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

October 20, 2020
6:05 PM

A G E N D A

I. **CALL TO ORDER**
II. **ROLL CALL**
III. **APPROVAL OF THE ORDER OF THE MAIN AGENDA**
IV. **RECOGNITIONS**
    A.
    B. Acknowledgement of Good Work Provided by Outstanding District Employees
    C.
V. **APPROVAL OF THE ORDER OF THE CONSENT AGENDA**
VI. **APPROVAL OF THE MINUTES**
    A. Minutes of the Regular Meeting of the Board of Education of September 22, 2020
    B. Minutes of the Special Meeting of the Board of Educaiton of September 28, 2020
VII. **COMMITTEE REPORTS**
    A. Minutes of the Committee of the Board Meeting of October 6, 2020
VIII. **SUPERINTENDENT'S REPORT**
    A. Reopen SPPS Update
    B. Office of Digital and Alternative Education & Technology Services
    C. Human Resource Transactions
IX. **CONSENT AGENDA**
    A. Gifts
        1. Gift Acceptance from Trillium Family Foundation
    B. Grants
        1. Request for Permission to Submit a Grant to the Hiway Credit Foundation
        2. Request for Permission to Accept a Grant from the Minnesota Department of Education
        3. Request for Permission to Accept a Grant from the Minnesota Office of Higher Education's Get Ready/GEAR UP Program
        4. Request for Permission to Accept a Donation from a Private Donor
        5. Request for Permission to Accept a Donation from the Pursley Foundation
        6. Request for Permission to Accept a Grant Application from Ramsey County Public Health

7. Request for Permission to Accept a Grant from Ramsey County Public Health - Statewide Health Improvement Partnership
8. Request for Permission to Accept a Grant from TKDA
9. Request for Permission to Submit a Grant to the Hiway Credit Foundation
10. Request for Permission to Submit a Grant Application to the Hiway Credit Union Foundation

C. Contracts
1. ITB #A220292-A | Red Lentils for Nutrition Services COVID-19 Home Delivery Meal Boxes
2. ITB #A220293-A | Basmati Rice for Nutrition Services COVID-19 Home Delivery Meal Boxes

D. Agreements
1. Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Principals' Association
2. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators representing Teachers, Educational Assistants and School and Community Service Professionals
3. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators representing Teachers, Educational Assistants and School and Community Service Professionals
4. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320 representing Teaching Assistants, Nutrition Services and Bus Drivers
5. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and AFSCME Local 822
6. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Bus Drivers
7. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Teaching Assistants
8. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Nutrition Services

E. Administrative Items
1. Monthly Operating Authority
2. Building Name Change for District Service Facility
3. Facilities Purchases Over $175k
4. Phase Gate Approval of Johnson Aerospace & Engineering HS HVAC Project (Project # 1150-19-01): Gate #3 - Project Budget; Gate #3A - Finance Plan Update
5. Settlement of Claim

F. Bids
G. Change Orders

X. **OLD BUSINESS**

A. Resolution Accepting Bid on Sale of $24,895,000 General Obligation Refunding Bonds. Series 2020D, Providing for their Issuance and Levying a Tax for the Payment Thereof
B. Resolution Accepting Bid on Sale of $15,585,000 Taxable General Obligation School Building Refunding Bonds, Series 2020E, Providing for their Issuance and Levying a Tax for the Payment Thereof
C. Review of the COVID-19 Response Resolution dated August 5, 2020 and Vote whether to Renew, Amend, or Rescind it

XI. **NEW BUSINESS**

XII. **BOARD OF EDUCATION**

A. Information Requests & Responses
B. Items for Future Agendas
C. Board of Education Reports/Communications

XIII. **FUTURE MEETING SCHEDULE**

A. Board of Education Meetings (6:05 unless otherwise noted)
B. Committee of the Board Meetings (4:30 unless otherwise noted)

XIV. **ADJOURNMENT**

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

DATE: October 20, 2020

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. Saint Paul Public Schools (SPPS) was awarded a federal grant from the U.S. Department of Education to enhance the K-8 Dakota language program at American Indian Magnet School. The grant is worth approximately $1.1 million and SPPS was one of only nine awards made nationally. This project was guided by input from the SPPS American Indian Parent Advisory Council and families of students at American Indian Magnet School. The project also benefits from the passion and commitment of SPPS staff at American Indian Magnet School and the American Indian Education Program to revitalize the Dakota and Ojibwe languages, under the leadership of **John Bobolink,** Supervisor, American Indian Education Program and **Dr. Tim Brown**, Principal, American Indian Magnet School.

   Finally, the project would not have been possible without a strong network of partners, including The Language Conservancy, Dakhóta lápi Okhódakičhiye, the Lakota Language Consortium and Concordia College.

2. This item is submitted by Cedrick Baker, Chief of Staff.

B. RECOMMENDATION:

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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

REGULAR MEETING OF THE BOARD OF EDUCATION
Via Telephonic Phone and Video Conference
Available Streaming Online at www.spps.org/boe and Saint Paul Cable Channel 16

September 22, 2020
6:05 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order at 6:05 p.m. by Jeanelle Foster, Chair.

II. ROLL CALL

Board of Education: J. Brodrick, J. Vue, C. Allen, J. Kopp, S. Marchese, Z. Ellis, J. Foster

Staff: Superintendent Gothard; Chuck Long, General Counsel; Cedrick Baker, Chief of Staff; Marie Schrul, Chief Financial Officer; Dave Watkins, Chief of Schools; Jackie Turner, Chief Operations Officer; Kate Wilcox-Harris, Chief Academic Officer; Stacey Gray Akyea, Director, Office of Research, Evaluation and Assessment; Kenyatta McCarty, Executive Director of Human Resources; Kevin Burns, Director of Communications; Kaying Thao, Board Administrator; Sarah Dahlke, Secretary to the Board

II. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Foster moved approval of the Order of the Main Agenda with one change - to move New Business items 1 and 2 regarding bond sales to follow Recognitions, and be prior to the Superintendent's Report. The motion was seconded by Director Allen.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

III. RECOGNITIONS

BF 32188 Acknowledgement of Good Work Provided by Outstanding District Employees

1. **Becky McCammon,** Office of School Support, has received the 2020 Human Rights Award from Education Minnesota. Becky is the program coordinator for Restorative Practices in the Office of School Support. In SPPS, 12 schools received funds for three years to implement Restorative Practices school-wide. Restorative Practices are ways for a school community to build relationships, problem solve and learn with one another. In this approach, relationships are the most important way we learn about the world and ourselves.

   This is Becky's 5th year in this role and she has gone from supporting a few schools to 20 schools implementing or exploring implementation of school wide Restorative Practices.
   The district won a federal grant to expand RP beyond the original 12 pilot sites. Becky's belief in relationships and shared power have helped her be successful in collaborations with the site based restorative practice coordinators and administrators and multiple valuable community partners. Becky is quick to recognize members of her team and she always emphasizes that there are many people involved in this important work.

2. Welcoming new leaders to the district:

   Sarah Lightner, Principal, Groveland Park Elementary
   Lee Thao, Principal, Battle Creek Elementary
   Christine Vang, Principal, Central Senior High School
   Maura Brink, Principal, Chelsea Heights Elementary
   Abdirizak Abdi, Principal, Humboldt High School
   Marcus Freeman, Principal, Galtier Community School
   Barbara Evangelist, Principal, Como Park Elementary
   Andrew Beard, Principal, JJ Hill Montessori
   Kirk Morris, Principal, Como Park Senior High School
   Bee Lee, Principal, Saint Paul Music Academy
   Kenneth Turner, Principal, Benjamin E. Mays IB World School
   Veu Thor, Principal, Jackson Elementary School
   Heidi Dunlap, Assistant Principal, Humboldt High School
   Alonzo Parks, Assistant Principal, Battle Creek Elementary
   Kortney Hill, Assistant Principal, Maxfield Elementary
   Ma'Lene Walker, Assistant Principal, Hazel Park Preparatory
   Gene Ward, Assistant Principal, Central Senior High School
   Daria Caldwell, Assistant Principal, Ramsey Middle School
   Jackie Smith, Assistant Principal, Crossroads Elementary
   Evelyn Nordquist, Assistant Principal, Harding Senior High School
   Gina Hass, Assistant Principal, The Heights Community School
   Jeff Rissman, Assistant Principal, Central Senior High School
   Alyssa Gardner, Assistant Principal, Battle Creek Middle
   Hibaq Mohamed, Assistant Principal, Highland Park Middle
   Salma Hussein, Assistant Principal, Central Senior High School
   Xong Moua, Assistant Principal, Harding Senior High School
   Michelle Quintana, Assistant Principal, Humboldt High School
   Amy Poitra, Assistant Principal, American Indian Magnet
   Hsajune Dyan, Assistant Principal, Washington Technology Magnet

IV. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Foster moved approval of the Order of the Consent Agenda with item C5 - Open Enrollment Software Services with The Jellyvision Lab, Inc. pulled for separate consideration. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

V. APPROVAL OF THE MINUTES

A. Minutes of the Regular Board of Education Meeting of August 18, 2020
B. Minutes of the Special Meeting of the Board of Education of August 24, 2020
C. Minutes of the Special Closed Meeting of the Board of Education of August 31, 2020
D. Minutes of the Special Meeting of the Board of Education of August 31, 2020
E. Minutes of the Special Meeting of the Board of Education of September 14, 2020
F. Minutes of the Special (Closed) Meeting of the Board of Education of September 15, 2020

MOTION: Director Foster moved approval of the Minutes of the Regular Board of Education Meeting of August 18, 2020; Minutes of the Special Meeting of the Board of Education of August 24, 2020; Minutes of the Special Closed Meeting of the Board of Education of August 31, 2020; Minutes of the Special Meeting of the Board of Education of August 31, 2020; Minutes of the Special Meeting of the Board of Education of September 14, 2020; and Minutes of the Special (Closed) Meeting of the Board of Education of September 15, 2020. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

VI. COMMITTEE REPORTS

A. Committee of the Board Meeting of September 8, 2020

At the Committee of the Board Meeting on September 8, the Board began the meeting with the swearing-in ceremony for Director Jim Vue. Both he and board members expressed their appreciation for this important work and look forward to working together for the Saint Paul Public Schools community.

Next, Superintendent Gothard welcomed everyone to the first day of the 2020-2021 school year. He shared the importance of connections these first few weeks of school, and his pride in our students and staff, and appreciation of the support of the Board. Board members then shared their experiences with their families on this first day of the school year, excitement for the use of technology this year, engagement with students, families, and staff, and encouraged continued feedback, as well as appreciation for the flexibility and communication during this time.

SEAB Member Ali then provided an update on the work of SEAB and their continuation of engagement with the Board, and look forward to making real change. Board members shared that they look forward to working with SEAB, potential connections with middle school student councils, ways for board members to support their work, and acknowledgement of the service and dedication of SEAB throughout the year.

Next, the Reopen SPPS Plan Update included four main categories of updates - Distance Learning 2.0 Return to School, Transition to Hybrid: Readiness Metrics, Workforce Updates, and Operations Updates.

Questions and discussion centering around Distance Learning 2.0 Return to School included appreciation for engagement and collaboration opportunities between staff members to discuss best practices, opportunities for town hall discussions in all school communities, supports for translation services, continued work of Envision SPPS, supports for families and caregivers for information on best practices in ways to support their students at home, support services in Montessori and Dual Language Immersion and outreach, the importance of the partnership between the teacher, student and family during distance learning and feedback to the District, communication and data for families within the dual language pathways, supports for students in post-secondary programs and transitions, further information on Academic Support Centers, and paraprofessional support.

Within Transition to Hybrid: Readiness Metrics, board members requested more information regarding communication for families who would like to continue in virtual learning, representative sampling of families for feedback on their comfort levels within the pulse surveys, specificity of survey data to groups within each transition level and concerns of data, plan for events or changes that may happen within the year, availability of information on the metrics for the community, outreach for feedback around pulse survey data, distinction of communication from District or schools, clarity in surveys about groups that may transition within each phase, metrics for assessment, and clarity on metrics regarding health and wellness.

Within Workforce Updates, board members requested further information on learnings to improve negotiations with bargaining units, funding of additional FTEs in custodial staff, expectations and clarification for synchronous and asynchronous learning, flexibility for movement within job titles or licensures, staff reassignments, parameters of the memorandums, feedback from students, families, and staff on schedules, staffing numbers for hybrid and distance learning, staff accommodations, and contracted hours and benefits for staff.

Within the Operations Update, the information sparked questions and discussion involving the appreciation of learning hubs for families, proactive steps to prepare for the potential labor shortage in transportation, meal delivery in the hybrid scenario, possibility of modeling a site for students and families to see what it will look like in hybrid environment and engagement around that, the milestone of 8 million meals served to the families of Saint Paul, clarification on the waiver from the Department of Agriculture, safety protocols, transportation funding, vendors and routes, building capacities, and facilities updates.

Board members and the Superintendent thanked the team for their dedication and commitment as we begin this school year. We continue to re-assess, ask important questions, and push ourselves to examine all items, be prepared and be the very best. Our students, staff, and families deserve that. Board members thanked the Administration team for the informative presentation and the opportunity to learn and ask questions, and that the community continues to learn as well, and that board members bring questions brought forth by the community and encouraged all to continue to learn and be informed, and continue to engage with and submit feedback.

MOTION: Director Foster moved that the Board accept the report on the September 8, 2020 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. Director Ellis seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

VII. SUPERINTENDENT'S REPORT

Superintendent Gothard began by saying that it's important to recognize an unfortunate milestone of 200,000 deaths in the country related to COVID-19, and in Minnestoas it was 1,969. We get lost so many times in the incredible work and attempting to do, that we forget about the loss communities are facing, families are facing, school community is facing, and with the loss of Chair Xiong and the suffering of her family and families. We come to this work with a heavy heart, and know the impact of this virus on each of us.

A. Reopen SPPS Update

Superintendent Gothard then welcomed Dave Watkins, Chief of Schools, to lead the presentation on the Reopen SPPS Update. The three main topics within the presentation included:

- Distance Learning 2.0 Return to School
- Hybrid Stage 1 Transition
- Workforce Updates

The full presentation can be found in the BoardBook.

The Guiding Principles were reviewed, as well as the Recommendation: Stages of Return to In-Person Learning and the corresponding stages and dial ranging from Distance Learning 2.0 to Hybrid Model to Return to In-Person Learning, with the dial currently at Distance Learning 2.0.

Distance Learning 2.0 Return to School: Prioritizing the Needs of Students
Topics within this portion included an enrollment update, with 34,179 verified enrollments, and of those,

4,038 are enrolled for the Virtual Learning School. The main points for the first weeks of school were reviewed. Examples of schedules at schools across the District were also shown - including OWL, Battle Creek Middle, and Jackson HDLI Elementary.

QUESTIONS/DISCUSSION:

- Director Vue noted questions that he has heard from families about concerns from families on how to properly utilize the iPad and navigate the apps. How do we support students and families on how to navigate those? Response: We have an amazing admin team that does feedback daily, for those families who have a difficult time, there are videos in multiple languages uploaded, and sent home to families. For the families who reach out via email, we send the slides or videos home and walk through each step of the way. Some teachers also post on their website how to log in asynchronous or an activity and in multiple languages for families.
    - He also requested more information on the feedback from families from Jackson Elementary.. Response: We have feedback from our younger learners's families, and their students, who cannot explain the assignment, and when parents return home, they are confused about what the child learned. After the first week, we got together with teachers, and asked to record videos in both languages about the assignments for today and expectations for students asynchronously. There are links and instructions in English and Hmong about the assignment, so families have a better idea on how to assist at home. We also have feedback on young learners not able to take attendance, and staff have uploaded videos and instructions for attendance on website for families to follow directions and check students in either at work, at home, or on mobile phones or work tech - whenever they are. We haven't received a lot of feedback from 3rd graders and above - mainly 2nd and below. We also spoke with our leadership and supports from MLL and OFCEP and bilingual EAs and TAs, and there will be a presentation with more information on this topic as well.
- Director Allen noted clarification of the enrollment numbers, with the number of students enrolled in Virtual Learning School is included in the total overall enrollment figure.
- Board members thanks the team for the presentation and information for the community, especially to see a class schedule across different grade levels.
- Director Kopp appreciated the lunch time and valuing time and space to make connections, and group and club time for students to find opportunities to be leaders and socialize.
- She also noted questions on the "flipped schedule", where students are beginning the background work, and then coming back together to ask questions, and wondering if it is a change from the regular classroom, and its effectiveness. Response: Principal Gundale mentioned that our students are comfortable with asynchronous learning, and they are proficient in finding information and work. We think about how asynchronous time drives the synchronous time. We don't want to necessarily have synchronous time as the primary instructional time, because not all students may be able to access that learning, and want to ensure what we do in synchronous time can be captured. He also noted the technology tools, and prerecording instructions and lessons. Also using the synchronous time to connect tin small groups, formative assessments to hone in on instructions. Synchronous time is not an hour on iPad watching a teacher, it is with Ignite, Chunk, Chew, and Review. The first few weeks were routines for iPads because we don't want our students to be on their iPads for 6 hours a day.
- Interested if building leaders and others reflecting on the effectiveness, and different way of teaching, and see benefits, but also reflecting on practice and if it is working for students.
- Director Marchese noted question about enrollment, and more follow-up and the process going forward to formalize the October 1 count and what we hope to see be different, because the numbers presented in this presentation are not final. Response: Between now and formalizing the October 1

count, schools will continue to verify enrollment numbers, and following-up with families for verification needed by the State. It is a continual process, and schools also getting requests from others where students have enrolled, and giving students schedules to be verified, and have a team in Finance focused on cleaning students enrollment records for clean data. At that time, we will also be sending it to MDE for our preliminary count. We are also cleaning demographic enrollment flags and applying other demographic information to their records. It is cleaning, verifying and cross-checking. Schools are doing amazing work to connect with students. We expect that we will be close to the projected enrollment of 35,090 students, and generally come in + or - 3% of that number. The enrollment numbers at other CGCS districts also note they are down in enrollment, and other items were shared, including students registered for homeschool which are up a bit, and some families stating that they are doing homeschool until it is safe to come back, and other families have made other choices if remote learning will not work for them and their families. It is no surprise that we are below projection, but also have a great distance learning program in place, and our numbers may be closer to the projection.

