and registration.
- Establishes and maintains contact with students, parents, other district staff, community organizations, businesses, public agencies and/or groups or individuals as appropriate; acts as a liaison with these groups or individuals; attends meeting to represent the program.
- Facilitates group meetings with students, parents, other district staff members, community organizations, business or government agency representatives and/or others as appropriate; leads discussions; mentors students; reports information gathered to the program coordinator or administration as appropriate.
- Perform other related duties as assigned.

Minimum Qualifications

- Bachelor's degree; or two years of college coursework, and two years of experience coordinating adult and/or youth recreational and educational programs or two years of experience providing administrative support for an educational or social service program, in a customer service department or a related work environment.

Preferred Qualifications

- Experience creating educational and/or recreational programs for adults and families
- Experience collaborating with parents, families, and community members
- Experience managing part time staff and/or volunteers
- An understanding of the Community Education divisions, programs, and services
- Multilingual
- CPR/AED and First Aid Certified

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

DATE: 11/15/2022

TOPIC: Purchasing iPads to account for loss

A. PERTINENT FACTS:

1. A purchase of 1,500 iPads is needed to continue to provide iPads to students and staff in a timely manner. Relevant context:
    a. The purchase accounts for lost devices in SY 21-22 as well as anticipated loss in SY 22-23 and SY 23-24.
    b. The purchase reflects expanded iPad eligibility for support staff and technology needs at schools.
    c. The purchase follows prior iPad inventory ordering cycles.

2. Funding will be provided by the Personalized Learning Through Technology Referendum (PLTT).

3. The purchase is over $175,000 and board approval is required.

4. The request includes all hardware, software, support, and implementation services. The purchase will be bought from Apple using State of Minnesota contract #541190.

5. This purchase will be reviewed by Jamie Atkins, Purchasing Manager, prior to completing the purchase.

6. This purchase meets the District Strategic Plan focus area of Program Evaluation and Resource Allocation.

7. This item is being submitted by Assistant Superintendent Adam Kunz and Technology Services Executive Director Idrissa Davis.

B. RECOMMENDATION:

That the Board of Education authorize administration to approve the purchasing of additional iPads for students and staff in the amount not to exceed $625,000.

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

DATE: November 15, 2022

TOPIC: Upgrade of the Unclassified Position of Labor Relations Assistant for Independent School District No. 625 and Relevant Terms and Conditions of Employment

A. PERTINENT FACTS:

1. The Human Resources Department position of Labor Relations Assistant has evolved over the last 12 years and is responsible for highly skilled clerical and technical work which includes participating in trades negotiations, costing for trades salary schedules including PERA calculations, and complex data inquiries and query responses. There has also been a substantial increase in the volume of work due to the Labor Relations team expanding from 3 to 8 employees.
2. The Human Resource Department performed a job study. Based on the job study, the recommendation is to upgrade the title of Labor Relations Assistant from Grade 32 to Grade 34 in the Classified Confidential Employees Association (CCEA) bargaining group. This title would be within the unit jurisdiction of other classifications and its incumbents in salary Grade 34. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2020-2022 labor agreement for this unit. The benefits associated with this position will be as provided for other positions within this unit. This position is recommended to be an unclassified position.
3. The funds for this position will be provided from the approved Human Resources Department budget.
4. This upgrade will impact one incumbent.
5. This request supports the District's target area goal of sustainability and SPPS Achieves.
6. This recommendation has been reviewed by Dr. Gothard, Superintendent of Schools, Jackie Turner, Chief of Operations and Administration, Jim Vollmer, Interim Executive Director, Human Resources, and Shannen Hafner, Workforce Design Specialist.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve the establishment of the unclassified Labor Relations Assistant job classification effective October 4, 2022 to Grade 34; that the Board of Education declare the position of Labor Relations Assistant as unclassified; and that the pay rate be Grade 34 of the Classified Confidential Employees Association standard ranges.

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

DATE: November 15, 2022

TOPIC: Settlement of Partially Insured Claim

A. PERTINENT FACTS:

1. On March 5, 2019, a former employee filed a Charge of Discrimination against the School District with the Minnesota Department of Human Rights.