- Do we have a sense, anecdotally, from neighboring districts, and sense of change or decrease or increase in enrollment, and what they are learning and seeing during this time? Response: It is still pretty early for enrollment, so we haven't heard from the local calls yet. In the data from CGCS, we are learning that families are making choices in kindergarten spaces, and suggestions that is happening in SPPS, and in Distance Learning, that some families are choosing to wait a year, which seems to be a pattern occurring. A lot does depend on the model the District has chosen to implement.
- Some of what we are tracking is if the student has logged in. If the student logs in once, and not again, is that tracked differently? There may be disengagement or connectivity, and household questions, and who is following-up? Response: Enrollment verification is typically a first stop, and the definition is that a student is marking themselves, or parent, or teacher, attended at least 2 days, and using iPad and/or submitting work in Schoology, and then working to put together data to release to buildings, and then looking at who is participating and how they are participating. Outreach is happening at the building level.
- There is concern about enrollment and child and family well-being. It's great and important for building or teacher for outreach. It's difficult to do an in-person check, and difficult to depend on the checking-in of the student on their device and that outreach is important.
- Director Marchese also requested more information on the standardization of classes across the District, and how the same class may look in different schools and communities, to see with differences, where the teachers with approaching asynchronous or synchronous learning or approaching the materials. Response: We are hearing from our buildings, and thinking of a number of ways to continue to gather feedback and grow. We are looking at review of the schedules with assistant superintendents and principles, and also virtual classroom walks with Academics and building leaders.
- A concern is that with our MOU that sets a particular standard, and know individual instructors will approach it in a variety of ways, and concern of variability in terms of synchronous time during classes. We have discretion for teachers to decide what works best, but also common curriculum elements. It would be helpful to know that we are not finding situations where it is looking completely different across secondary schools, because it is so course based at the secondary level, and helpful to know a similar level of rigor and expectations. Response: Yes, that is something that will take time and working towards to reviewing and having available.
- Director Ellis thanked staff who presented to hear from schools what is happening, and experience as a middle school parent.

- In the presentation, there was a picture of the schedule. Is that schedule going to change, or is it going to stay the same? What are the variations in the schedules and the timeframe for each? Response: Principal Paddock provided information on the middle school schedule, including that they have created a schedule that is consistent through the DL model, and allows to transition to a model that is more consistent with hybrid in middle school and sustain the A-day and B-day schedule, with Friday as an opportunity to connect with teachers. At Battle Creek, they mapped out an entire semester schedule for families. It does go by week. The schedule does not change except for a couple weeks where providing equitable time with each instructor with 19 contact points.
- Director Ellis also noted the similarities in the schedules, and staffing for hybrid, and understand that we are still updating in what works within the schedule, is there going to be variations in the schedules, as heard in community, and comparing of schedules between schools. There are 19 contact points with teachers - is the 19 for the entire middle school and high school, it does look and feel different for our families, down to the schedule that looks slightly different for her student. What makes all this the same, because the schedules are all different? Knowing the schools have a variety of ways, what can families expect that is consistent in this DL model across schools? Response: One of the considerations is to look at the degree of variation based on the MOU and specific to the school community. In addition, when scheduling the master schedule and core classes, be mindful of the current reality we are in with COVID and demonstrate compassion through that for time allocated to synchronous time and time dedicated to asynchronous modules for students. As we personalize our service to our students and families, it becomes difficult to be in uniform state of scheduling, and there will be variations between buildings. It's important to point out that each of our schools is different, and schedules vary and programs vary. Each is how to provide the very best experience with different constraints based on those factors. We wanted to provide an MOU for each building to plan how to deliver DL 2.0 - there are instructional minutes and courses to provide, with well-rounded education, but will look a little different. There may be two schedules that look different, with the same experience. In our asynchronous times, we are empowering our students to find the resources and information and connect in ways. There will be a lot of difference and balance in schedules, but important to have communication to continue to develop and grow the schedule. DL will be part of SPPS for the distant future, even in a hybrid schedule, and how to deliver that in new and better ways.
- Director Ellis noted her conversations with community about how it looks and feels in schools, each of which is different, and how to communicate that information. Encourage to provide feedback to schools for they are looking for ways to improve as well.
- Director Foster recognized the Project REACH team.
- Going back to what our students and teachers can expect in DL, do families know that there will be a teacher in every class, will there be a teacher for a student to reach out to everyday, or do they know there is another they can reach out to? How does office hours work or other connection opportunities? Response: At OWL, we have office hours everyday, with Friday as a block time for staff identify those who may need additional supports, and an OWL support team with 7 staff members to look at attendance data and reach out to families, which may lead to home visits to help. We have structures in palace ot know who is and who is not engaging, and those who may need additional support, with staff to support them.
- Director Foster encouraged families to reach out if they are needing support.
- We know that we are learning things in this process and problem solving, and to hear from staff what have the hiccups been and how have we worked to break down those barriers, and work we are doing for families, and also talking about struggles and how we are responding. Response: In the observations, hiccups have gone back to how to support our EL families with the language barriers, and in collaboration with OFECP and MLL team, they have done extensive work supporting our

parents and students. One of the biggest issues wias the technology piece, and continuing to work through those with Director Hans Ott and his office to ensure we identify those who do not have an iPad and a system in place to support them, with principles and building leaders also supporting families. Mr. Ott also provided more details on the technology piece of DL with the impressive effort by school staff and administration staff to wrap their arms around students to ensure students have iPads and support. At this point, we are 98% of students have iPads, 95% connected to wifi, and cleaning data and records. We feel relative to where we are in 1.0 that we are ahead, and working with partners, with special recognition to our Indian Education office to connect with families, as well as our Project REACH team and their amazing work to ensure students have what they need.

- Superintendent Gothard noted he hears more around how do we know what our kids are learning, staying with it and completing work, and measuring their progress. The team will bring evidence of that, and maybe other teachers as well to share their experiences.
- Director Foster also noted that in 3 weeks in, and understanding the disaggregated demographics on that same token and tone in helping those students who aren't getting what they need, and how it is showing up and what we can do. That is an expectation in this work to disaggregate data.
- Superintendent Gothard thanked the Schools team and principals and teachers, and encouraged them to keep up the great work and is very proud of the team.

Hybrid Stage 1 Transition

The hybrid stages were then reviewed, with HS1 for select special education sites; HS2 for PreK-2, Montessori E1, ECSE, K-12 Autism, DCD Program, and Focus Beyond; HS3 for grades 3-5; and HS4 for grades 6-12 within the hybrid model.

Hybrid Stage 1 sites and programs were also reviewed, with further information on the specific sites within Special Education and Federal IV programs, as well as considerations. Sites include the Downtown School (JDC), Care and Treatment, Hospital, Bridge View, Focus Beyond Pathway 1 & 2, River East, and Journeys.

The SPPS Transition to Hybrid Planning was also reviewed, with September 25 as the determining date for an October 19 transition or hold, and October 14 as the determining date for the November 16 transition or hold.

Stage 1 hybrid readiness target statuses (as of 9/22/20) were also reviewed, within the areas of Access and Connection, Community, Facilities, Health and Wellness, Instruction, Meals, Schools, Staffing, and Transportation.

QUESTIONS/DISCUSSION:

- Director Vue requested more information on disaggregated data from Ramsey County around the infection rate and 14-day case rate, and seperated by race, and how as a Board, decide how that impacts how to determine the move from DL to HS1, and metrics. Response: We do not yet have Ramsey County specific information disaggregated by race, but have been able to do some informal data in terms of Saint Paul data received that is disaggregated by race, and it is rather disproportional and relative percentages of positive cases, but disproportional in overall population. We continue to work with City and County partners.
- It is ongoing right now, but seems to be getting close to October 14th day, and am concerned this pandemic is disproportionately affecting communities of color. If we cannot use a metric that is reliable, is there another way to determine for our population in SPPS in the comfortability in moving forward? Response: Yes, and we also need to look at the other 23 metrics; each is based directly on measures to put in place to mitigate transmission of COVID-19. Superintendent Gothard also shared

his conversations with superintendents across the country, and there are also cases outside of school, so it's not only classroom transmission, but recognized. We are possibly one of the only districts in the state with an internal contact tracing. Right now, we especially want to focus on those other measures to keep COVID-19 out of our schools, and away from children and families.

- How did we decide to do such frequent check-ins, on the numbers, and COVID is a situation that can go up and down based on situations and scenarios. It may create inconsistency for the teachers wondering if they are going back, and when can we give them the roll and let them flow without back and forth and wondering? Response: Superintendent Gothard noted he has been charged by the Board to transition our district to a less restrictive learning model recommended by the County and State, and evidence provided to delay and start in remote learning, and charged to provide readiness indicators. Clear with community, that we could get into hybrid, and then have to go back to 100% distance learning which could vary. These are real things happening across the country, and this disease does not see demographics or locations. We need to be ready at all times to move our dials, and regular status checks will be important and regular cadence for the district for important items to monitor and demonstrate to the community that we are meeting and support our rationale for our place on the dial. We currently have two dates of September 25 and October 14. We need to look at staffing as well to give readiness marks.
- We've come a far way from last Spring, but if had consistent knowledge about moving forward, guarantee teachers can hit perfection, and inconsistencies may be causing some discomfort and barrier for teachers to move forward if they are unsure. Response: We have built in lead-up time, so that when we make a decision, there is time to implement. MDE also has built in additional no student contact days for teachers and staff to plan for those changes, and will build in additional time for staff to adjust.
- Director Kopp thanked staff for the presentation, and requested more information on the communication plan. The plan is for Friday, to look at and check in on the readiness marks. Then the communication picks up from there if there is a move to hybrid, and share additional information on Monday at the special meeting. We need to prepare District communication, school and building communication, and teacher communication as it pertains to Stage 1 and the very specific IEP minutes and supports and provisions to have ready. Stage 1 communication may look similar to further communications, but also very different. Communication will be ongoing. FOur work doesn't stop - the charge was to get all students back to hybrid based on the recommendations. We are laying the groundwork for future stages, and will set subsequent days, while also planning future stages at the same time. Director Kevin Burns also provided additional details. We are ensuring our staff and families have background for the various stages of hybrid, 24 critical indicators, and how they will be weighed and benchmark data. We ant to ensure folks know the process, methodology and strategy, so that when we come to the decision point, the Superintendent and his team have enough information and our students, families and staff have the background to understand what that means at that time.
    - That's helpful because hybrid is yet, another different plan, and that communication is very important to reducing anxiety so families feel they understand. Appreciate the lead time to prepare and onboard, and translated.
- Will there be a way to verify families have received information, so there can be specific outreach? Response: Yes, and we rely on passive approval or sign-up, and that has change and need precision, and more engagement that verifies from the beginning. The other piece with translations, is that we are using a whole new vocabulary that may not translate into our many languages, and think carefully and be okay that it might be explained a little differently, but provide time to do that. There are no excuses and will do the best we can and deliver for our community.

    - The Board wants to be able to carry that message too, and user-friendly communications to share for good and accurate information.
    - Appreciate point of the translation team, and believe in “8 times, 8 ways” so it’s not a single point of information. We are also producing videos that may show what hybrid looks like, so all families have equitable access in expectations and make that available for comfort in going into these various stages.
- Director Marchese noted questions that as we move to these decision dates, a concern is that folks may expect something to happen on that date. How are we going to prepare people, and people understand what to expect on the day of the decision. It really does put a fiar amount of pressure to deliver on the date committed. If we’re going to not move forward with hybrid, it should be clear to the lead-to date and allow folks to expect what to see. We don’t want to surprise anyone either way. How are you going to manage expectations, and is there pressure to move forward unless there is a really good reason, and that reason needs to be flagged in preparation, or a message on the status? Response: We have the baseline and foundation of distance learning. A snow day process was noted, and we have the ability to say we are not ready. There are two indicators most concerned - some are fixed, such as PPE - the case count with record cases in the state and county spread in rural communities and college towns, and where the different hotspots have been, but if that would increase, our decision would be made and monitor them closely. The other item is staffing, and hearing that is challenging, and with substitutes. If staff needs increase, that could change, and we need to be open and transparent with our community if it is due to staffing, and continue to communicate. We need to remain transparent.
- If the date comes and it doesn’t change the next time may be sooner than 3 weeks so folks know it is a continuing review. Appreciate point made about the back and forth for staff and families that will put them on edge. The 3 week lead time helps, but there will need to be some time to recognize of where we are at - this suspension, and no one is holding back on information or play with the dats, but get the job done, that our staff, families, and students are all doing.
- If we have the opportunity to move forward, there is value to move forward and use that as an opportunity to see how this works. Once we have the opportunity to see how hybrid can work, we will learn things, and be done in a way that doesn’t put flks at risk and aligns with protocols, and see how that works and learn as we scale up. Response: This is a new routine we are establishing about to transition a school from DL to hybrid. We are building that muscle memory as well, and gone through the leg work of knowing how to implement, share and communicate, and have that routine base with how we work and communicate and make those decisions.
- Superintendent reiterated that on the 25th, there will be a communication with the recommendation about the 19th related to Stage 1. It will give time with a meeting on Monday for a brief update with communication out and feedback, and share additional plans, and go through the data. Also noted that based on the resolution until October 20th, the ability for the Superintendent to make changes in learning plans, and address that in the future to provide a resort for the resolution to either end or be extended. He also thanked the team in this cross-departmental work. We have developed a respectful way to push each other as we grow.

Workforce Updates

Within this topic, staffing updates were shared, as well as Stage 1 staffing updates for special education staff notification of the transition to in-person, notice of return to workplace on 9/17, and survey regarding readiness indicators.

QUESTIONS/DISCUSSION:

- Director Foster noted questions about the timeline and the workforce return.

- Superintendent Gothard thanked the team to bring this information. He reminded the community that SPPS will remain open to Virtual Learning School for families who may not feel comfortable, and provide an opportunity for students and families to opt into virtual learning. He thanked the Board for the high demand and time for a plan in this work, it's not an easy thing and likely to change throughout the school year.

B. Human Resource Transactions

MOTION: Director Foster moved approval of the HR Transactions for the period August 1 through August 31, 2020. Director Allen seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

VII. CONSENT AGENDA

MOTION: Director Foster moved approval of all items within the consent agenda withholding item C5 - Open Enrollment Software Services with The Jellyvision Lab, Inc. for separate consideration. Director Ellis seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

A. Gifts

BF 32189 Acceptance of Parent Advisory Council Donation in the Amount of $8,200.00 for the Mary Mackbee Auditorium at Central Senior High

That the Board of Education authorize the Superintendent (designee) to accept this donation for Central High School's Mary Mackbee Auditorium.

BF 32190 Gift Acceptance from GoFundme Donations

That the Saint Paul public Schools Board of Education authorize the Superintendent Gothard to allow Como Park Senior High School to accept a monetary gift from GoFundme of $6678.11. The money will be

deposited into the Como Park Senior High intra-school account, 19-212-291-000-5096-J001, and will be used with the above projects.

BF 32191 Request for Permission to Accept Groveland Park PTO Donation

That the Board of Education authorize the Superintendent (designee) to accept this gift of $32,000 from the Groveland Park PTO to Groveland Park Elementary School.

B. Grants

BF 32192 Request for Permission to Accept a Grant from the Minnesota Department of Education - Fresh Fruit and Vegetable Program

That the Board of Education authorize the Superintendent or designee to accept a grant from the Minnesota Department of Education's Fresh Fruit and Vegetable Program for funds to provide fresh fruit and vegetables in the district; and to implement the project as specified in the award documents.

BF 32193 Request for Permission Submit an Application to the Minnesota Department of Human Services

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Minnesota Department of Human Services for CARES Act funds to cover the cost of delivering meals during school closures; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32194 Request for Permission to Submit a Grant to the Minnesota Department of Education

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Minnesota Department of Education for funds to support distance learning needs for children in PreK, ECFE and ECSE; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32195 Request for Permission to Submit a Grant Application to Ramsey County Public Health

That the Board of Education authorize the Superintendent (designee) to submit a grant application to Ramsey County Public Health for funds to support the SPPS meal delivery program; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32196 Request for Permission to Submit a Grant to the US Department of Education

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the US Department of Education for funds to support the Dakota language program at American Indian Magnet School; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32197 Request for Permission to Accept Two Grants from the French-American Cultural Exchange (FACE) Foundation

That the Board of Education authorize the Superintendent (designee) to accept two grants from the FACE Foundation that support Makerspace projects and racial equity training at L'Etoile du Nord French Immersion; to accept funds; and to implement the project as specified in the award documents.

BF 32198 Request for Permission to Accept a Grant from the Minnesota Agricultural Education Leadership Council

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota Agricultural Education Leadership Council for funds to support agricultural safety, tractor and equipment operation and certification; to accept funds; and to implement the project as specified in the award documents.

C. Contracts

BF 32199 Change Inc. Services in SPPS

That the Board of Education authorize the Superintendent (designee) to approve the expenditure General Education funds, Special Education funds, and Gateway to College funds in an amount not to exceed $150,000 for site-based mental health services provided by Change Inc.. This amount supports site-based mental health services at 12 SPPS sites, and is equivalent to the amount expended during school year 2019-20.

BF 32200 Contract Extension No. #A-214622-A Type 3 (Van) Services for 2020-2021 School Year

That the Board of Education authorizes the Superintendent (designee) to extend contracts based on attached rates established for school year 2020-2021.

BF 32201 K-12 ST Math

The Board of Education shall authorize the Superintendent (designee) to enter into a contract to purchase (ST Math). The total cost of K-12 materials not to exceed $(200,000), will be paid from PLTT budget ($58,000), 3M Grant ($80,000) and OTL instructional materials funding ($62,000) for the 2020-21 school year.

BF 32202 Words Their Way Digital

That the Board of Education authorize the Superintendent to enter into a contract to purchase Words Their Way Digital from Savvas Learning Company. The total cost of Words Their Way Digital may not to exceed $229,245.and will be paid from the digital subscription budget for the 2020-2023 school year.

D. Agreements

BF 32203 Approval of Employment Agreement between Independent School District No. 625 and Professional Employees Association Representing NonSupervisory Professional Employees

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for Professional Employees Association in this school district; duration of said Agreement is for the period of January 1, 2020, through December 31, 2021.

BF 32204 Memorandums of Agreement for Yinghua Academy (Mandarin Immersion), Minneapolis, MN and Twin Cities German Immersion School (TCGIS), St. Paul, MN

The recommendation is that the Board of Education authorize the continuation of the MOA's with Yinghua Academy and Twin Cities German Immersion School for the next five years.

BF 32205 Memorandum of Understanding between College Possible and Saint Paul Public Schools

That the Board of Education approve this MOU and authorize Jamie Atkins, SPPS Purchasing Manager, to execute the Memorandum of Understanding between College Possible and Saint Paul Public Schools.

BF 32206 Request to Sign Concurrent Enrollment Joint Powers Agreement with Minnesota State University, Mankato

That the Board of Education authorize the Superintendent (designee) to sign the Concurrent Enrollment Joint Powers Agreement between Saint Paul Public Schools and Minnesota State University, Mankato for FY21.

BF 32207 Request to Sign Memorandum of Agreement with Minneapolis College

That the Board of Education authorize the Superintendent (designee) to sign the Concurrent Enrollment Memorandum of Agreement between Saint Paul Public Schools and Minneapolis College for FY21.

E. Administrative Items

BF 32208 Monthly Operating Authority

1. That the Board of Education approve and ratify the following checks and wire transfers for the period July 1, 2020 – July 31, 2020.

(a) General Account	#728205-728918 #0003800-0003836 #7003787-7003814 #0004811-0004887	$60,144,468.12
(b) Debt Service	-0-	$7,000.00
(c) Construction	-0-	$2,527,438.00
		$62,678,906.12

Included in the above disbursements are three payrolls in the amount of $15,233,317.33 and overtime of $40,834.73 or 0.27% 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 December 31, 2020.

BF 32209 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, 2021, at the proposed premium renewal rates.

BF 32210 Active Employee and Early Retiree Health Insurance with HealthPartners

That the Board of Education approve a contract for active employee health insurance coverage with HealthPartners, effective January 1, 2021, at the proposed premium renewal rates.

BF 32211 Active Employee Vision Insurance with EyeMed

That the Board of Education approve a contract for active employee vision insurance coverage with EyeMed, effective January 1, 2021, at the proposed premium renewal rates.

BF 32212 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, 2021, at the proposed premium renewal rates.

BF 32213 Settlement of Construction Dispute

That the Board of Education approve the Mediated Settlement Agreement in the above referenced matter and authorize its Superintendent, or his designee, to execute the Mediated Settlement Agreement.

F. Bids

G. Change Orders

BF 32214 Construction Change Directive # 2 for Peterson Companies, Inc. at Washington Technology Athletic Improvements

That the Board of Education authorize the Superintendent (or Designee) to sign Construction Change Directive #2 for Peterson Companies, Inc. at Washington Technology Athletic Improvements for the not-to-exceed amount of $451,203.67.

ITEMS PULLED FOR SEPARATE CONSIDERATION:

BF 32215 Open Enrollment Software Services with The Jellyvision Lab, Inc.

Executive Director of Human Resources, Kenyatta McCarty, provided additional information on this item. Jellyvision is a software for open enrollment, and this is the first year that the District will have insurance options for both PEIP and Health Partners, and Jellyvision software supports individuals throughout the open enrollment phase. In the past, we have had our support partner provide one on one advisement to staff for the open enrollment process. This year because of our change to PEIP and working more remotely without the fair, it was recommended to look at a system to provide that support for staff and retirees. It allows staff to go through a process to input different scenarios to determine the best option for them. It is a beneficial and helpful tool for our staff. It's available 24/7 and will use it during open enrollment, and also open enrollment for new hires as well. It will provide an added benefit and efficiency to ensure we are able to reach all staff with two very different programs for the 2020-2021 calendar year for benefits. It was a recommendation and in looking at the benefits, it would be an added benefit for the district and our staff.

QUESTIONS/DISCUSSION:

- Is it a year-long contract? Response: Yes, that's correct.

MOTION: Director Marchese moved approval that the Board of Education authorize Kenyatta McCarty (designee) to sign The Jellyvision Lab, Inc. contract for employee benefits counseling effective October 2, 2020 at the proposed rate. Director Allen seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

IX. OLD BUSINESS

A. Pay21 Levy Update

Superintendent Gothard then welcomed Chief Financial Officer, Marie Schrul, to provide To provide preliminary Pay21 levy estimates and ceiling options to the Board of Education for consideration & discussion and noted that a Special BOE Meeting will take place on September 28 to certify the Pay21 levy ceiling.

The September action of "setting the ceiling" was reviewed, as well as levy basics, planning assumptions, factors impacting 2021 school levies, determination of property tax, major factors impacting property taxes, and factors impacting the St. Paul levy. Estimated annual property tax impact to a home from 2020 to 2021 based on estimated home market values and corresponding estimated changes at 4% ceiling and a 5% ceiling. Similar information was shared for commercial/industrial properties. A proposed Pay21 Levy ceiling at 5% was then shared, which showed each levy category of Operating, Pension/OPEB/Contractual, Facilities, and Community Service, with the Certified Pay 20 Levy, SPPS Estimated Pay 21 Levy Ceiling at 5%, and the difference. Levy categories and impact on the Pay 21 levy were also shared with details in each category. A Pay21 levy calendar was also shown with dates pertaining to the levy and presentations.

Requested actions were also reviewed:

- Accept as information, preliminary levy for purposes of estimating a joint levy for the JPTAC meeting on Monday, September 28
- Approve an agenda item for the Special BOE meeting on 9/28/20 to certify the Pay21 Levy ceiling
- Set the date for the Taxation and Budget Hearing for December 8th at 6pm (COB meeting that evening)

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Allen requested information about the Career and Tech Ed budget, and balancing that. Response: There are multiple funding sources for CTE program, which we utilize our SPPS Achieves funding, referendum funding dedicated dand school funding, and the Career and Tech Ed only funds a portion, and funds we tried to capture to put on our levy and generates some funding, and had a minor adjustment in our levy.
- Director Marchese noted a question on where the levy that passed by referendum in 2017 show up in the charts - to highlight for community to see. Response: There is a row for referendum with the $53M as an estimate of the levy for the total referendum, with a portion of state aid for the referendum, which would balance out to $62M fo next year, and a combined referendum with the renewal and additional about $17M depending on enrollment that was voter-approved in 2018, with about $62M in full referendum. The 53.6M is the estimate for Pay21, is the full referendum levy for FY22, if approve a ceiling at 5%.
    - That includes the $17M increase plus adjustments? Response: Yes.
    - Is some of that inflationary on the amount per pupil, and built into the levy as part of the language of the referendum? Response: Yes.
    - That is an inflationary increase - it's not the Board's decision, but language of the referendum and the way the levy is supposed to increase; there is an inflationary factor.
    - The number will also be based on the enrollment, which is from the estimated count for 2022 student count.
- The Joint Property Tax Committee meeting on Monday, September 28th was also noted.
- Director Brodrick shared that he does have a couple thoughts around the levy each year. In setting the levy for this year, it behooves us to think about the future. He noted his time on the Board is limited, and in looking at this levy and future levies, and thoughts about what will happen in the upcoming years. Particularly concerned about the future of the FMP, which he has been a supporter of the mission for the FMP to provide first-rate facilities for our kids, and comparable to facilities for students in suburban or private schools. He would like to have assurance we will be talking how our ability to levy our community is going to have, in terms of long-range FMP, and to have discussion about how our ability to levy will impact the FMP.
- He also noted the concern about the general sustainability of the district will depend on our ability to levy taxation burdens on our community. As we move to priority budgeting and making decisions. As we saw tonight for the figures of this school year, enrollment of students will continue to be an issue. How is enrollment going to impact the sustainability of our District over th next few years.
- The connection between levy and FMP and levy and enrollment. Not expecting answers, but assurance to continue to talk about these items over the next year, and last year of his 20-year tenure on the Board. Response: We have a current FMP in the process now, with changes and big projects that remain, and a few close to completion. Out of our review, we have committed to redeveloping a 5-year plan. COVID-19 has changed our priorities, but has not been lost on us. Around enrollment,

the impact of COVID, we don't know what it will be long-term, and need to be looking at the future and ensure we are making the right adjustments now for the future, including Envision SPPS, and were ready to begin making changes to enrollment, such as location and not able to do that work right now, but related to enrollment, facilities and levy, and funding to continue our programs. There will be information brought forth on the FMP, both current and a forecast within the next year. In enrollment, we will continue to bring Envision SPPS to the forefront to help us continue to move and communicate with our community and keep everyone engaged. Chief Schrul also noted that in looking at enrollment for the levy, we are doing estimated for 3 years within the levy itself and take what we know about the District and put estimated for the levy, and continue to refine those enrollment assumptions to keep them updated and mindful of the timing for the levy and ensuring numbers in the levy for enrollment as accurate as possible.

- Director Brodrick noted that as he is ending his longtime as a direct association with SPPS, and during this last year, it will be important that we do continue what was mentioned - we understand that we have our work cut out for us if maintain this District, be sustainable, and will have the funding to give our kids the kind of first class education, and also want to give them first class facilities. To his colleagues, he shared that we need to go to work on this and talk about these topics because we are in the 3rd decade of the 21st century, and SPPS goes back to the 19th century, and they have been providing a premier education to students in Saint Paul since day 1 in the 1800s, and he can testify that SPPS has been a tremendously effective and progressibe and wonderful school district throughout his time as a student, teacher, and school board member. It all comes to money and ability to sustain and turn this temporary enrollment issue around, when folks understand we have the best in town with SPPS.
- Superintendent Gothard thanked Chief Schrul, and there will be additional information to set the ceiling, and work toward the Truth in Taxation hearing to certify the levy. Chief Schrul also thanked Arleen, Curtis, and Jim for their work in the levy and to the Finance team.

MOTION: Director Foster moved approval to add an agenda item for the Special BOE meeting on 9/28/20 to certify the Pay21 Levy ceiling. Director Brodrick seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

MOTION: Director Foster moved approval of scheduling of the Taxation and Budget Hearing for Tuesday, December 8, 2020 beginning at 6:00pm. Director Ellis seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes

Director Foster Yes

X. NEW BUSINESS

A. Resolution Providing for the Competitive Sale of $26,850,000 General Obligation Refunding Bonds, Series 2020D; Covenanting and Obligating the District to be Bound By and Use the Provisions of Minnesota Statutes, Section 126C.55 to Guarantee the Payment of the Principal and Interest on the Bonds

Marie Schrul, Chief Financial Officer, introduced Kelly Smith from Baker Tilly to provide more information on both bond refunding opportunities. These are presented from time-to-time for opportunities to save the taxpayers dollars in future levies.

Refinancing bonds is very similar to renfindng a mortgage, with the exception that bonds have restrictions with "call dates". More information on the call dates for these bond refundings was shared. Mr. Smith also presented a chart to show interest rates, with rates at historic lows currently.

For the 2020D bonds, we have estimated cash flow savings of nearly $2.6M over the 12 years of debt service remaining. The first year of the savings is in Pay21, and anticipate a savings of 360,000 for the Pay21 levy. We use a benchmark of 3% savings, and this has a savings of over 8%. This resolution sets the process in place, and sets the sale date for October 20, and will take competitive bids and present the results at the regular meeting scheduled for that evening.

QUESTIONS/DISCUSSION:

- How often does this opportunity arise? Response: We are always looking at the bonds that are "callable" and the unique circumstance where taxable rates are very low, which has opened opportunities. We are usually looking at that at this time of the year with bonds callable in February. We are constantly looking at the bonds to determine if there can be additional savings to the taxpayers.

BF 32186 Resolution Providing for the Competitive Sale of $26,850,000 General Obligation Refunding Bonds, Series 2020D; Covenanting and Obligating the District to be Bound By and Use the Provisions of Minnesota Statutes, Section 126C.55 to Guarantee the Payment of the Principal and Interest on the Bonds

MOTION: Director Foster moved approval of Resolution Providing for the Competitive Sale of $26,850,000 General Obligation Refunding Bonds, Series 2020D; Covenanting and Obligating the District to be Bound By and Use the Provisions of Minnesota Statutes, Section 126C.55 to Guarantee the Payment of the Principal and Interest on the Bonds. Director Brodrick seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes

Director Foster Yes

B. Resolution Providing for the Competitive Sale of $15,985,000 Taxable General Obligation School Building Refunding Bonds, Series 2020E; Covenanting and Obligating the District to be Bound by and Use the Provisions of Minnesota State Statutes, Section 126C.55 to Guarantee the Payment of the Principal and Interest on the Bonds

Mr. Smith provided further information on this item, which is a taxable advance refunding. This refunding is based on taxable bonds. A chart showing the interest rates was also shown, which are at historic lows as well. Taxable rates are extremely low, and provide additional opportunities for bonds that are not callable. We have estimated cash flow savings of just over $915,000 over the remaining 11 years, with an average of $85,000 in savings per year, with the one caveat with advance refunding and call date of 2023, these savings will not materialize until Pay23, and continue for the next 11 years after that.

QUESTIONS/DISCUSSION: None

BF 32187 Resolution Providing for the Competitive Sale of $15,985,000 Taxable General Obligation School Building Refunding Bonds, Series 2020E; Covenanting and Obligating the District to be Bound by and Use the Provisions of Minnesota State Statutes, Section 126C.55 to Guarantee the Payment of the Principal and Interest on the Bonds

MOTION: Director Foster moved approval of Resolution Providing for the Competitive Sale of $15,985,000 Taxable General Obligation School Building Refunding Bonds, Series 2020E; Covenanting and Obligating the District to be Bound by and Use the Provisions of Minnesota State Statutes, Section 126C.55 to Guarantee the Payment of the Principal and Interest on the Bonds. Director Ellis seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

Chief Schrul thanked Mr. Smith and the Baker Tilly team for all their work on the bond refundings, as well as the Finance Team and Arleen Schilling for their work with Mr. Smith on these items.

C. Special Education Memorandum of Agreement Between Saint Paul Public Schools and Saint Paul Federation of Educators

Superintendent Gothard welcomed Executive Director McCarty to provide additional information on this MOU. For special education with SPFE, there are a few items this does cover, including IEP and face-to-face evaluation supports for staff, personal protective equipment based on educational model. More information on the language around specialized programs and assignments, and additional workload. Assistant Superintendent Doud provided that state and federal regulations have not changed

for special education, and continue to move forward with delayed assessments and in person testing will occur during distance learning and all of the models.

QUESTIONS/DISCUSSION:

- Is there anticipation of a lot of teachers having caseloads over 17? Response: We know how many staff have caseloads over 17, and it's mainly related services, and they may request hours, and alo meet with staff to discuss provide additional supports to provide not only supplemental pay for extra hours, but a way to trigger a request and plan of support for the educator.
- The Board and Superintendent thanked Executive McCarty and Assistant Superintendent Doud and their teams for the work. This is important relationship to continue, and many of the things talked about tonight impact those covered under this agreement, and keep labor agreements and memoranda at hand as we think about our transition plans.

BF 32216 Special Education Memorandum of Agreement Between Saint Paul Public Schools and Saint Paul Federation of Educators

MOTION: Director Foster moved approval of the Special Education Memorandum of Agreement Between Saint Paul Public Schools and Saint Paul Federation of Educators. Director Brodrick seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

D. Summary of the Annual Performance Evaluation of the Superintendent

BF 32217 Summary of the Annual Performance Evaluation of the Superintendent

At a Special Closed Meeting of the Board of Education on September 15, 2020, board members discussed the annual performance evaluation of Superintendent Joe Gothard. Here is a summary.