2. The matter can be settled for a payment of $120,000 on the terms set forth in a Settlement Agreement.

3. This settlement supports the District's target area goal of resource allocation.

4. This item is submitted by Jamie Jonassen, Assistant General Counsel; and Dr. Joe Gothard, Superintendent.

B. RECOMMENDATION:

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

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

DATE: November 15, 2022

TOPIC: Phase Gate Approval of Frost Lake Elementary Building Addition & Renovation (Project # 1100-19-01): Gate #5.1 – Project Close-out; Gate #5.1A – Finance Plan Update

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the Frost Lake Elementary Building Addition & Renovation at the following gate check(s):

    a. Gate #5.1 – Project Close-out

    b. Gate #5.1A - Finance Plan Update

2. This project has moved into the close-out phase which indicates substantial completion of construction and review of work in place in anticipation of final invoicing and release of retainage.

    - Design Start November 2018
    - Bid April 2020
    - Construction Start June 2020
    - Substantial Completion August 29, 2022
    - Close-out In Progress

3. At this phase of a project there may be ongoing activity as individual contractor contracts are reviewed and completed. The overall final fiscal health of the project can be assessed at this time and a subsequent report (Gate 5.2) will be provided at final fiscal close-out.

4. At this stage of project completion, we can confidently project this work will be delivered under the Board approved project budget. Funding no longer needed for this project will be redistributed to other previously-approved initiatives within SPPS Builds, the District's capital plan, in accordance with funding source restrictions.

5. The Project gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	October 23, 2018
#2 – Project Charter (Predesign) #2A – Finance Update	N/A – Gate did not exist at the time
#3 – Project Budget #3A – Finance Update	February 18, 2020
#4 – Contract Award #4A – Finance Update	May 19, 2020
#5.1 – Project Close-Out #5.1A – Finance Update	**November 15, 2022**
#5.2 – Final Project Summary #5.2A – Final Finance Summary	Anticipated Fall 2023

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$36,000,000	$24,136,215	$23,760,142	98.4%

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

Funding Source	Issuance	Amount	Date Issued
Capital Bonds FY20	2020A	$1,214,505	February 2020
Capital Bonds FY21	2021A	$9,094.092	June 2021
Capital Bonds FY22	2022A	$5,924,230	March 2022
Capital Bonds FY23	2023A	$0	Pending resulting closeout
LTFM FY20	N/A	$ 241,457	N/A
LTFM FY21	N/A	$4,999,693	N/A
LTFM FY22	N/A	$6,118,327	N/A
LTFM Bonds FY23	2022B	$1,006,980	March 2022

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

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

B. RECOMMENDATION:

That the Board of Education accept the financial report provided for Frost Lake Elementary Addition and Renovation project (Project #s 1100-19-01) at Phase Gate Check #5.1 – Project Close-out; Phase Gate Check #5.1a –Finance Plan Update.

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

DATE: November 15, 2022

TOPIC: Project Budget Modification Request and Finance Plan Update for Theater and Stage Equipment Upgrades (Project # 0925-22-01)

A. PERTINENT FACTS:

1. This agenda item seeks approval to modify the budget of the Theater and Stage Equipment Upgrades project # 0925-22-01:

2. The need to modify the budget is primarily based on an expansion of the scope of the project to include the unanticipated replacement of additional ancillary systems (lighting controls, rigging, etc) in order to deliver on the primary objective of the project. The proposed modified budget reflects that additional scope, current material prices, and appropriate contingencies for the stage the project is in.

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

Current Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$1,728,600	$172,180	$126,885	7.3%

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

Proposed Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$2,354,000	$172,180	$126,885	5.4%

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

Funding Source	Issuance	Amount	Date Issued
Capital Bonds FY22	2022A	$42,295	March 2022
Capital Bonds FY23	2023A	$92,468	TBD
LTFM FY23	N/A	$369,873	
Capital Bonds FY24	TBD	$369,873	TBD
LTFM FY24	N/A	$1,479,491	

6. Project cash flow schedule has been reviewed and approved by the District Finance Office.

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 Finance; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the budget modification to Theater and Stage Equipment Upgrades project # 0925-22-01.

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

DATE: November 15, 2022

TOPIC: Phase Gate Approval of Theater and Stage Equipment Upgrades (Project # 0925-22-01): Gate #4 - Contract Award; Gate #4A – Finance Plan Update

A. PERTINENT FACTS:

1. This agenda item seeks approval for the Theater and Stage Equipment 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 – Master Planning #1A – Finance Update	March 23, 2021
#2 – Project Charter (Predesign) #2A – Finance Update	Not applicable
#3 – Project Budget #3A – Finance Update	April 19, 2022 (revised November 15, 2022)*
#4 – Contract Award #4A – Finance Update	November 15, 2022 (current)*
#5.1 – Project Close-Out #5.1A – Finance Update	December 2023 (anticipated)
#5.2 – Final Project Summary #5.2A – Final Finance Summary	Fall 2024 (anticipated)

*Please note a budget modification request is under separate concurrent consideration on the agenda. This Gate Check #4 contract award is contingent upon approval of the budget modification.