Overall, the Board is pleased with the work of the Superintendent and has confidence in his leadership. Board members especially appreciate his leadership during unprecedented and heartbreaking events, challenges, and opportunities. They also acknowledge the continuing work in increasing student achievement outcomes, as well as student enrollment. The Board used the Minnesota School Board Association's Superintendent Standards-Based Evaluation for this year's evaluation. Last year, the Board reviewed all eight standards with the intent of narrowing the focus in subsequent years. For this evaluation, the Board focused on standards related to District Operations, District Communications, Teaching and Learning, and Equity, with the rating scale ranging from ineffective, to developing, to effective, to highly effective. The Board added a special standard of Leadership in Challenging Times, presented as a narrative summary, to provide insights into his leadership during these unprecedented times.

As the Board considers the overall performance of the Superintendent, the Board would like to offer the following observations:

Considering the standard focused on Communication and Community Relationships, the Board rated Superintendent Gothard as effective to highly effective. There was consensus that while the personal communication of the superintendent is highly effective, the communication of the district more broadly can be strengthened. The Board noted informative and empathetic individual responses to families and staff and appreciation for virtual town hall events where the superintendent took questions from families and staff. Progress has been made in relationships with local media and the Board noted that the superintendent's strength as a communicator has made him a recognizable statewide education leader. This leadership contributes to the strength of ongoing community relationships and makes new community relationships possible.

Considering the standard focused on District Operations, the Board rated Superintendent Gothard as effective to highly effective, noting specifically the district's operational response to school closures due to the strike and pandemic. Board members singled out the meal distribution program that, as of the evaluation, had served over 8 million meals to Saint Paul families as an important and distinctive accomplishment. They also appreciate the ongoing cross-departmental operational response to an evolving pandemic landscape, specifically noting the planning for transition between learning models. The Board favorably discussed progress related to systems and practices within the Facilities Master Plan which continue to increase positive visibility and build trust in the process. The Board appreciated the proactiveness of the District in preparation for events, such as the teachers' strike and pandemic, and flexibility during these times. They also noted the strong relationship of the District's Human Resources department and our bargaining units under the guidance of the Superintendent. The Superintendent has created a culture of pride in working at Saint Paul Public Schools where staff work collaboratively, efficiently, and productively.

Considering the standard focused on Teaching and Learning, the board rated Superintendent Gothard as effective to highly effective. The Board noted an increasing culture of cooperation and evidence that trust is building internally which is critical to the future of teaching and learning in St. Paul. They also appreciate the thinking and planning for different education models through COVID and staying focused on instructional quality. The Board is grateful for the passion and energy the Superintendent shows in this area and his efforts to encourage positive shifts in culture and practice and looks forward to continued efforts to share his vision with staff. The Board appreciates the example set by the Superintendent for teaching staff in both positivity, intentionality, encouragement, and forward-thinking plans for the future of education for our students.

Considering the standard focused on Ethical and Inclusive Leadership - Equity, the Board rated Superintendent Gothard across different sections as developing to highly effective. The Board acknowledges the commitment of the superintendent in the area of equity, also noting that progress feels slow in this important work. The creation of the Equity Committee and search for concrete, actionable items to improve Equity in the District has been co-led by the Superintendent. They appreciate his involvement with Parent Advisory Committees, attendance at events across the district, his personable engagement with students and staff, and his willingness to discuss equity in a personal way that welcomes others to do the same. The Board noted with appreciation the Superintendent's personal efforts to attract diverse leaders to the district. The Board expressed their interest in bringing an equity lens to budget and facilities discussions and decisions, and reviewing and expanding professional development for staff in this area. Referring to the work of the equity committee, the Board acknowledges that good

work was underway before the pandemic and looks forward to greater progress in the months to come. The Board recognizes and appreciates the Superintendent's inclusive leadership within the Saint Paul Public Schools community and his demonstrated leadership on equity issues throughout the state. They appreciate the ongoing work of Equity within Envision SPPS and SPPS Achieves.

Considering the special standard of Leadership in Challenging Times, the Board expressed their deep gratitude and admiration for Superintendent Gothard's compassionate, skilled, and steadfast leadership throughout a series of significant and unexpected community and world events. Throughout the past months, he has shown character, compassion, and competency as the leader of the District. Beginning in March of 2020, the Superintendent led the district through a teachers' strike, school closure due to COVID 19, the illness and passing of Board Chair Marny Xiong, and the aftermath of the death of George Floyd. The Board noted that these events happened in rapid succession, sometimes overlapping, allowing little if any time to process and reflect on their significance and impact - both personally and professionally in order for the work of the District to continue to move forward. Board members noted their pride in the Superintendent's communication and leadership throughout the strike, culminating in an impressive and unified presentation at the post-strike press conference. The Board expressed their respect for the Superintendent's leadership throughout the pandemic, his compassionate outreach to Black district leaders after the death of George Floyd, and his strength and presence with the Board during the illness and loss of Board Chair Marny Xiong. The Board shared many examples of the Superintendent's outstanding skill and beautiful humanity in his work and partnership with families, students, staff, and this Board. The Saint Paul Board of Education is grateful for his kind heart, good work, and strength of purpose in challenging times.

Key Areas for Growth Include:

- Continuing to build and refine a strong district communication voice and enhancing the District's communication capacity, including strategic communication
- Continuing to monitor and increase student enrollment
- Continue to monitor and increase student achievement outcomes through the strategic plan
- Continuing to refine and develop the Facilities Master Plan
- Developing and strengthening the District's equity focus through concrete initiatives

The Board thanks the Superintendent, and looks forward to continuing the work of the District with him.

QUESTIONS/DISCUSSION:

- Director Vue noted to his brief tenure, he waited on the evaluation of Superintendent.
- Director Kopp thanked her colleagues, and to share stories and it was neat to see how her colleagues see the Superintendent, and thanked everyone for sharing their experiences.
- Director Marchese echoed Director Kopp's comments, and appreciated the work to this conversation, and intentionality to approach the conversation. The complexities of the relationship with the Superintendent and each other, and to make the best choices, and those conversations around the performance also gave a chance to have frank conversations to assess the progress of the District. Appreciate of Superintendent's openness and willingness to engage, take feedback, offer own observations - a great relationship to have and appreciate the summary that states the conversation we had and thanked the Superintendent for his service.
- Director Ellis thanked the Superintendent and her colleagues in talking about the evaluation and vision. She appreciated the time, energy and effort into the evaluation process. She also noted concerns about the process, but the information was important. She added that for future evaluations, that next year in January in setting the committees, it will be important to have a better

process of who will be on the evaluation committee to ensure the evaluation and pieces line up in timing and information sharing and gathering and debrief and discuss together. She thanked the Superintendent for his dedicated work.

- Director Foster thanked the Superintendent for his leadership and 6.5 hour meeting. We have work to do, and appreciates willingness to take critical feedback and back to the team. It felt rushed with the timing and mandates to report out at the next meeting, and thinks the Board would like more time to synthesize. It was accurate, but felt rushed, and can improve fo next year. Look forward to working with the Superintendent and thanks for the leadership.
- Superintendent Gothard noted the meeting was needed, and it was emotional, and it was an emotional year. He thanked the Board for working together and with him. It's a relationship, and there's great mystique, but all working in community to do the best we can in governing and leading this school district. There are times for conflicts, but creating space for working on things together. He thanked the team for helping him to grow - this is a collaborative relationship and lean on the teams in the district and learn from them and appreciative of that. To our community, continue to challenge and that is how we grow as a district. He thanked for the feedback and evaluation for the honest, authentic and helpful feedback to grow as a leader.

XI. BOARD OF EDUCATION

A. Information Requests & Responses

- Director Brodrick reiterated his earlier statements that the Board dedicate themselves to discuss future considerations of levies, sustainability of the district, and FMP.
- Director Kopp noted she is interested to learn more about the restart of Envision SPPS and the revised timeline.
- Director Ellis requested information and update from IT and hotspots, with figures for students and staff; also number of iPads, and updated information.
- Director Foster also noted disaggregated data on different measures, particularly about understanding based on our SPPS kids, where there are pockets of struggles; and ongoing enrollment updates.

B. Items for Future Agendas

- Director Foster requested information on the current work of Project REACH, and in seeing what they are doing well and understanding of their work with families who may be highly mobile or experiencing homelessness.

C. Board of Education Reports/Communications

- Director Brodrick ntoed his pride in the District, and the good things that he has witnessed and experienced during these difficult times.
- Director Kopp shared her experience in compiling PreK kits with Director Ellis and Director Foster. She also noted her tour of the ECSE facility. She encouraged community members to continue to offer feedback, and the acts of kindness during these difficult times, and that we are all learning and growing, and encouraged continuing to show compassion and empathy as we move to the next stages.
- Director Ellis shared her experience in compiling PreK kits as well. She thanked the Office of Family Engagement and Community Partnerships for their help in connecting partners and students. She also noted the resolutions with MSBA for the upcoming delegate assembly, as well as the Legislative Committee with AMSD and the Saint Paul Teachers Retirement Fund

Association board meeting. She also recounted her time in visiting the 360 Colborne Administration building recently.

XI. FUTURE MEETING SCHEDULE

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

- October 20
- November 17
- December 15
- January 5, 2021 (Annual)
- January 19
- February 23
- March 23
- April 20
- May 18
- June 22
- July 20

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

- October 6
- November 10
- December 8
- January 5, 2021
- February 9
- March 9
- April 6
- May 4
- June 8
- August 10

XII. ADJOURNMENT

Director Foster moved to adjourn the meeting; Director Brodrick seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

The meeting adjourned at 10:52 p.m.

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

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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

SPECIAL MEETING OF THE BOARD OF EDUCATION
Via Telephonic Phone and Video Conference
Available Streaming Online at www.spps.org/boe

September 28, 2020
5:00 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order at 5:04 p.m. by Jeanelle Foster, Vice Chair.

II. ROLL CALL

Board of Education: J. Vue, C. Allen, S. Marchese, Z. Ellis, J. Foster
J. Kopp arrived after the Call to Order (technology issues)
J. Brodrick after the Call to Order (technology issues)

Staff: Superintendent Gothard; Jamie Jonassen, Assistant General Counsel; Marie Schrul, Chief Financial Officer (arrived after Call to Order - technology issues); Dave Watkins, Chief of Schools; Jackie Turner, Chief Operations Officer, Kate Wilcox-Harris, Chief Academic Officer; Stacey Gray Akyea, Director, Office of Research, Evaluation and Assessment; Kenyatta McCarty, Executive Director of Human Resources; Kevin Burns, Director of Communications; K. Thao, Board Administrator; Sarah Dahlke, Secretary to the Board

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Foster 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 Vue	Yes
Director Allen	Yes
Director Kopp	Absent
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	Absent

IV. OLD BUSINESS

Superintendent Gothard then introduced Marie Schrul, Chief Financial Officer, and Arleen Schilling, Controller, to provide information on the Pay21 Levy and to recommend the certification of the proposed Pay21 Levy ceiling.

A. Proposed Pay21 Levy

Ms. Schilling then presented information, including the September action of "setting the ceiling", levy basics, planning assumptions (staff estimates), factors impacting 2021 school levies, determination of property taxes, and factors impacting the St. Paul levy.

A chart was shown to provide information on the estimated annual property tax impact on a home from 2020 to 2021 assuming a 8% increase in market value with the estimated changes at a 4% ceiling versus a 5% ceiling based on the estimated home market value. With the median home value in Ramsey County at $215,800, the estimated change at a 4% ceiling is $41.96, and at 5%, $54.69.

Another chart was also shown to provide information on the estimated annual property tax impact for commercial/industrial properties from 2020 to 2021 assuming a 4.9% increase in market value with the estimated changes at a 4% ceiling versus a 5% ceiling based on the estimated commercial/industrial market value. With the median commercial/industrial value in Ramsey County at $486,600, the estimated change at a 4% ceiling is $125.60, and at 5%, $166.25.

The proposed Pay21 levy ceiling categories were also shared, with the differences shown from the certified Pay20 levy to the SPPS proposed Pay21 levy ceiling at a 5% change. Categories included Operating, Pension/OPEB/Contractual, Facilities, and Community Service.

The levy categories and impact on the Pay 21 levy were also shared with details in each category. The certified Pay20 levy and SPPS proposed Pay21 levy ceiling were shared, and the difference within each area.

The Pay21 levy calendar was also shared, with key dates and actions for each step, including the setting of the ceiling of the Pay21 levy on September 28, SPPS provides Pay21 levy ceiling data to Ramsey County and MDE on September 30, Ramsey County calculates taxes and prepares tax statements beginning October 1, and the mailing of tax statements November 10-24. On December 8, there will be a Truth in Taxation hearing which may be held virtually, and the same evening as the Committee of the Board meeting. On December 15, the Board will act on the certification of the Pay21 levy, and the levy will be certified to Ramsey County on December 28.

Requested action at this meeting included:

- To certify the Proposed Pay21 Levy ceiling as maximum
- To certify the date for the Taxation and Budget Hearing for December 8th at 6:00 p.m. (COB meeting that evening) and that this meeting may be held virtually

Full presentation and figures can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Board members thanked the team for the presentation.
- Superintendent Gothard thanked the team, beginning the day with JPTAC and learning where we are and thinking forward to the future, as funding for next year.

- Chief Schrul thanked Ms. Schilling for the presentation and to the Board for their patience during the technical issues due to an unexpected nationwide upgrade for Microsoft.

MOTION: Director Foster moved to certify the Proposed Pay21 levy ceiling as maximum. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	Yes

MOTION: Director Foster moved to certify the date for the Taxation and Budget Hearing for December 8th at 6:00 p.m. (COB meeting that evening) and that this meeting may be held virtually. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	Yes

B. Superintendent's Update on Reopen SPPS

Superintendent Gothard then shared that on Friday, a communication was shared with our community regarding our reopening plans. We were not able to confirm October 19 as opening for our stage 1 schools. Our team has been working diligently to that date and since, it's the hope that on or before this Friday to announce we are ready. We continue to work towards future stages as well. We did meet almost all targets that are benchmarks and milestones to guide the work forward and carry though - we will not start at zero for every stage. We have done a lot of work to get us here and ensure that all pieces are in place to confidently tell that we are ready to come back. We will continue to share information for the start of stage 1 and subsequent stages as well.

QUESTIONS/DISCUSSION:

- Board members thanked the team for the presentation, and know everyone is working hard to move on this stage 1 work and looking forward to the day we can do that. Appreciate the patience of community and families as they continue to make the best of distance learning, which might not always be easy, but we are working hard to get to that next step.
- Appreciation of the Superintendent and Administration to continue to work on this for everyone, and keeping all informed on the progress. Depending on how the last category goes, need to be communication on that as well as we move forward.
- Thanks for the communication.

- Thanks for the information and work done. What is the plan for going forward? Weekly assessments? If we are not able to meet our targets, how will that be communicated forward? Response: Friday has served as a milestone, and in communication, it was on or before October 2; still want to look at October 19 as stage 1. There is significant amount of work to happen when confirmed to when we start, and also have MEA break. If not able to confirm by Friday that stage 1 is ready for the 19th, told staff to prepare for a weekly check, and move the date to October 26 for a week later. Working hard to confirm by Friday and continue to hold October 19 as the start for stage 1. Stages 2, 3 and 4, getting to this point and targets reached to carry forward, our teams are in the process of a realistic schedule for those tage returns, knowing there will be opportunities to have staff and families back in buildings, plans, and final piece in place. With this calendar, there are also breaks for the next several months, and doesn't make it best time for transitions with large broken weeks, and will need to be strategic in planning those dates and taking into account those natural breaks already in the calendar.
- It's important in some of the emails and comments received, it's important for folks to know the numbers and particular points in the calculation, and also sense of forward momentum towards trying to move students into the next phase and important that we do it safely, and also continue to move forward, and not perceived as being stuck in particular aspects of the rubric, with 24 different items to make progress on, and important that this sets the time and temp for this work, and need to be able to have our staff to know what to expect and families to expect. As much clear communication as possible, and some misunderstanding about the indicator that was missing and how we are trying to move forward, and as much clarity as we can provide the better.
- Appreciation for the work and the continued work and the complexity, and the patience of our students and families as we continue to navigate distance learning from home.
- Absolute confidence that the Superintendent and his team and staff is working as hard as possible to get our students back to buildings, and thankful for that hard work, and only suggestion is the more we can communicate and message in a sense to reassure them, because these are nervous and uneasy times for all of us, parents and children especially. Keep up the good work, and "keep those cards and letters coming." Response: Many of our targets are based on enrollment, and we had to get to this date for more accurate enrollment numbers, and continue to gain students from the last report for our verified numbers. We know so much more today than in August about making plans with staffing and virtual learning option for families who choose, and hybrid options for stages. It will help our communication to become more clear as well.
- Sincere thanks to staff and team, and remind that we are all in different times, and as we learn to work differently to continue to have grace with one another. Everyone is working very hard to get us back.

V. ADJOURNMENT

Director Foster moved to adjourn the meeting; Director Allen seconded the motion.

The motion was approved by roll call vote:

Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	Yes

The meeting adjourned at 5:55 p.m.

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

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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

COMMITTEE OF THE BOARD MEETING
Via Telephonic and Video Conference; Available via Live Stream at www.spps.org/boe

October 6, 2020
4:30 p.m.

MINUTES

I. CALL TO ORDER

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

II. ROLL CALL

Board of Education:	C. Allen, J. Kopp, S. Marchese, Z. Ellis, J. Foster, J. Brodrick, J. Vue
SEAB:	K. Ali
Staff:	Superintendent Gothard; Chuck Long, General Counsel; Cedrick Baker, Chief of Staff; Dave Watkins, Chief of Schools; Kate Wilcox-Harris, Chief Academic Officer; Marie Schrul, Chief Financial Officer; Jackie Turner, Chief Operations Officer; Stacey Gray Akyea, Director, Research, Evaluation & Assessment; Kenyatta McCarty, Executive Director, Human Resources; Kevin Burns, Director of Communications; Kaying Thao, Administrator to the Board; Sarah Dahlke, Secretary to the Board

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Foster moved approval of the Order of the Agenda. The motion was seconded by Director Allen.

The motion was approved by roll call vote:

Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	Yes
Director Vue	Yes

IV. SUPERINTENDENT'S REPORT

Superintendent Gothard began the meeting with a brief update and comments. A video was also shared on the reopening work. He noted the events of the past months and the timeline since announcing that SPPS would begin the school year in distance learning. He did that ahead of a board meeting - to begin working with the Board and community on the steps in place before opting for a less restrictive learning

model. We also received the first of reports of 14-day case rates for Ramsey County - a determining factor in the learning model recommendation. More information was shared for the recommended learning model based on that data, and the case rates in Ramsey County. It currently stands at 15.5. That is what we are working with and determining how that fits in with our metrics and learning model. With that comes complications, including feedback from stakeholders on either side of the decision from in-person to all distance learning, and speaking their truth in expectations for their children. We have also heard from staff and preventative measures in place and teaching and learning expectations, as as well as in-person with Essential Kids Care, Discovery Club and other in-person opportunities with our community partners. As a system, we have not met the readiness indicator beyond Stage 1, which we are working towards a successful re-opening for our Stage 1 schools on October 19th. Months ago, there were questions on the basis of the decision. It was at that point that the metrics of readiness to guide our work toward bringing about less restrictive learning model. The numbers referenced for Ramsey County are one of the metrics, and closely monitoring. It may decrease or increase, and will impact our future stages. Important marks will be shared, and our plans are based on guidance from the CDC, MDE, and MDH. Our teams have been on call with any organizations, and those who are here to support school districts in the state of Minnesota, with our SPPS multi-disciplinary team that is working in every form and fashion for this work, and put this work together that is timely and safe, and pride in that work. We are working to plan in taking in feedback and assessing the transition in the model. He appreciates the support of the Board to do this for our staff, students, and community. It is very important to listen to the stakeholder in this district, through emails, texts, phone calls, etc. He noted the impacts of that feedback in decisions. It is an emotional time. It's a real and authentic education about our schools and the value of education in this community. While he will listen to all concerns, he will also need to make decisions that may not make everyone happy or pleased based on their shared perspectives. He feels as though he is making 36,000 individual decisions, and not one for the entire district, but an individualised way for impacts. Sharing the reality of what it feels like to be executive leader of the district during this difficult pandemic. It would be easy to compare us to other schools, states, districts, and we have learned a lot and great reciprocation from our colleagues and forced us to tackle subjects in local and national calls - each district is different however with many different factors. We are a network of schools and districts, who are all truly trying to do the best we can during challenging circumstances. He shared about the decision making as it started on July 30th, and led us to this position of recommending Stage 1 transition, and awaiting confirmation of Stages, 2, 3, and 4 as well, and collecting feedback and survey results, and encounter different challenges taking into consideration.

A video from our Facilities Team was then shared to give our community a perspective of the work done for the return to eventual return to in-person teaching and learning, including facilities updates and safety protocols.

V. REOPEN SPPS PLAN UPDATE

Superintendent Gothard then welcomed Chief Watkins and staff to present the Reopen SPPS Plan Update. The presentation reviewed updates and information in these four areas:

- Distance Learning 2.0: Access, Bilingual Support
- Hybrid Stage 1 Preparations Update
- Workforce Updates
- Hybrid Instructional Model
- Survey Results

The guiding principles were reviewed, as well as the timeline, and recommendations for stages of return to in-person learning, including Distance Learning, Hybrid Model, and Return to In-Person. SPPS Transition

to Hybrid Planning was also reviewed, with notes about transition by grade level bands and Special Education needs, with each stage to transition or hold based on science and data. The key dates of September 25th to hold; October 2nd to go forward with an October 19th transition, and the upcoming date of October 14th to determine whether to transition on November 16th for Stage 2.

The full presentation can be found in the BoardBook.

Distance Learning 2.0: Access, Bilingual Support
Information was shared about access and connection, with 99% students having access to an iPad assigned to them and 96% of student having access to WiFi on their assigned iPad, as well as additional efforts in support tickets, item deliveries, data sharing, and Google Voice.

Bilingual supports were also shared, with the goal of providing bilingual paraprofessionals in order to help EL students and families stay engaged in Distance Learning. Data regarding the Bilingual EA communication log was shared regarding language and purpose of communication. Bilingual EAs in the District then shared their personal experiences with distance learning and the supports provided to students and families. Ms. Fatuma Aden, Bilingual EA at Central and Humboldt; Mr. Jonathan Burnett, Bilingual EA at Frost Lake; and Ms. Hsakushee Zan, Bilingual EA at Harding shared more details and information.

Supports for students and families experiencing homelessness through Project REACH were also shared, including referrals, assistance with accessing emergency shelter, assistance with accessing prevention funds, delivery of iPads and technology, technical assistance, and personal items.

QUESTIONS/DISCUSSION:
- Director Allen noted questions about the filter systems, and wanting to know if all schools have those filter systems and switching the type of filter in building use? Response: All buildings do have ventilation systems that incorporate filtration, and these are not new systems. These are the changing of the filter medium to an enhanced MERV11. There are also supplemental air purification in smaller spaces, and able to supplement the existing mechanical systems as part of our overall plan.
- Also, are we checking temperature of sinks to ensure the water is at a temperature to adequately wash hands? Response: This is something that is a constant maintenance issue, and ensuring our plumbing team is prioritizing handwashing sinks.
- For the sanitization chemicals, what is that, and are we notifying parents and families about that due to allergies? Response: The chemical used for disinfection is Oxivere, which is an EPA-labeled disinfectant that we are excited about due to ease of use, non-toxicity, and safe use for staff using the machine. For notifications, all safety data sheets are available online for families to review, and ask our environmental safety to confirm we are compliant for guidance.
- What is our method for contact tracing - we have the room set aside for students with symptoms, but how do we do contact tracing for earlier? Response: We have the reporting system, and when investigation work with nurses, asking key questions on close contacts during the day, looking at students, staff, and visitors, and asking those questions for more details and following up with individuals. Additional information can also be provided, which will be a main part of our reopen, and main area to readily communicate with buildings, staff and community as well.
- For Project REACH, and the homlessness number which is 274, do we know how many students are in the encampments throughout the city, and what are the supports for students? Response: We are talking to all outreach workers who support the residents of the encampments, and if they talk with families with young children, to ensure they are coming back to SPPS to ensure we can meet with them, and find ways to move them to a shelter. Interfaith Action has expanded with programs in a hotel in Downtown Saint Paul. Ramsey County also continues to provide motel for families who are

unsheltered as they prepare for a shelter program, as the turnover happens. We are doing our best to reach out and support with resources and knowledge of different shelter programs.

- Director Kopp thanked staff for the presentation, and enjoyed hearing from our bilingual EAs. The scope of the work is impressive and dedication is obvious.
- As we move through the stages, what does the work for bilingual EAs look like in the next stage, as some students are in hybrid? Response: With our staffing work, we expect the staffing needs with bilingual EAs to still support distance learning and also be in-person with social distancing. That is part of the equation to ensure there is safe distancing within small groups, and those details will be worked out, and guidance provided to EAs. Schedules will be addressed, and are usually worked at the building level with principles. EL teachers and the leads manage the bilingual EA schedules with students and arranged accordingly. All of that will be sorted through and organized for a balanced rotation of bilingual EA support. We now have tools to communicate with families, and hope they will stay for families to stay engaged with a balance of distance learning and face-to-face.
- The background and efforts of this work are things that carry forward, and make it easier to stay engaged and connected whether at home or in the building.
- Director Marchese also thanked staff for the presentation - it was thorough, and appreciation of the video and learning about the work of bilingual EAs, and our plans for our students experiencing homelessness.
- Director Ellis noted appreciation for the presentation. From the video, and knowing we are showing a classroom where it's Kindergarten, 1st, or 2nd grade, but not the grades in the iteration of Stage 1? Response: The video does show Adams, and meant to show as an example of all schools that come into hybrid with the tools and supports available. The main point was the filtration system treated the same, and signs and descriptors in each school. It may differ based on schools, but to show signage, and appropriate protective equptukememtn, hand sanitizer and wipes. Each school will be outfitted for 50% capacity and classrooms with 6 feet apart for students. Some buildings will personalize it, such as signage based on programming. We are asking them to keep the base of information the same.
- Also more information on safety in Stage 1 sites including special education sites, and what our other buildings may potentially look like in phase 1 and important to recognize there are differences, and this is what these sites may potentially look like and information collected from staff as they return to buildings. Response: The sites in Stage 1 are participating in a tour with administrators, Facilities, and Assistant Superintendent Doud. We do plan to share that information with those sites, and the team will be doing a special tour of those sites to experience and see things within the video and accommodate and align to students in Phase 1. Future slides of classrooms at Bridge View were also noted.
- Within Project REACH, the numbers are lower for students experiencing homelessness and wondering if for the students that may have been identified, with 274 identified and resources for families, but as they are transitioning to shelter and other housing opportunities, how are we staying connected with them? Response: We do work diligently to ensure we stay connected with families. For the families living in our local shelters, it is easier to meet them, and connect with them. A good amount of our work is trying to stay in contract with families, especially when in transition or moving. We have found that for the most part, families have cell phones and appreciate texts to them. We do try to stay in contact. We've had a number of calls from teachers asking to check on students, and additional phone numbers of relatives. We do definitely try to stay in contact.
- Director Vue noted questions that it was mentioned that it was one aspect of how bilingual EAs support families but open minds to other kinds of supports, and what those are and how we can move towards those supports? Response: Since we have gone to distance learning, our bilingual EAs are viewed as helping much more than academics, and broadened their perspective to engage families through different tools, and led to the collaboration of OFECP can and will have done for our families with our families, and in personalized learning to be a part of our families' lives, and family angle of engaging all

and providing support and families to advocate and navigate systems. In our personalized learning, now come together to talk about technology access in a new way, and in a silo somewhat previously. Right now, there is a new call for collaboration that is like none other before, and have to rethink and think differently, and the assets of our families. Our different departments are experience family needs and demands in different ways, and leads to opportunities to explore new tools, platforms and approaches. We're going to keep an open mind, and MLL to expand across multiple teams with opportunities in DL and hybrid, will change aspects for our multilingual families.
    - Like to hear different teams are collaborating. Mentioned bilingual language spans ⅓ of the district and everyone can benefit. Encouraged the team to keep that mindset going as we move forward in pushing this work ahead.
- SEAB Member Ali noted a question regarding districts around the metro already operating in hybrid, whether universities or local colleges, are we taking data from them as we move forward with stages? How are we working with the data from MDE or local schools? Are we utilizing that data to better prepare? Response: In listening to our high education partners, the environments are different, and take the planning and technology and innovation. We are learning from our neighbor districts, and schools are having cases, and contact tracing, masks, handwashing and social distancing are important. We are learning that many of the cases are from external sources with the contact tracing, and it isn't as though that the infection is spreading from within the school. Schools are following the guidelines, and contact tracing is working. We often talk about the "group ahead" and consistently looking at and learning from them, and asking others what they may have done differently. The other school districts have been very helpful in that regard.
- Regarding ELL and as we engage with families, what is the response rate in communication, and what are we doing to encourage more participation from parents and students. Do we have bilingual support in Google Meet to engage more in classroom? Response: The communication and supports for students in academics is a two-way street, and the relationships have existed long before this pandemic and DL and leveraging that. When we went to DL, our parents felt comfortable to reach out to our bilingual EAs for supports. We are hiring 10 additional bilingual staff to support th language needs across the district, and put together an EA interpreter support plan, for all schools to have access to an interpreter in Hmong, Karen, Somali, and Spanish. That is a new structure we are testing, and hoping to enhance the way for families to access the language they need. We have changed structures so families have access in ways to support their child's academics. It's another opportunity to re-look and rethink our support systems, and increase the participation of our EL families to lean into their child's education and ways for the MLL team to support our students differently, especially our younger EL students are articulate and vocal and interaction with teachers online, and a parent is able to see that in real time and see, feel and experience it and interact and see their child in action that has brought such value to the relationship.
- Director Foster appreciated the presentation, and speaking of collective work and responsibility, and building and maintain our community together, and solving problems together. She thanked our bilingual EAs for their work, and important to see their work and understand their work, and joy of connecting our students to our school community to access and opportunities for supports. She also thanked our Project REACH team, and recounted her experience in seeing a young child at a local encampment and wondering if he is an SPPS student, and knowing that Anne and her team and working to provide supports. There will be more challenges as it becomes colder, and board members are interested in helping.
- She also noted that within Facilities, folks want to hear that as we slowly move to reopen, those without upgraded systems, there are alternative plans for filtration to support air flow in buildings. Response: The key message for families in terms of mechanical systems and fresh air in our schools is that 100% of our mechanical systems will have enhanced filtration from baseline, and all have MERV 11 or better filters, which is true for all spaces in the district. There are some circumstances to depy supplemental

air purifiers for very specific programmatic uses, and areas where social distancing isn't available. There are many people pushing hard to understand the risk mitigation for the physical environment, and an area evolving quickly. There is only a theoretical risk within mechanical systems, and taking the appropriate steps to manage risk and reduce it. Open windows are an option, and working with administrators on guidance for fans, and fresh air and mechanical systems to move that air, but trying to balance risk with what will be effective knowing what we know about the virus and its spread.

Hybrid Stage 1 Preparations Update

Information on Hybrid Stage 1 was shared, including that SPPS has met all targets needed to transition students in Stage 1 to hybrid learning, and that Stage 1 students will begin transitioning to hybrid learning on Monday, October 19, with staff returning to their buildings on October 8th. Stage 1 programs that will begin hybrid learning on Monday, October 19 include:

- The Downtown School (JDC)
- Care & Treatment program
- Hospital program
- River East
- Journeys
- Bridge View School
- Focus Beyond (Pathway 1 & 2)

QUESTIONS/DISCUSSION:

- Board members thanked staff for the presentation
- Director Kopp appreciated the mention of social stories, and because this is so different, and the attention to their academics, but also the emotion of their return. Thanks for the thoughtfulness and the intention.
- Director Marchese echoed similar thoughts. It sounds like the planning is going well, and the appreciation of the thoughtfulness of the students' well-being.
- Director Ellis noted hearing from families when they are back in our buildings and our students.
- She requested further information on the number returning to sites. For Bridge View, we have about 50% of students, 70 students; Journeys is 94%, 50 students; RiverEast is 73%, 26 students; and Focus Beyond at 80%; 121 students returning.
- About Bridge View, and hoping it's clear in community the District isn't forcing anyone to come back and families will make the best decision for their family, and the option to continue in Distance Learning, and to remain in SPPS in the way most comfortable.
- There will be 4 students in a Bridge View classroom, and with a classroom teacher, and will there also be EA or TA also in the classroom? Response: Yes, our paraprofessionals will be returning in the hybrid model supporting our students during hybrid, and paraprofessionals also continuing to support in the distance learning envorkmemnet. There will be both. Classrooms can have 50% capacity, and are okay with capacity of staff and students as we support the hybrid model. There will be other adults in the classroom, as well as our students.

Workforce Updates

Details were also shared on the workforce update, with Stage 2 and 3 staff notified of the hybrid transition on 10/1/2020, with Stage 2 of PreK-Grade 2 and Special Education, and Federal Setting III, and Stage 3 with Grades 3-5. Information was also provided on the readiness indicator of 50% of stage staff comfortable with transition, and data on the survey.

QUESTIONS/DISCUSSION:

- Director Kopp noted questions about Stage 3, and those target dates. Response: One of the things we are challenged with, is in looking at the calendar, and November, December, January calendar, it is choppy and transitions of this magnitude around an already choppy calendar, we want to be extremely cautious and respectful of everything typically happening, and will need to look at windows where we might transitions, and it is realistic and accomplished. As we continue to go through stages 2 and 3, we will continue to come back to the Board and community with dates to get out there for potential dates. While we didn't hit the readiness target on September 25, and october 2 was date on the calendar, and date we put on there to reconsider. There may be dates communicated to know what dates for readiness, and dates to propose to start similar to that first readiness target date proposed.
- Board members thanked staff for the presentation.
- Director Vue noted questions in understanding that some staff have changed roles to fulfill a greater need, and for those staff who may be switching back to their original role, how much of a notice are they given before they transition from their current role to their past role? Response: There are a subset of staff supporting other programs, and made a commitment that as we moved back to hybrid, that they would also move back and would like to give them some lead time to transition back to their role. Some staff started work, and some in DC and EKC, and move back with notification back to their buildings once we moved to hybrid. They do have pre-notification, and would like to let them know that we notify all staff in notice to return and gathering for stages, it also includes paraprofessionals, while teachers are primarily still supporting students in their school through distance learning. They are getting that in advance of their assignments changing.
- Chair Foster noted questions around the numbers of surveys sent to staff, are we not sending out to all staff, or just a certain portion? Response: We are only sending to staff a part of that particular stage, and did send them to Stage 3 staff. That number is larger, and did because we needed to notify specialists who may serve K-5 in buildings, and wanted to ensure a good sense and headstart on ADA accommodation requests on Stage 3 staff. We also want to time our groups surveying, so perception data is based on conditions that are consistent. If we were to collect perceptions now to implement in January, they may change their mind. We want to tighten the window and eliminate any of the mischaracterizations of data collected.
- Knowing that we are trying to make as many accommodations as possible, and concerns about staffing numbers, what guidance are we giving to principals around staff returning, is there a subpool, and how are we looking at that? Response: The team is committed to supporting all buildings for a safe return to hybrid learning, and know there are different safety guidelines, and our job to manage that. If our principles are needing additional support or problem solving, that is our job and will ensure we fulfill that commitment and is the backbone of our work. In terms of subs, there are a couple things a bit different than in past years. One item that has been helpful is our Teachers on Call account manager has continued to work with her team on recruitment. We also had to meet a contractual obligation of including building subs, which for any building, had unfilled sub rate, and if they met the 50% threshold, they received a building sub for the year. We also have permanent subs, which are subs provided for last minute assignments, and also traveling subs, to support a subset of schools. We have created additional cohorts of subs to support schools.