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$2,354,000	$172,180	$126,885	5.4%

4. The following bids were received for the lump sum base bid:

	Lump Sum Base Bid plus Alternate #1, 2, 3 and 4
Market & Johnson, Inc.	$1,880,795
Brennan.	$2,147,500
JPMI	$2,428,000

5. This is an advertised bid and accordingly, contract documents for this project were made available for examination on the District's online platform and at the following:

    Minnesota Builders Exchange
    Dodge McGraw Hill Construction Plan Room
    NAMC Plan Room
    ConstructConnect

6. Bids will be reviewed by Jamie Atkins, Purchasing Manager.

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

Funding Source	Issuance	Amount	Date Issued
Capital Bonds FY22	2022A	$42,295	March 2022
Capital Bonds FY23	2023A	$92,468	TBD
LTFM FY23	N/A	$369,873	
Capital Bonds FY24	TBD	$369,873	TBD
LTFM FY24	N/A	$1,479,491	

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

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

B. RECOMMENDATION:

That the Board of Education approve the award of Bid No. A23-2908-A for the Theater and Stage Equipment Upgrades project (Project #s 0925-22-01) to Market & Johnson, Inc. for a lump sum base bid plus Alternate #1, 2, 3 and 4 of $1,880,795.

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

Board File No. _____

Date_____

ADOPTING A SAINT PAUL PUBLIC SCHOOLS RESOLUTION PREVENTING INVESTMENT IN PRIVATE PRISONS

WHEREAS, the United States has the highest number of people in prison out of every country in the world, with approximately 25% of the world's prison population but only 5% of the overall population[1], and

WHEREAS, of the total United States prison population, one in 12 people was incarcerated in private prisons in 2016; an increase of 47 percent since 2000[2], and

WHEREAS, 26,249 people were also confined in privately-run immigration detention facilities in fiscal year 2017; a 442 percent increase since 2002[3]; and

WHEREAS, the prison industrial complex has become a $70 billion industry in the last few decades[4]; and

WHEREAS, people of color face a disproportionately high risk of incarceration in the United States;[5] and

WHEREAS, the majority of the students attending Independent School District No. 625 are students of color; and

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[1] Alexander, Michelle, The New Jim Crow

[2] The Sentencing Project. Capitalizing on Mass Incarceration: U.S. Growth in Private Prisons. 2008

[3] The Sentencing Project. Capitalizing on Mass Incarceration: U.S. Growth in Private Prisons. 2008

[4] NAACP. Misplaced Priorities: Over Incarcerate, Under Educate. 2011

[5] https://www.ncsl.org/research/civil-and-criminal-justice/racial-and-ethnic-disparities-in-the-criminal-justice-system.aspx (last accessed October 10, 2022).

WHEREAS, the Board of Education has the authority to invest public funds pursuant to Minnesota law, including Minnesota Statutes Chapter 118A, and, pursuant to Board of Education Policies 701.00 and 705.00, the authority to direct the investment of public funds, and, therefore

BE IT RESOLVED, that the Board of Education, Independent School District No. 625, Saint Paul Public Schools shall not invest in companies or funds that invest in companies that directly operate private prison facilities.

This Resolution becomes effective as of ___ [date]_____.

Adopted: _____

_____
CHAIR Board of Education

_____
CLERK Board of Education

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

Board File No. _____

Date_____

ADOPTING A SAINT PAUL PUBLIC SCHOOLS RESOLUTION MANDATING THE DIVESTMENT OF AND PREVENTING FURTHER INVESTMENT IN FOSSIL FUELS

WHEREAS, Saint Paul Public Schools seeks to develop awareness and empathy for global communities, including people from historically and socially marginalized and underrepresented groups; and

WHEREAS, all actions that address climate change and environmental degradation must prioritize justice and equity; while vulnerable populations, such as those in developing countries, women, children, indigenous groups, people of color, and the financially insecure, have accrued few if any economic benefits from fossil fuels, they disproportionately bear harms of pollution and waste disposal, food and water shortages, and systemic financial risks; and