Hybrid Stage 1 Preparations Update

Information on the SPPS Hybrid Model was also shared, including prioritizing the safe return of students and staff this fall in stages, readiness targets, building staff and enrollments of 89% opting for hybrid in-person option, and 11% opting for virtual learning school.

A schedule for hybrid learning for students was also provided, with students on-site for learning two days a week, and distance learning three days a week. More information was also shared about Distance Learning 2.0 is also hybrid, with a blend of both synchronous and asynchronous learning opportunities.

Hybrid learning for teachers was also provided, with posting lessons in Seesaw or Schoology for each day; whole group, small group and individual work with students Monday through Thursday; and Fridays to plan for the following week, hold office hours, and work with students. Information was also shared for Virtual Learning School (VLS) as a choice option with consistent well-rounded content. Hybrid realities were also discussed such as teacher reassignments and changes, and schedule adjustments.

QUESTIONS/DISCUSSION:

- Board members thanked staff for the thorough presentation, and intentionality and thoughtfulness of schedules, and appreciation of consistency of students, and hopeful to also push to teacher changes. Concerns about when cases rise, and go back to DL, do the students then switch back to the original teacher, and ways to set up so it sustains consistency? Ensuring we stay thorough in consistency. Response: We do know at some point, there may be a need to move to a more restrictive model, while knowing the foundation of all this work is built on distance learning, and know we have a solid default that is growing every day.
- Director Kopp especially thanked the team for addressing the hybrid realities, for the Board and community, and attention to them. Sometimes knowing what's in front is helpful, and we're accounting for these items and working hard to mitigate where we can. Appreciation for the level of detail and work on this.
- Regarding Virtual Learning Schools, when can folks move in and out, and what is the process around that? Response: We want to be responsive to families and help support their students, and our number one priority - the safety, health and wellbeing of our students. We are working to make any changes at natural breaks with appropriate amount of lead time, to make changes to staffing, transportation, and class size. There is an opportunity for families to move, and respond to medical need, but be cautious at the rates we make sweeping changes.
    - Appreciate and makes this planning to have set dates, and dates available for families for exit and entrance; if folks know that's a conversation for choice for VLS, it doesn't feel like the final item yet, and anxious to see that process.
- Appreciate complexity of putting everything together; thanks for work and intention bringing to it.
- How much do families know in advance to make their choices? Families want to hear more that might factor into decisions, and more that feel concerned wanting to stay connected to school and teacher, but knowing a window of time to make choice about VLS. What do families get to hear and know in advance of making that choice, and how are dates and time frames coinciding together so folks know they can make that choice? Response: Regarding the lead time, we have a lot of discussions and talking about our progress with hybrid, and have a survey on the timing; the other piece is that we have been meeting at the administration level to ensure folks know what is coming, and in stages of expanding the stage pieces for 1, 2, 3, and 4. We will be able to provide our community early advance notice in the proceeding stages, which will allow for sites to better understand and work through logistical items, and ensuring parents are aware of their groupings. There may be adjustments, but offer in a good place to provide early notice to parents in terms of which assignment for Stages 2, 3 and 4 as we move on. The first was sharing where we are with stages, and now share with our community on what it will look like in terms of individual and family schedules and adjustments. Feedback from families since the beginning of the summer has ebbed and flowed - at first wanting information about reopening, and as plans have unfolded and since announcing hybrid, families wanting to know about environment in school in person, and more questions to do with what is the student's experience going to be. Our communication with families has been as fast as possible, and not cough tup with multitude of questions happening - what is exact experience for the students? We have answered many, but the specifics are not there yet, but are as detailed and transparent as possible, while providing specific information based on program. We have tried to manage expectations, at the same time being transparent.

    - This is tricky and limited amount of specifics early one and more refined as we progress, and cannot completely customize everything early on, and concerns about when families need to make those choices in terms of hybrid or VLS, what families and caregivers know at that moment because it will be very specific by student and choices for families. Folks will be making specific choices based one what they know and understand, but how folks will process that will be through specific decisions - if we can be as flexible as possible with families in hybrid or virtual learning and that process. As much as we can provide at decision-making and processing that, the better. Highlight that parents will have a decision point and an anxiety curve to decide where they are at, and know folks may look for opportunities for accommodations around deadlines.
- Director Brodrick noted commendation to the presenters, and being impressed with their clarity on acceptance of the fact going into this, that we have to expect problems, but as listening, a good job of anticipating the problems already encountered and thinking about, and understanding there will be more, and preparing for them.
- Director Vue mentioned that with "cascading effect", are there indicators if some schools are more susceptible, and what are steps to prepare for that in advance? Response: The "cascade effect" is one variable or item will have a dependency on another, and as that variable happens, there is an effect to that, and so on and so forth. The transportation piece is another piece with the cascading effect. In terms of what we are doing to address them, by the early data from surveys and data from distance learning options, and ADAs, strong data points to identify those that may be more experience staffing, decrease or adjustments in enrollment, and a collaborative effort to balance out the different imbalances - whether staffing, students, or services and ensuring we have that balance. That is one of the proactive approaches, and as we continue to unpack the hybrid model, we find other scenarios and problem-solving around those adjustments.
    - What are the indicators to build off of, or more in the data gathering stage? Response: The data is what is indicating the adjustments needed in our system - whether it's staffing, that's an indication to determine a plan for that site; or a site experiencing adjustment in enrollment, and what is needed to adjust accordingly - the data points are the indicators to how we will respond and react as fast as possible.

Survey Results

Stage 1 family pulse survey results were shared, which was administered to families later September with a 31% response rate, and 50% of families responded as very comfortable to tend to feel comfortable when asked "What is your level of comfort with a transition from distance learning into a hybrid setting during the fall" and dates of future surveys for Stage 2 and Stage 3 families.

QUESTIONS/DISCUSSION:

- Director Kopp noted the response rate of 25% was only for Stage 1 families? Response: Yes, that's correct.
- Directors thanked staff for the presentation.
- Director Marchese noted that with a 25% response rate, we are missing a significant percentage of families. What are the additional ways we solicit feedback from families? Concerns about language barriers or understanding of the survey where families will be directly impacted by the overall results. Will building staff or OFECP engage in different ways? Response: For Stage 1, we administered the pulse survey asked program staff to also administer the survey, and that information was then collected as well, primarily through Asst. Superintendent Doud on the concerns and compared to the results, and them monitor and move from into program evaluation and monitoring phase where we are designing a regular time to collect information and to make adjustments. It does not preclude programmatic changes made as necessary. For Stage 1 it is a smaller scale stage, and for 2, 3, and 4, which are larger scale, we would want to build in additional pieces to collect feedback and working with OFECP

and that workgroup to hear from families, and a a level of saturation once hearing same consistently and then using that to triangulate the data. There is always more outreach to be done.

- Concerns to get the broadest range of information from families, and for planning, this is to understand what families are thinking, and separate from what they decide to do. Want to ensure we are getting broad feedback we need at this point, which is more acute, than when done earlier for pulse surveys for more general questions, and honing into age groups and those affected by the changes, and want to ensure a good cross-section of student and family community.
- How many surveys are going out to families for Stage 2 and Stage 3, imagine the numbers will be different, and how many have gone out for each? Response: For Stage 2, we have sent out approximately 15,000, and give caveat that some of the students had more than one email in our system, and sent to all emails. For Stage 3, there were approximately 7500 surveys sent/emailed, again with some duplicate email addresses.
- The deadline was this Sunday, 10/11.
- Are these surveys available in other languages? Response: Yes, they are administered in five languages - English, Hmong, Karen, Somali, and Spanish.
- Director Brodrick echoed similar questions - we have sent out these surveys to a significant number of families, and though many time when surveying, is that sometimes, families fill them out with a certain suspicion or sensitivity if they will really have their input heard. How are we going to go about publicizing the results of the survey to folks who did take the survey? If we do make decisions, which may run counter to some of the survey results, will there be a way to explain the decisions made? Want to ensure families feel it is meaningful instrument, and that we are able to share results, and how we used that information to make the decisions. Response: The hard part about surveys is not the instant feedback, but our team will continue to be extremely transparent in sharing information. We want to ensure that families know if their top three choices aren't show, that we can provide an explanation why - that is our commitment. The decisions made based on regulations, safety dont' always fit with each family, and we will continue to communicate and challenged to do that and more.
- In thinking about the timing October 5 and 6, and how are they understanding these are different surveys being sent? Response: It is a challenge for the timeline. The October 6 for Stage 3 came pretty quickly. The way we tried to address it, particularly for families in Stage 2 and Stage 3, is that on the guidance of Communications staff there are links in the survey and clear that Stage 2 for specific groups of students, and language indicated if student in a different stage, there would be a different survey for that stage. We also in addition to the link and language, is a visual of the dial with the visual of the stage for the survey representing. We did try to get in front of that knowing it may potentially be confusing, and to determine if those were helpful in lessening the confusion.
- Superintendent Gothard thanked the team for the presentation, and to hear it in flow of how it works interchangeably and feedback from the Board has been helpful. It is all good feedback - from surveys, social media, phone calls, and collecting information to do the very best we can.

The Board of Education then provided the below statement in support of the work of the Superintendent and his team, and the direction this district is taking:

The Saint Paul Public Schools Board of Education is committed to the educational achievement of our students and the health and safety of our students, staff and community. Our ultimate goal is for our students and our teachers to be back in the classroom, and only when it is safe to do so.

The Superintendent and his team have developed a deliberate process and pathway with specific clear metrics to evaluate whether and when it is safe to begin returning to school in a hybrid manner. This included soliciting responses from parents and educators as part of the multiple readiness targets. These

decisions are also informed by science, existing MN Department of Education / MN Department of Health guidelines and operational needs. We support this approach.

The staged approach to hybrid instruction allows the district to take measured, cautious steps to fully evaluate each stage, independent of political pressure or what's happening in other school districts. We understand that even a small, staggered reentry into school buildings can create questions and anxiety for both families and staff members, which is why district leadership continues to proactively engage with families and staff to better plan for anticipated needs.

We realize that distance learning has been necessary to ensure a safe start to the school year, and we also know it is neither optimal for long term learning nor equitable for our students and families. We acknowledge that our students' academic and social / emotional well-being is additionally strengthened by teachers and school staff. While we work towards returning everyone to school in a timely, and safe manner, we also recognize that we must be flexible and responsive to the way this virus may move through our community; we are prepared to return to distance learning if necessary.

We respect and support individual family choice and want to ensure the district offers a virtual option for those who, for whatever reason – need or want to have their students in distance learning. That is why the district created the Virtual Learning School.

Our students have endured significant disruption over the past seven months. All staff, administrators, parents and caregivers need to remain laser focused on providing the best experience for our students. We know distance learning will not fulfill the long-term learning and social / emotional needs of our children. We owe it to them to place their well-being and needs at the center of our work.

None of this is easy. We hope that the Saint Paul Public Schools community will continue to extend compassion, patience, and grace to one another during this time, as well as the expected changes to come. We notice and deeply appreciate the efforts of our students, families, educators, staff members, community partners and district administration to navigate these challenges. Thank you for your hard work and dedication to our students.

Superintendent Gothard thanked the Board for the statement of support, and on behalf of his team. Since March 15th, he has shared information about this work, and informed, and great partners, pushed and challenged, and held accountable, and to have this to move forwards is appreciated.

VII. CONSTRUCTION PROJECTS AND FACILITIES MAINTENANCE IMPROVEMENTS

Superintendent Gothard then introduced Tom Paren, Director of Facilities, to provide an update on construction projects and facilities maintenance improvements, with progress of construction projects, sharing of the great work of maintenance and custodial teams, and a brief update on the launch of the next capital plan. Photos and information were shared on the construction projects of Como Park High School, American Indian Magnet, District Service Facility, Frost Lake Elementary, Humboldt Senior High, Phalen Lake Hmong Studies, and Washington Technology athletics facilities.

Custodial and maintenance information was also shared, including photos and information around deep cleaning in schools and buildings, floor refinishing, and building automation systems.

Within the portion regarding the launch of the next capital plan, the capital planning schedule was shared, with work with the Board to share and refine an update on the condition of the SPPS facilities, work

prioritization, coordination with Envision SPPS process and timeline, long-range bond and levy strategies; and optional, in-depth presentations for board members in fall/early winter.

Superintendent Gothard noted the diagram of the venting, and amazing to show the depths of how we have taken advantage of this time, and prioritize areas.

QUESTIONS/DISCUSSION:

- Director Allen thanked the team for the presentation, and appreciation of the deep cleaning, and noted the painting of the Central lockers.
- Director Kopp noted her personal experience in knowing what is under construction is important, and appreciate all the work of those projects that aren't seen. She also noted speaking with a building engineer at a local school and how he was removing layers of wax, which is difficult and there is never enough time. Tell from his enthusiasm he couldn't wait for everyone to see this work, and the reminder that all staff and community contribute to our learning environments. Thanks to everyone for this work because it will make a difference when we are back in buildings and will be seen and appreciated.
- Director Marchese echoed comments - to the staff in the buildings who are using this time, while we may not have expected or wanted this unprecedented time. We have that opportunity and excellent to see we are using it, and our custodial and maintenance staff have the space to focus on these projects. It's important when thinking about perception of the buildings and looking at the maintenance, cleanliness, maintenance, and floors, walls, etc. Our buildings are used hard during the year - they are used and well-used, and we rarely have the time to focus on these items. When we are back in buildings, hope that they can see the difference, and speaks to the way we value their work and our students for buildings that are clean and sparkling, and for our community to show them as well. Thanks for the presentation and the work of our building staff.
- Curious about the capital planning process - what is the timeframe? We have had the plan and talked about it in the past and know there will be a reboot - a preview of the ente of that discussion and the elements to see? Response: Our intent is to provide the holistic view, and programmatic look at why we are doing the work, the data points to look at when assessing our buildings and alignment to strategically, and financial conversations to commit to a bond/levy program, and tie into long term needs as an organization. We have heard about making confident decisions in time of great transitions, and recognize where we are as we launch the Envision SPPS process for smart, informed decision to confidently invest in buildings. Our hope is to tailor the approach to all that is happening, and time and attention in managing today for safe and smart transitions to hybrid transitions, while also being able to lay out to dive into those holistic programmatic views of the capital program intentions and meaningful steps to achieving it. We want to be targeted and efficient, and tailored to what is available today.
- Is this a conversation about how to move forward, or create or re-create the plan? Or is it the plan? Is it process, or data-decisions and already gathered? Response: The intent is to demonstrate all we learned through FMP external review, fidelity from 2015/2016 process and synthesize them together. This will be about the next iteration of the plan.
- So there will be decision points this winter for the board to make decision about prioritizing? Not several month additional process? Response: Yes, there will be active decision points for the Board and a few other strategic growth moments that will set the trajectory for the plan.
- Director Ellis thanked staff for the presentation and time going through the buildings. As going through Phalen, and hearing the building engineer talking through construction and being told that they are great partners in construction and really know our buildings and appreciate them. They are doing so much and the feeling of getting buildings ready for students to return - with construction and building engineers.
- Director Brodrick requested clarification on the levy process and FMP alignment. He also noted the long-range facilities master plan, sustainability of the district, how we will levy and expectations for our

taxpayers, and enrollment figure into this. He also noted the photos in the presentation, and that's what we want for our students, and to see what our maintenance and custodial staff and tradespeople are doing, and experience in seeing a shiny floor on those first days of school. He will continue to ask about those items previously noted.

- Director Vue thanked to the custodial maintenance staff and for their great work and pride in their professions. The buildings look immaculate.
- SEAB Member Ali noted that he has waited 4 years to see Como, and it looks great, and to everyone for their work and using the time wisely, and to make the buildings clean and healthy for students to come back. Director Brodrick thanked SEAB Member Ali and recollected when Como Park Junior High was built in the mid-1950s, and the extensive renovation to make it a senior high to open the 1979 school year, and now we are in 2020-21, and the years of evolution. That's what we want for our students.
- Director Foster thanked our construction and maintenance crew and tradespeople, and the collective work of what we can accomplish together, and often those folks behind the scenes and appreciation. Deep appreciation for their skills and the care given to our buildings.
- Superintendent Gothard noted we will continue to work towards the future of our facilities, and the impact of the current learning environment, and spaces for our students to thrive.

Superintendent Gothard then noted the recommendation to hold an in-person Board of Education meeting on October 20th, and asked Chief Baker to work with teams to coordinate. Chief Baker then provided more information, including parameters and thoughts, for the first in-person meeting for the 2020-21 school year as we transition to hybrid for students and staff. He also thanked Chief Turner and Mr. Parent for analyzing the space, and to provide the Board with specifics in the upcoming days, and items to think about, including Public Comment. We will do this is a safe way, and also thanked Mary Langworthy and Laura Olson. We also need to think about the virtual nature of the meetings as well, and recommend continue certain virtual aspects to be safe and adhere to CDC guidelines. As a reminder, we will phase in other participation, and would primarily be Board and some staff during this transition time. Just as we are doing hybrid for schools, we are also looking at a hybrid model for meetings. Superintendent Gothard mentioned that we may not have the exact metrics, but the virtual foundation will be critical, and to be sure to look at similar targets for board meetings. More information to come, but the October 20th will be limited in person and virtual for board members and staff.

Director Foster noted in being at 360 Colborne and seeing the board room.

Superintendent Gothard also thanked the community, and the feedback is important and valued, and considers hearing from our stakeholder as an important part of his job in leading this District for all students, staff, families and community. Grace and patience in the way we do things. Safety aside, we owe it to each other to work hard together for our students and for each other. With that encouragement and big heart from all to do great work and be safe and support students in this community, and looking forward to our successful transitions.

VIII. ADJOURNMENT

Director Foster moved to adjourn the meeting; Director Marchese, Director Brodrick, and Director Allen seconded the motion.

The motion was approved by roll call vote:

Director Allen	Yes
Director Kopp	Yes

Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes
Director Brodrick	Yes
Director Vue	Yes

The meeting adjourned at 8:33 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

Saint Paul
Public Schools

Reopen SPPS Update

BOE October 20, 2020



Guide to Presentation

1	Hybrid Stage 1 Update
2	Hybrid Stage 2: Transportation, Nutrition Services
3	Hybrid Stage 3: Timeline
4	Workforce Update
5	Financial Update

Guiding Principles



Focus on the needs of students and families.



Prioritize community well-being, including the social emotional and physical health needs of students and staff.



Champion equity and make sure students maintain progress toward their learning goals.



Design fiscally responsible and sustainable solutions.

SPPS Transition to Hybrid Planning

Sept 25	Determine Oct 19 transition or hold (following MN Educator Academy conference break) Hold
Oct 2	Determine Oct 19 transition or hold (following MN Educator Academy conference break) Go
Oct 14	Determine Nov 16 transition or hold Hold
Oct 23	Determine Nov 16 transition or hold

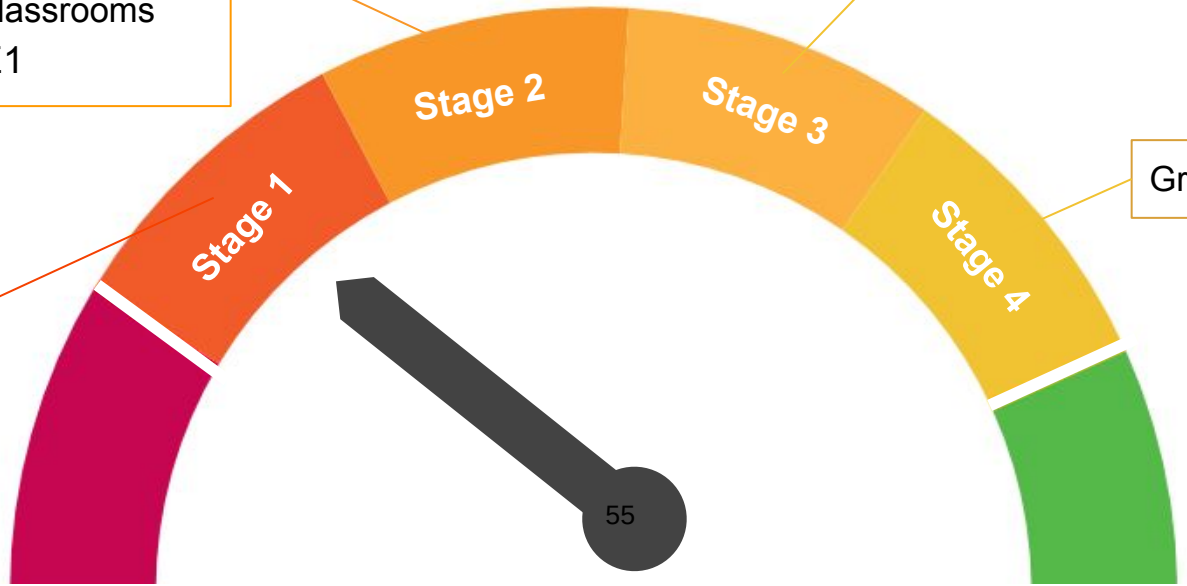
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Hybrid Stages

- All PreK-2
- ECSE Programs Birth-PreK
- Fed. III K-12 Autism & DCD Specialized Classrooms
- Montessori E1

Special Education Fed IV Programs & Special Sites

Distance Learning 2.0



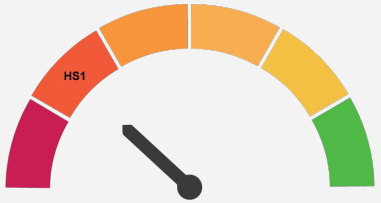
Grades 3-5

Grades 6-12

Return to in-person Learning

1 Hybrid Stage 1 Update

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Hybrid Stage 1

Special Education Fed IV Programs & Special Sites:

- The Downtown School (JDC)
- Care & Treatment
- Hospital
- Bridge View
- Focus Beyond Pathway 1 & 2
- River East
- Journeys

Stage 1 Staff & Students On-site

- Staff returned on Oct 8th for planning, training on safety protocol, Nonviolent Crisis Intervention (NVCI) training, and preparing schedules and classrooms

- Staff welcomed back
  Group A students on Monday October 19th.
  Group B students will start on Wednesday October 21st.

- Hybrid and first day highlights from Lisa Carrigan, Principal of Bridge View School and Focus Beyond



Monitoring Cases

- Messages to stay home when sick or with close contacts
- Layering strategies to reduce risk
- Review reports made
- Follow guidelines for exclusion from MDH
- Follow SPPS COVID-19 Communications Protocol for notifications
- Close communication with Ramsey County, MDH, and MDE over case counts and local testing sites



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2 Hybrid Stage 2

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Stage 2 Nutrition Services Update

- Nutrition Services will continue weekly home meal delivery to youth throughout Saint Paul. Families can opt in/out at any time by visiting www.spps.org/fallmeals.
- Meal pickup also available at Area Learning Centers.
- Families are asked to submit application for free and reduced-price meals, which supports funding for Compensatory Revenue, Title 1, and other important programs.
- On site meals will include Breakfast To Go and a hot school lunch.
  - Packed breakfast meals will be available for classroom dining.
  - Lunch will be served in the cafeteria, and overflow space designated as needed.
- Each school will be provided an individualized meal plan before reopening.
  - Plans will be posted in the cafeteria for staff and guests.
  - Reminders for masks, handwashing, and social distance will be posted throughout the cafeteria.
  - Seating arrangements will be marked to ensure social distance.

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Stage 2 Transportation Update

- Bus Arrival and Departure Routines
  - Unload and Loading
  - School Bus Seating @ 50% capacity
  - Traffic around school buildings
- Prior to Boarding School Bus
  - Self health assessment at home
  - Mask to be worn while on bus
  - Driving personnel outfitted with masks
  - Masks available if student doesn't have one
- School Bus Information Postcard
  - Hybrid Stage 2 and 3 dates TBD
- Hybrid School Bus Routing

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3 Hybrid Stage 3

Timeline

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Timeline for Stage 3

Nov 4	Stage 3 (Grades 3-5) enrollment in Virtual Learning School deadline for prioritized spot in current school's VLS
Nov 30	Determine Stage 3 Jan 19 transition or hold
Jan 19	Stage 3 hybrid transition

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4 Workforce Update

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Workforce Update

Readiness Indicator - 95% Instructional Staff (Stage 2)

- Met as of 10/14/2020
- ADA /Executive Order accommodation requests under review
- Hybrid/VLS assignments under review

Workforce Challenges

- Sub contingency planning
- Staff quarantines
- Accommodation requests continuation

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5 Finance Update

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CARES Act Funding

CARES Act: Coronavirus Aid, Relief, & Economic Security Act

SPPS received three separate allocations under the CARES Act:

- Governor's Emergency Education Relief Fund (GEER)
- Elementary & Secondary School Emergency Relief Fund (ESSER)
- Coronavirus Relief Funds (CRF)

CARES Act Funding Summary

	GEER Funding	ESSER Funding	CRF Funding
Total Allocation	**$ 2,360,131.00**	**$ 19,974,429.00**	**$ 12,256,164.00**
Less: Non-Public Schools Set-Aside	**$ 61,093.44**	**$ 517,050.40**	**$ -**
Less: GAP School Set-Aside	**$ 5,498.08**	**$ 47,004.72**	**$ -**
Total Available to SPPS	**$ 2,293,539.48**	**$ 19,410,373.88**	**$ 12,256,164.00**
Less: Total Projected Expenditures by Fiscal Year			
March 13, 2020 - June 30, 2020*	$ 90,420.00	$ -	$ -
July 1, 2020 - June 30, 2021	$ 595,800.00	$ 7,554,687.00	$ 12,256,164.00
Balance	**$ 1,607,319.48**	**$ 11,855,686.88**	**$ -**

CARES Act Funding Allocations			
July 1, 2020 - June 30, 2021	**GEER Funding**	**ESSER Funding**	**CRF Funding**
Essential Childcare:		$ 322,575	$ 322,575
Distance Learning:			
Instructional Materials/Student Kits		$ 1,550,000	
Virtual Learning Support		$ 500,000	
Academic Support Centers		$ 50,000	$ 106,164
Professional Development			$ 1,103,000
Hourly/Temporary Support			$ 249,657
Technology - Additional Devices			$ 2,148,304
Technology - Hotspots/internet/phone*	$ 595,800		$ 1,137,000
Online Curriculum/licenses		$ 156,250	
Communications & Engagement:			
Language Line, Translation Services & Interpreters		$ 75,000	$ 555,000
Operations:			
Custodial Support - temporary staffing - Phase 1		$ 1,222,837	$ 1,222,837
Custodial disinfection equipment & supplies			$ 1,800,000
Mechanical system upgrades, acrylic dividers, carts		$ 400,000	$ 100,000
Districtwide PPE			$ 800,000
Additional staffing support		$ 626,537	$ 106,537
Retain Washington 5/10 schedule (FY21)		$ 484,000	
Hybrid/In Person:			
Technology - Point of Sale Meal Service, Supplies		$ 85,000	$ 200,000
Additional Equipment, PPE, Other			$ 1,705,090
Additional Custodial Support - temporary staffing (phases)		$ 2,082,488	
Increased costs of transportation for Hybrid - half year			$ 700,000
July 1, 2020 - June 30, 2021 Total Projected Expenditures	**$ 595,800**	**$ 7,554,687**	**$ 12,256,164**

Comments?

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Office of Digital & Alternative Education and Office of Technology Services

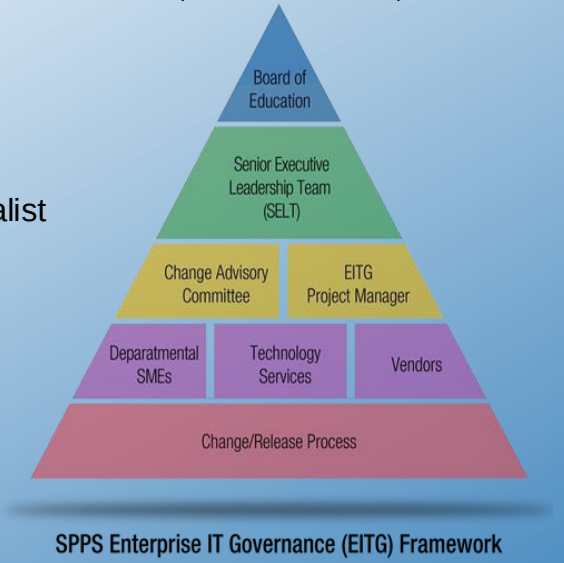
Board Of Education Presentation – Hans Ott, Executive Director of Digital & Alternative Eduction; Idrissa Davis, Executive Director of Technology Services

October 20, 2020

Office of Technology Services

- **Overview**
  - Responsible for: Cybersecurity, Infrastructure, Application Development, Service Desk, Field Services, IT Projects and Printing Services.
  - Total staff: 57

- **Highlights**
  - Idrissa Davis named 2020 Twin Cities CIO of the Year ORBIE Award Finalist
  - Over 4,000 T-Mobile Hotspots deployed to Students & Staff
  - Over 1 Million items printed through PCMC
  - Processed over 39,000 unique requests
  - Enterprise IT Governance Framework in Place
  - Data Center Refresh Project Completed
  - Deployed Google Voice Services to 4,700 staff members
  - Microsoft Teams: 78,055 Meetings and 13,646 calls (Last 180 days)



SPPS Enterprise IT Governance (EITG) Framework

Family Support / Curbside Operation

New as of April 2020 – Covid operations

- Family and Staff Facing On-Premises at 1930 Como and Remote Support

- Family Support Line has processed roughly 7000 Unique requests via Phone and Email
- Curbside has processed
  - 8000 Student Devices picked up at curbside – Sanitized, reset, and setup
  - 8500+ Devices prepared for school fall handout events
  - Deployed 4200 Internet Hotspots
  - 975 Staff Appointments
  - 600 Walk-ins (No Scheduled Appointment)



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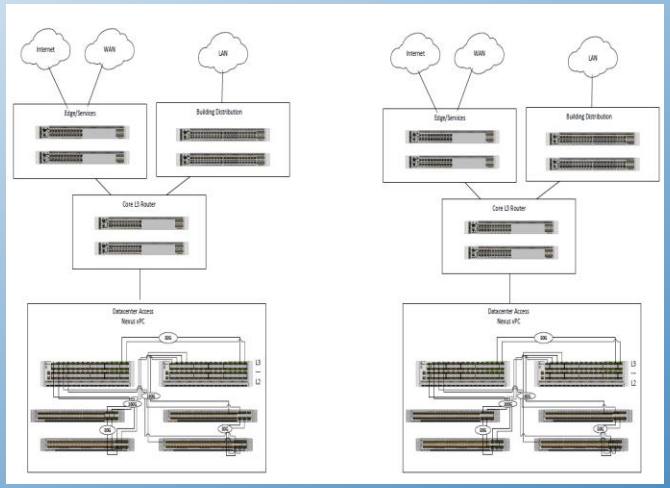
Production Services

Application Development:

- Supported implementing Zello to replace Naviance
- Supported implementing PowerSchool for Professional Development Training
- Supported implementing Spotlight for College and Career Readiness

Infrastructure:

- Downtown School
  - Broadband increase 300 times faster
  - Installed Wireless Access in all classrooms
- Upgraded 225 Ricoh Devices.
- 561 iPads apps processed for student and teacher use
- Proactively email staff about Password Resets



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Data Security

Palo Alto

- Blocked 2000 malware threats.
- Blocked 14,682 spyware, 250 vulnerabilities and 17 viruses.

Proofpoint Email Gateway:

- Proofpoint blocked 42,429 malicious emails

Additional Cybersecurity Highlights

- Good Hacker Penetration Test
- KnowBe4 Cybersecurity Awareness Training
- New Data Security Manager and Information Security Analyst



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Office of Digital & Alternative Education

Innovating & supporting inclusive & culturally relevant approaches for digital-age learning.

- Personalized Learning:
  - 1:1 iPad initiative, master eligibility, professional development, learning management systems (Schoology and Seesaw)
- Libraries: school libraries, LibraryGo, SPPS Virtual Library
- Digital curriculum and materials
- Online learning: Virtual Learning School and SPPS Online
- Student Information Systems (Infinite Campus): scheduling, reporting, student data, contact information, district-wide support
- Alternative Education:
  - evening high school, extended day programs, credit recovery and summer learning programs

Access & Connection

- Distance Learning 2.0: monitor and address needs of the 35,000+ students needing access to an iPad and connection to WiFi
- Access and connection for 5,000 staff
- Inventory: Preparing, processing and shipping items to schools / families.
- Reporting: Weekly reports to administrators and school staff
- Contact: Individual teacher, principal and family calls / deliveries





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Professional Development

- Support and design for : Distance Learning 2.0
  - Content creation
  - Workflow
- Seesaw and Schoology Intro to Expert learning.
- 1:1 iPad professional development
  - iLearn cohorts : General Ed, Special Ed and ELL
- Google Suite: Apps, Voice, Meet, Jamboard and more
- Technology TOSA and iPad Manager training and support
- Library: Curbside book drop-off and pick-up



Staff, Family and Student Support

- Attendance and scheduling support for students, families and staff
  - 1000s of emails and tickets support:
    - System access
    - Login information

- Communication
  - iUpdate, lock screen messages, constant contact information updates



SPPS DISTANCE LEARNING 2.0

SPPS Distance Learning 2.0 relies on students to use their iPad device and to participate in online learning platforms such as Seesaw and Schoology. Teachers may use other district-approved technology to engage with students via email, using online courses, setting up group chats and forums, and sharing videos and audio recordings.