WHEREAS, failure to reduce carbon emissions will result in increased risk of devastating hurricanes, flooding, droughts, fire, pestilence, and food scarcity for hundreds of millions of people, especially for marginalized and underrepresented global populations most vulnerable to the impacts of climate change;

WHEREAS, according to the Minnesota Department of Natural Resources, Minnesota has warmed by 3.0 degrees Fahrenheit between 1895 and 2020, and annual precipitation has increased by an average of 3.4 inches;[1]

WHEREAS, according to the Minnesota Department of Natural Resources, "each of the top-10 combined warmest and wettest years on record occurred between 1998 and 2020" and "these increases are expected to continue through the 21st century";[2]

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[1] https://www.dnr.state.mn.us/climate/climate_change_info/climate-trends.html (last accessed October 10, 2022).
[2] *Id*.

WHEREAS, the Minnesota Department of Health states that, "[w]hile climate change impacts everyone, certain populations are more vulnerable to the health impacts of climate change.";[3]

WHEREAS, the Board of Education has the authority to invest public funds pursuant to Minnesota law, including Minnesota Statutes Chapter 118A, and, pursuant to Board of Education Policies 701.00 and 705.00, the authority to direct the investment of public funds and,

WHEREAS, by divesting from and preventing further investment in fossil fuels, the Board of Education, Independent School District No. 625, Saint Paul Public Schools, hopes to curtail climate change for the future well-being of its students and community; and, therefore,

BE IT RESOLVED, that the Board of Education, Independent School District No. 625, Saint Paul Public Schools:

1. Seeks to exclude investments with direct fossil fuel involvement defined as follows: do not invest in companies listed in the Carbon Underground 200 listing of the top 100 public coal companies globally and the top 100 public oil and gas companies globally. The list is updated annually and the portfolio will be reviewed annually after each update.

2. Seeks to exclude companies that derive at least an aggregate 5% of total revenue from the following activities: thermal coal extraction, thermal coal power generation, oil and gas production, oil and gas storage and distribution, and oil and gas power generation.
    a. This restriction includes companies that derive at least 50% of their revenue from oil and gas products and services and,
    b. This restriction includes companies that are not involved in oil and gas production but are involved in Arctic oil and gas exploration.

    Exceptions to exceed the stated revenue thresholds are permissible if the manager judges the company to be a demonstrated leader in its sector in transitioning to a lower carbon emissions economy, has emission reduction goals compatible with the Paris Agreement and publicly reports on progress.

3. For asset allocation and portfolio management reasons, the district recognizes that some investments may be held in asset classes where information is not readily available regarding the fossil fuel restrictions noted above (i.e., some private investments and some alternative investments). The managers are responsible for communicating and informing the District of possible fossil fuel exposure in less transparent asset classes.

4. Regarding fund monitoring and fossil fuel exposure, after the initial review of the portfolio for fossil fuel exposure, fossil fuel restrictions would be applied when including new securities and also quarterly.

This Resolution becomes effective as of ___ [date]_____.

[3] https://www.health.state.mn.us/communities/environment/climate/climate101.html (last accessed October 10, 2022).

Adopted: _____

_____
CHAIR Board of Education

_____
CLERK Board of Education

206.01.01 GUIDELINES FOR PUBLIC COMMENT

Pursuant to Board Policy 206.01, Public Comment provides multiple opportunities for the public to bring issues or comments to the attention of the Board of Education.

A. On-Line Submission of Public Comment

a. Public Comment may be made on-line at the following web address: http://boe.spps.org/public_comment.
b. Online submissions will be provided to Board members on a regular basis.
c. The name provided by the commenter and the topic of on-line submissions will be included in the record in the same manner as in-person public comments.

B. In-Person Public Comment.

a. In-Person Public Comment will occur as part of the Agenda at regular meetings of the Board of Education.
b. Submittals of pre-recorded videos in lieu of in-person comments will not be accepted.
c. Public Comment is an opportunity for the Board to listen. The Board will not engage in dialogue and, as a general rule, the Board will not comment on or respond to any comments made by speakers.
d. Individuals wishing to speak at Public Comment should contact the Board Secretary at (651)-767-8149 or register via the Online Public Comment Form prior to 3:00 p.m. on the day of a regular Board meeting in order to be placed on the schedule. The following information is requested to allow for follow-up as necessary:
    i. Name;
    ii. Mailing address;
    iii. E-mail (if available);
    iv. Whether the speaker is a student, parent, or community member; and
    v. Subject to be addressed.
e. Persons who have not signed up to speak prior to 3:00 p.m. on the day of a regular Board meeting may sign up the evening of the regular Board meeting using the sign-in sheet located outside of the Board Room prior to 5:30 p.m.
f. All individuals wishing to address the Board must complete the Sign-In Log and may also complete an optional Public Comment Information Form with a detailed description of the topic and the action or response being requested from the Board or District administration. These forms will be at a table outside of the Board room. The Information Form may be given to either the individual handling sign-in or to the Board's secretary the evening of the Board meeting.

g. Speakers should state their names only at the beginning of their presentation. No additional information (such as an address) is necessary.
h. In general, speakers will be prioritized as follows:
    i. Students;
    ii. Speakers wishing to speak on an Agenda item;
    iii. Speakers who have not spoken at public comment in the last three months;
    iv. Others.
i. Public comment shall occur during the regular board meeting for a maximum of 45 minutes. If there is less than 45 minutes of public comment, then the Board may proceed with the next item on the agenda.
    i. Individuals will be allotted three minutes to speak. The meeting Chair may reduce the time allotment to accommodate additional speakers.
    ii. The meeting chair may increase the time allotment to accommodate speakers requiring a translator.
    iii. Each presentation will be timed. The speaker will be notified when there is one minute remaining in the allowed time and when the allowed time has expired. At that point, speakers are asked to complete their statement and allow others their turns to speak.
    iv. If a large group wishes to address one subject, the group may be asked to coordinate among themselves in order to present their subject within the allotted time.
    v. All speakers are advised that:
        1. Board meetings are telecast live as well as taped for the official record;
        2. For the speaker's own legal protection and the legal rights of staff, public comments should not include names, titles, or location for any staff.
        3. For the speaker's own legal protection and the legal rights of staff, any complaint or issue related to personnel must be made in writing.
        4. For the speaker's own legal protection and the legal rights of students, public comments should not include the names of students other than those of the speaker.
j. Speakers who have a written version of their comments are asked to bring a copy to leave with the District ombudsperson.
k. The speaker's name and topic of comment will be included in the public record.

C. These guidelines will go into effect at the January 2023 regular meeting of the SPPS Board of Education (BOE).

SUPERINTENDENT CONTRACT

The School Board of Independent School District No.625, Saint Paul Public Schools, Minnesota, (hereinafter referred to as the "School District") enters into this contract with Joseph Gothard (hereinafter referred to as the "Superintendent"), a legally qualified and licensed superintendent who agrees to perform the duties of the Superintendent of the School District.

The School District and the Superintendent agree as follows:

I. Applicable Statute:

This Contract is entered into between the School District and the Superintendent in accordance with Minn. Stat. § 123B.143.

II. Licensure:

The Superintendent shall furnish, throughout the life of this Contract, a valid and appropriate license to act as superintendent in the State of Minnesota as provided by applicable laws, rules, and regulations.

III. Contract Term and Duration, Expiration:

A. Contract Term and Duration. This Contract is for a duration of three (3) years. The "Contract Term" shall commence on July 1, 2023, and end on June 30, 2026. This Contract shall remain in full force and effect unless modified in writing by mutual consent of the School Board and the Superintendent, or unless terminated as provided in this Contract.

B. Expiration. This Contract shall expire at the end of the Contract Term specified in Paragraph III, A above. At the conclusion of the Contract Term, neither party shall have any further claim against the other, and the School District's employment of the Superintendent shall cease, unless a subsequent contract is entered into in accordance with Minn. Stat. § 123B.143, Subd. 1.

IV. Duties:

The Superintendent shall have charge of the administration of the schools under the direction of the School Board. The Superintendent shall be the chief executive officer of the School District; shall direct and assign teachers and other School District employees under the Superintendent's supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the School District subject to the approval of the School Board; shall select all personnel subject to the approval of the School Board; shall, from time to time, suggest

policies, regulations, rules, and procedures deemed necessary for the School District; shall visit and supervise the schools in the School District; shall report and make recommendations about the condition of the schools in the School District when advisable or at the School Board's request; shall recommend to the School Board the employment and dismissal of teachers; to the extent required by law, shall annually evaluate each school principal assigned responsibility for supervising a school building in the School District; shall superintend school grading practices and examinations for promotions; shall make reports that are required by the Commissioner of the Minnesota Department of Education; and, in general, shall perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the School Board from time to time. The Superintendent shall abide by the policies, regulations, rules, and procedures established by the School Board and the State of Minnesota. The Superintendent shall have the right to attend all School Board meetings and all School Board and citizen committee meetings, serve as an ex-officio member of the School Board and all School Board committees, and provide administrative recommendations on each item of business considered by each of these groups.

Superintendent shall exercise due diligence in the administration, affairs and activities of School District, shall do so exclusively on a full-time basis and shall devote substantially all his time, attention and efforts to the affairs of School District.

V. Duty Year:

The Superintendent's duty year shall be for the entire twelve (12)-month Contract year, and the Superintendent shall perform duties on those legal holidays on which the School Board is authorized to conduct school if the School Board so determines. The Superintendent shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with School Board administrative policy.

VI. Compensation and Benefits. During the Contract Term, School District shall compensate Superintendent as follows:

A. Base Salary. The School District will pay Superintendent an Annual Base Salary as follows:

Year One (2023-24): Two Hundred Fifty-Six Thousand Dollars ($256,000);

Year Two (2024-25): Two Hundred Sixty-One Thousand, One Hundred Twenty Dollars ($261,120); and

Year Three (2025-26): Two Hundred Sixty-Six Thousand, Three Hundred Forty-Two Dollars (266,342).

Annual base salary shall be payable in biweekly installments. During the Contract Term, the Annual Base Salary may be increased, pursuant to Section VII, A, 1, but

shall not be reduced.

B. Pension Supplemental Salary. The District shall supplement the Superintendent's annual salary by an amount equal to one-hundred percent (100%) of the Superintendent's portion of the monthly member contribution to the Saint Paul Teacher's Retirement Fund Association ("SPTRFA") beginning on July 1, 2023 and continuing for the term of this Contract, with any extensions made by the Board for performance of Superintendent duties. This additional salary supplement shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as salary by the District for purposes of SPTRFA, to the extent permitted by SPTRFA.

C. Business Expense Allowance. The School District will pay Superintendent a Business Expense Allowance of $800 per month payable in biweekly installments.

D. Leave Benefits. Except as otherwise provided in this Contract, the Superintendent shall be entitled to the following benefits set forth for members of the Superintendency in Article 4 of the Terms and Conditions of Professional Employment for the Members of the Superintendency for the period July 1, 2021-June 30, 2023 (hereinafter "Superintendency Agreement"), as may be amended:

1. Vacation Leave, Article 4, Section 2, Subds 1-4;
2. Holidays, Article 4, Section 3;
3. Bereavement Leave, Article 4, Section 6, Subds. 1-2;
4. Personal Leave, Article 4, Section 6, Subd. 4; and
5. Sick Leave, Article 4, Section 7.

Wherever the Superintendency Agreement requires that Vacation Leave, Sick Leave or other leave requests be approved by "the Superintendent" or the "immediate supervisor," Superintendent shall get the prior approval of the Chair of the School Board, whose approval will not be unreasonably withheld.

The Superintendent shall be entitled to the benefit stated in Article 4, Section 2, Subd. 5 of the Superintendency Agreement; however, the Superintendent shall have the option of directing that up to twenty (20) days of vacation to be earned in the next calendar year be paid in compensation in the next calendar year through the District's payroll system.

E. Deferred Compensation.

1. As authorized by Minn. Stat. § 356.24, subdivision 1, as may be amended from time to time, the School District will match on a dollar-for-dollar basis the Superintendent's contribution to any investment eligible under Section 403(b) of the Internal Revenue Code in an annual amount up to $9,000 per year during active

service.

2. For each year during the term of this Contract, the District shall contribute to a Supplemental Retirement Plan for the benefit of the Superintendent in an amount equal to Ten Thousand Dollars ($10,000). The District shall contribute to the Supplemental Retirement Plan on or before July 31st of each year beginning July 1, 2023, provided that the Superintendent is still employed by the District on the date that the contribution is due. Each contribution to the Supplemental Retirement Plan and earnings thereon shall become 100% vested with the Superintendent, provided that the Superintendent is still employed with the District on that date. The Supplemental Retirement Plan shall be a plan established under Section 403(b) ("the Plans") of the Internal Revenue Code (the "Code"). The Plan shall be established as employer-paid with non-elective contributions by the District and the Superintendent shall have no right to receive such contributions in cash. The Plans shall each be established under a written plan document that meets the requirements of the Code and such documents are incorporated herein by reference. The funds for the Plans plan shall each be invested as determined solely by the Superintendent in such investment vehicles as are allowable under the Code for the applicable type of plan.

E. Longevity Plan. For each year during the term of this Contract, the District shall contribute to a Supplemental Retirement Plan for the benefit of the Superintendent in an amount equal to Five Percent (5%) of the Superintendent's annual base salary in Year One (2023-24), Seven Percent (7%) of the Superintendent's annual base salary in Year Two (2024-25), and Ten Percent (10%) of the Superintendent's annual base salary in Year Three (2025-26). The District shall contribute to the Supplemental Retirement Plan on or before June 30th of each year during the term of this Contract, beginning July 1, 2023.

Provided that the Superintendent is an employee of the School District as of June 30, 2026, the contributions to the Supplemental Retirement Plan and earnings thereon shall become vested according to the schedule listed below.

Date	Vested Percentage
Prior to June 30, 2026	0%
June 30, 2026	100%

The Supplemental Retirement Plan shall be a plan established under Section 403(b) of the Internal Revenue Code (the "Code"). The 403(b) plan shall be established as employer-paid with non-discretionary contributions by the District and the Superintendent shall have no right to receive such contributions in cash. The 403(b) plan shall each be established under a written plan document that meets the requirements of the Code and such document is incorporated herein by reference. The

funds for the 403(b) plan shall each be invested as determined solely by the Superintendent in such investment vehicles as are allowable under the Code for the applicable type of plan.

F. Life Insurance. The School District shall provide, at its own expense, term life insurance for the Superintendent under its group plan in the amount of three (3) times the Superintendent's Annual Salary.

G. Short-Term and Long-Term Disability Insurance: The School District shall provide, at its own expense, short-term and long-term disability insurance for the Superintendent under the School District's group policies.

H. Pension. The Superintendent shall participate in and be a member of the Saint Paul Teachers Retirement Fund Association.

I. Professional Activities. The Superintendent shall or may, as the case may be, attend professional conferences, meetings, and educational classes at the local, state and national level when his attendance is directed by the School Board or mutually agreed to by the parties. The School District shall reimburse the Superintendent for all expenses and fees incurred in attendance at said conferences and meetings, all in accordance with the School District's policies and practices with respect to employee reimbursement. In addition, the School District shall reimburse the Superintendent for all expenses and dues incurred by him for membership and participation in appropriate professional, educational, civic and other organizations where membership in such organizations is related to his position as Superintendent, serves the interests of the School District, and is approved by the Chair of the School Board.

VII. Other Provisions:

A. Evaluation.

1. Performance Evaluation.

a. At the conclusion of each Contract year, the School Board shall formally review the Superintendent's performance in the position of Superintendent, including his attainment of goals. Goals shall be annually established by the School Board in consultation with the Superintendent. Informal reviews shall occur semiannually.

b. Provided Superintendent has received at least a "satisfactory" annual evaluation, the School Board shall consider and may increase the Annual Salary each Contract year effective July 1, for the next Contract year.

c. In addition to any Annual Salary increase under Section VII, A, 1, b, the School Board may, or may not, in its sole discretion and based upon each such annual

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evaluation, determine that the School District provide additional compensation and benefits to the Superintendent in addition to those already set forth in Section VI of this Contract.

2. Evaluation before Expiration of Contract: Six (6) months prior to the expiration of this Contract, at the Superintendent's written request, the School Board shall conduct a performance evaluation of the Superintendent pursuant to Minn. Stat. § 13D.05, Subd. 3.

B. Outside Activities: While the Superintendent shall devote full time and due diligence to the affairs and the activities of the School District, he may also serve as a consultant to other school districts or educational agencies, lecture, engage in writing and speaking activities, and engage in other activities if, as solely determined by the School Board, such activities do not impede the Superintendent's ability to perform the duties of the superintendency. However, the Superintendent may not engage in other employment, consultant service, or other activity for which a salary, fee, or honorarium is paid without the prior approval of the School Board.

C. Medical Examination: The Superintendent shall have a comprehensive medical examination not less than once every two years and no more than one each year. A summary document from the physician certifying the fitness of the Superintendent to perform the duties of the position shall be provided to the School Board Chair. The cost of said examination not covered by the School District's insurance program shall be paid by the School District.

VIII. Termination During the Contract Term:

A. Termination for Cause.

1. The School Board may terminate this Contract for cause by giving written notice thereof to Superintendent, such termination to be effective on the date stated in said notice.
2. "Cause" means: (1) a material breach of any agreement contained in this Contract or any duty assumed hereunder; (2) any gross negligence, self-dealing or material willful misconduct in connection with the performance of duties hereunder, including without limitation securing or attempting to secure personally any profit in connection with any transaction entered into on behalf of the School District; (3) any material willful act having the effect of injuring the reputation, operations or business relationships of the School District; (4) any of the grounds specified in Minnesota Statutes Section 122A.40, Subdivision 9 or 13 or Section 122A.41, Subdivision 6, as may be amended from time to time; and (5) commission of a felony or misdemeanor involving fraud, dishonesty or moral turpitude.
3. In the event of Termination for Cause, Superintendent shall be entitled only to pay for earned unpaid Annual Salary. Other than as stated in this paragraph,

Superintendent shall be entitled to no other benefits under the Contract upon Termination with Cause.

B. Mutual Consent. This Contract may be terminated at any time by mutual consent of the School Board and the Superintendent.

C. Termination by Resignation. Superintendent may relinquish the position and duties of the Superintendent and leave the employment of the School District provided he submits a resignation in writing to the School Board at least 90 days in advance of his actual resignation. Superintendent's rights, duties and obligations stated herein shall terminate ninety (90) days after the School Board's acceptance of such written notice of resignation, unless the parties mutually agree that they shall terminate at an earlier date. Compensation and benefits will be provided to Superintendent through the final date of his employment; however, Superintendent will not be paid for any accrued unused Vacation Leave.

D. Termination for Death or Disability.

1. The School Board may terminate this Contract in the event of Superintendent's death or disability.
2. "Disability" means a mental or physical condition which, in the good faith opinion of the School Board, renders Superintendent, with reasonable accommodation, unable or incompetent to carry out the material job responsibilities which Superintendent held or the material duties to which Superintendent was assigned at the time of the disability, which condition has existed for at least three months and which condition in the opinion of a physician (who is mutually agreed upon by the School District and Superintendent provided that neither party shall unreasonably withhold such agreement)--is expected to be permanent, to last for an indefinite duration, or to last for six months or more.
3. In the event of Termination for Disability, Superintendent shall be entitled to the following: (1) pay for accrued unused Vacation Leave and (2) continuation of Health Insurance Premiums for six months after termination. Other than as stated herein, Superintendent shall be entitled to no other benefits under the Contract upon Termination for Disability.
4. In the event of Termination for Death, Superintendent's estate shall be paid (1) all earned unpaid Annual Salary and (2) all accrued unused Vacation Leave.

IX. Governing Law/Severability: This Contract shall be construed according to the laws of Minnesota. If any provision of this Contract is held to be invalid by operation of law, the remainder of the contract shall not be affected thereby and shall remain in full force and effect. This Contract must be construed to have been drafted equally by the School District and the Superintendent.

IN WITNESS WHEREOF, the School District and Superintendent have executed this Contract on

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the respective dates set forth below.

Dated: _____ By: _____
Joseph Gothard

INDEPENDENT SCHOOL DISTRICT NO. 625

Dated: _____ By: _____
Its Chair

Dated: _____ By: _____
Its Clerk

APPROVED AS TO FORM

_____
General Counsel

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BOARD OF EDUCATION | 2020-2022SY MEETING DATES

	COB	BOE
TIME	4:30pm (unless otherwise noted)	Public Comment | 5:30 Board of Education Meeting | 6:05pm

2022-2023SY		
SEPT	9/6/2022	9/20/2022
OCT	10/4/2022	~~10/18/2022~~ 10/11/2022
NOV	~~11/15/2022~~ 11/1/2022	~~11/22/2022~~ 11/15/2022
DEC	12/6/2022	12/13/2022
JAN	1/3/2023 | Following Annual	1/3/2023 | 4:30 pm | Annual Meeting
		1/17/2023
FEB	2/7/2023	2/21/2023
MAR	3/7/2023	3/21/2023
APR	4/11/2023	4/18/2023
MAY	5/9/2023	5/23/2023
JUNE	6/13/2023 - likely will be changed to 6/6/2023	6/13/2022 | Special | Non-Renewals | 4:00 pm - likely will be changed to 6/6/2023
		6/20/2023
JULY		7/18/2023
AUG	Wed. 8/9/2023 (primary election)	8/22/2023
SEPT	9/5/2023	9/19/2023
OCT	10/10/2023	10/24/2023
NOV	11/7 or 8/2023 (Election Day)	11/14/2023
DEC	12/5/2023	12/19/2023