GET CONNECTED

1. Turn on your SPPS iPad
2. Connect your iPad to your home WiFi network or Hotspot
   If you need a WiFi hotspot, call your school·

MARK YOUR ATTENDANCE EVERY DAY IN CAMPUS

1. Open the Campus Student app
   Or go to the website spps.org/onestop
2. Sign in with your student username and password
3. Under Check - ins, choose 'Attendance', then 'Yes I'm Here'
   This confirms attendance for all classes that day.
   For attendance help, go to spps.org/distancelearning

SIGN INTO SPPS APPS

Google Meet (all students)
Sign in with your SPPS Google Apps email address.

Clever (all students)
The Clever portal is a single - sign on tool. Sign in with your student username and password.

Seesaw (PreK-3)
Sign in to Clever then tap Seesaw.

Schoology (Grades 4-12)
Sign in with your student username and password

SPPS Self Service App
Download additional iPad apps from the SPPS Self Service app.

ASK IF YOUR FAMILY HAS FILLED OUT THE CENSUS 2020

Fill out the 2020 Census form online at my2020Census.gov.

Need help? Tap the 'iPad Help' button on your iPad for tutorials and guides or visit spps.org/distancelearning. If your iPad is damaged, broken or lost email familysupport@spps.org or call 641-603-4348.

Saint Paul Public Schools

Next Steps and Pivot Toward Hybrid

- Adjusting hours of service and response
- Centralize vs De-Centralized support models
- Additional technology solutions to onboard
- Adding professional development for staff in using tools for Distance Learning
- Additional student/family supports online: how-to's and parenting in the digital age.



Questions

HUMAN RESOURCE TRANSACTIONS
September 1, 2020 – September 30, 2020
October 20, 2020

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Amigon, T.	Classroom Teacher	08/31/2020	$32.38	Nokomis Montessori North
Brunner, J. E.	Classroom Teacher	08/24/2020	$32.69	Como Park Senior High
Cerkvenik, S. M.	Classroom Teacher	08/24/2020	$31.73	Murray Middle School
Herndon, G. M.	Classroom Teacher	08/24/2020	$31.34	Cherokee Heights Elem
Husak, P. D.	Classroom Teacher	08/24/2020	$32.69	Humboldt Secondary School
Ifonlaja, E.	Classroom Teacher	09/30/2020	$32.38	Harding Senior High
Jiang, W.	Classroom Teacher	08/24/2020	$33.83	Jie Ming Mandarin Immr
Kaste, C.	Classroom Teacher	08/24/2020	$28.29	RiverEast Elem/Secondary
Kuramoto, T. K.	Classroom Teacher	09/28/2020	$29.83	Central Senior High
Lee, M.	Classroom Teacher	08/24/2020	$31.52	Central Senior High
Nolet, C. R.	Classroom Teacher	08/24/2020	$47.43	Groveland Park Elementary
Pearson, E. R.	Classroom Teacher	09/14/2020	$51.81	Battle Creek Middle School
Sisel, J. A.	Classroom Teacher	08/24/2020	$35.12	Central Senior High
Sontag, E. T.	Classroom Teacher	09/21/2020	$29.83	Harding Senior High
Vang, K.	Classroom Teacher	09/12/2020	$29.13	Como Park Senior High
Aanonsen, M. C.	Classroom Teacher	09/04/2020	$31.34	Eastern Heights Elementary
McFarlane, J. J.	Classroom Teacher	08/24/2020	$41.14	Student Placement Center
Backman, A. K.	Classroom Teacher	08/24/2020	$49.46	Rondo Education Center
Christiansen, D. L.	Classroom Teacher	08/24/2020	$55.58	Rondo Education Center
Hannert, A. J.	Classroom Teacher	09/18/2020	$37.72	Title I Fed Program Offices
Heigaard, C. L.	Classroom Teacher	08/24/2020	$34.08	Bruce F Vento Elementary
Molaro, E. E.	Classroom Teacher	10/09/2020	$42.88	Global Arts Plus - Lower
Bradford, J. M.	Classroom Teacher	09/14/2020	$28.14	Como Park Senior High
Cornelius, C.	Classroom Teacher	08/24/2020	$36.98	Humboldt Secondary School
King, A. J.	Classroom Teacher	08/24/2020	$31.34	Washington Tech
Salazar, A. J.	Classroom Teacher	08/24/2020	$31.34	RiverEast Elem/Secondary
Tinetti, E. R.	Classroom Teacher	08/24/2020	$37.60	Rondo Education Center

HUMAN RESOURCE TRANSACTIONS
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October 20, 2020

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Wegener, I. A.	Classroom Teacher	08/24/2020	$49.30	Riverview School
Bader, K. E.	Classroom Teacher	08/24/2020	$33.73	Adams Spanish Immersion
Beck, S. K.	School/Community Professional	08/31/2020	$24.12	Crossroads Science
Castile, J. M.	School/Community Professional	08/31/2020	$27.48	Expo for Excellence
Love, A.	School/Community Professional	09/08/2020	$31.04	Maxfield Elementary
Mendez, C. M.	School/Community Professional	10/05/2020	$22.91	Mississippi Creative Arts
Gillis, D.	Education Assistant	08/31/2020	$17.12	Colborne Admin Offices
Gutierrez, T. L.	Education Assistant	08/31/2020	$29.38	Student Placement Center
Nyo, N. L.	Education Assistant	09/14/2020	$16.78	Crossroads Science
Thein, L.	Education Assistant	09/26/2020	$19.30	Creative Arts Secondary
Aufderheide, A. I.	Teaching Assistant	10/05/2020	$15.28	Daytons Bluff
Peters, N. E.	Teaching Assistant	09/26/2020	$15.30	Four Seasons A+
Schwartz, K. E.	Teaching Assistant	10/07/2020	$15.19	1780 West 7th St
Zhou, N.	Teaching Assistant	09/30/2020	$15.30	Jie Ming Mandarin Immr
Hartzheim, M. O.	Clerical	09/26/2020	$22.83	Colborne Admin Offices
Hart, R.	Pipe Fitter	09/26/2020	$50.04	Como Service Center
Grimaldi, K. N.	Professional Employee	09/26/2020	$36.27	Como Service Center
Sullivan, M. R.	Supervisory	09/14/2020	$36.02	Colborne Admin Offices

PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Chapman, K. A.	Classroom Teacher From: Temporary Employee	08/24/2020	$28.14	JJ Hill Montessori
Gardner, T. R.	Classroom Teacher From: Temporary Employee	08/24/2020	$28.14	Galtier Elementary
Nickila, S. J.	Classroom Teacher From: Teaching Assistant	08/15/2020	$30.52	Nokomis Montessori South

HUMAN RESOURCE TRANSACTIONS
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PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Vue, M. K.	Teacher on Special Assignment From: Classroom Teacher	08/15/2020	$31.74	E-STEM Middle School
Dino, M. E.	School/Community Professional From: Teaching Assistant	09/14/2020	$21.03	Farnsworth Aerospace LWR
Friedrich, A. G.	School/Community Professional From: Teaching Assistant	08/29/2020	$21.03	L Etoile du Nord Upper
Funches, T.	School/Community Professional From: Teaching Assistant	09/08/2020	$34.42	Humboldt Secondary School
Jakes, D. E.	School/Community Professional From: Teaching Assistant	09/10/2020	$21.03	Johnson Achievement Plus
Smith, A.	School/Community Professional From: Education Assistant	09/12/2020	$28.27	Harding Senior High
Tho, C. J.	School/Community Professional From: Teaching Assistant	09/12/2020	$21.03	L Etoile du Nord Lower
Tufte, J. N.	School/Community Professional From: Education Assistant	08/29/2020	$26.12	Bruce F Vento Elementary
Willprecht, K. M.	School/Community Professional From: Education Assistant	09/19/2020	$27.65	Highwood Hills Elementary
Aung, L.	Education Assistant From: Teaching Assistant	09/21/2020	$22.36	Como Service Center
Tmoo, H. T.	Education Assistant From: Teaching Assistant	09/12/2020	$17.12	Daytons Bluff
Sanchez Rivera, E.	Teaching Assistant Career Progression	09/05/2020	$22.96	Eastern Heights Elementary
Lor, L. H.	Clerical Career Progression	09/16/2020	$21.08	Phalen Lake Hmong Studies
Frazier, C. A.	Custodian Career Progression	09/12/2020	$26.48	Wellstone Elementary
Groebner, J. L.	Custodian Career Progression	09/12/2020	$27.38	Harding Senior High

HUMAN RESOURCE TRANSACTIONS
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PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Jensen, T. B.	Custodian Career Progression	09/12/2020	$26.48	Como Service Center
Malabanan, F. R.	Custodian Career Progression	09/05/2020	$26.48	Galtier Elementary
Simmons, B. B.	Professional Employee From: Technical	09/12/2020	$29.83	Como Service Center

TEMPORARY APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Chen, K.	Classroom Teacher	08/24/2020	$28.14	Jie Ming Mandarin Immr
Jiang, Y.	Classroom Teacher	08/24/2020	$34.86	Jie Ming Mandarin Immr
Qiao, H.	Classroom Teacher	08/24/2020	$28.14	Jie Ming Mandarin Immr
Yankton, L. J.	Classroom Teacher	09/10/2020	$29.13	American Indian Magnet
Young, A. F.	Classroom Teacher	08/24/2020	$28.14	Global Arts Plus - Upper

LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Bausman-Watkins, M.	Classroom Teacher	10/07/2020	Central Senior High
Colestock, E.	Classroom Teacher	08/31/2020	Como Park Senior High
Cook, E. E.	Classroom Teacher	09/24/2020	American Indian Magnet
Currie, A. J.	Classroom Teacher	09/29/2020	Central Senior High
Engelun, M.	Classroom Teacher	08/31/2020	Humboldt Secondary School
Moua, P.	Classroom Teacher	09/23/2020	Bruce F Vento Elementary
Dodd, M. K.	Classroom Teacher	09/04/2020	Farnsworth Aerospace UPR
Yang, S. C.	Classroom Teacher	10/23/2020	Hazel Park Preparatory
Daniels, D. A.	Classroom Teacher	09/25/2020	Frost Lake Elementary
Zuerlein, G.	Classroom Teacher	09/12/2020	Highland Park Middle School
Hicks, L. A.	Classroom Teacher	10/17/2020	Battle Creek Middle School
Abdisalam, Z.	Education Assistant	08/31/2020	Washington Tech
Davis, C. N.	Education Assistant	08/29/2020	Washington Tech
DiPrima, C. G.	Education Assistant	09/25/2020	Eastern Heights Elementary

HUMAN RESOURCE TRANSACTIONS
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LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Yang, P.	Teaching Assistant	09/17/2020	Farnsworth Aerospace LWR
Gutterman, D. M.	Custodian	09/16/2020	Como Service Center
Kreis, R. E.	Nutrition Services	09/08/2020	Expo for Excellence
Lyons, D. L.	Nutrition Services	09/25/2020	St Anthony Park Elementary
Thein, R. W.	Pipe Fitter	09/01/2020	Como Service Center
Scharpen, A. B.	Professional Employee	08/28/2020	Colborne Admin Offices

ADMINISTRATIVE LEAVE

Name	Job Category	Eff Date
H., C.	Classroom Teacher	09/18/2020

REINSTATEMENT AFTER LAYOFF

Name	Job Category	Eff Date	Pay Rate	Location
Dino, M. E.	Teaching Assistant	09/14/2020	$15.28	Farnsworth Aerospace LWR
Lake, E. A.	Teaching Assistant	09/08/2020	$15.28	Groveland Park Elementary
Fitzgerald, J. L.	Nutrition Services	09/01/2020	$15.88	Hamline Elementary
Garcia, L. L.	Nutrition Services	09/03/2020	$20.02	Gordon Parks High School
Hatch, B. L.	Nutrition Services	09/08/2020	$15.88	Open World Learning
Kirk, C. A.	Nutrition Services	09/03/2020	$15.30	Open World Learning
Koch, S. L.	Nutrition Services	08/25/2020	$18.60	Expo for Excellence
Litzau, R. L.	Nutrition Services	09/04/2020	$15.30	Como Park Senior High
Murray, F. U.	Nutrition Services	09/08/2020	$20.99	Humboldt Secondary School
Pritchard, J. S.	Nutrition Services	09/04/2020	$15.88	The Heights
Sinclair, A. D.	Nutrition Services	09/08/2020	$15.88	Humboldt Secondary School
Wolff, M. J.	Nutrition Services	08/29/2020	$27.08	Highland Park Senior High

REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Brown, T. M.	Classroom Teacher	08/24/2020	$55.99	Humboldt Secondary School
Carroll, T.	Classroom Teacher	08/24/2020	$39.15	Como Park Senior High
Cespedes, S. R.	Classroom Teacher	08/24/2020	$37.65	Nokomis Montessori South
Flaten, C. L.	Classroom Teacher	08/24/2020	$31.62	Crossroads Montessori
Jensen, T. A.	Classroom Teacher	09/30/2020	$53.63	Int' Academy - LEAP

HUMAN RESOURCE TRANSACTIONS
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REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Johnson, L. L.	Classroom Teacher	08/24/2020	$30.04	Humboldt Secondary School
Karschnia, M. C.	Classroom Teacher	09/26/2020	$31.34	Mississippi Creative Arts
Luebke, J. R.	Classroom Teacher	08/24/2020	$41.14	Parkway Montessori/Middle
Payia Yang, R. L.	Classroom Teacher	09/15/2020	$35.30	Ramsey Middle School
Rhodes, E. A.	Classroom Teacher	08/24/2020	$43.39	Humboldt Secondary School
Sasse, C. K.	Classroom Teacher	08/24/2020	$24.26	Crossroads Montessori
Vang, E. S.	Classroom Teacher	08/24/2020	$29.13	Int'l Academy - LEAP
Sharratt, M. L.	Classroom Teacher	08/24/2020	$36.17	271 Belvidere Bldg
Fox, A. L.	Classroom Teacher	08/24/2020	$31.34	Bruce F Vento Elementary
Runsewe, C. M.	Classroom Teacher	08/24/2020	$36.39	RiverEast Elem/Secondary
Schwieger, J. J.	Classroom Teacher	08/24/2020	$43.88	Johnson Achievement Plus
Solberg, A.	Classroom Teacher	08/24/2020	$39.15	Bridge View
Anderson, R. C.	Classroom Teacher	08/24/2020	$45.51	Harding Senior High
Capers, S.	School/Community Professional	10/01/2020	$31.08	Jackson Preparatory Elem
Vasquez, D.	School/Community Professional	09/30/2020	$26.71	Adams Spanish Immersion
Yarbrough, M. C.	School/Community Professional	09/30/2020	$25.96	Jie Ming Mandarin Immr
Huot-Link, A.	Education Assistant	08/31/2020	$22.36	Washington Tech
Jones, J. S.	Teaching Assistant	09/08/2020	$20.97	RiverEast Elem/Secondary
Kemp, K. M.	Teaching Assistant	09/21/2020	$15.00	Randolph Heights Elem
Land, T. D.	Teaching Assistant	09/08/2020	$16.30	Focus Beyond
Oliver, D. M.	Teaching Assistant	09/19/2020	$20.97	Como Park Senior High

REINSTATEMENT FROM LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Appel, A. C.	Classroom Teacher	08/31/2020	Farnsworth Aerospace UPR
Christenson, K. M.	Classroom Teacher	08/31/2020	Crossroads Science
Colestock, E.	Classroom Teacher	09/08/2020	Como Park Senior High

HUMAN RESOURCE TRANSACTIONS
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REINSTATEMENT FROM LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Edlund, M.	Classroom Teacher	08/31/2020	Four Seasons A+
Huberty, A. M.	Classroom Teacher	08/31/2020	Benjamin Mays/Museum
Kiflai, F. T.	Classroom Teacher	08/31/2020	Farnsworth Aerospace UPR
Flowers, A.	School/Community Professional	08/31/2020	Bruce F Vento Elementary
Arksey, E. O.	Teaching Assistant	09/08/2020	1780 West 7th St
Scott, D.	Teaching Assistant	09/08/2020	1780 West 7th St
Barott, J. L.	Nutrition Services	09/08/2020	Four Seasons A+
Bollmann, A. C.	Nutrition Services	09/03/2020	Highwood Hills Elementary
Haskell, P. N.	Nutrition Services	09/04/2020	Wellstone Elementary
Keil, K. L.	Nutrition Services	09/08/2020	Humboldt Secondary School
Suarez-Guzman, Y.	Nutrition Services	09/02/2020	Como Park Senior High
Vang, S.	Nutrition Services	09/03/2020	Harding Senior High
Coleman, A. W.	Plumber	09/14/2020	Como Service Center

VOLUNTARY REDUCTION IN TITLE

Name	Job Category	Eff Date	Pay Rate	Location
Murray, K. R.	Education Assistant	08/29/2020	$26.29	Murray Middle School

CHANGE IN TITLE

Name	Job Category	Eff Date	Pay Rate	Location
Spanjers, D.	Classroom Teacher From: Teacher on Special Assignment	08/29/2020	$55.58	Como Park Elementary
McGowan, C. M.	Classroom Teacher From: Teacher on Special Assignment	08/29/2020	$55.99	Title I Fed Program Offices

RETIREMENT

Name	Job Category	Eff Date	Location
Brauns, J. M.	Classroom Teacher	09/15/2020	St Anthony Park Elementary
Zehrer, M. M.	Classroom Teacher	10/01/2020	1780 W, 7th St
Harris, M. T.	Classroom Teacher	09/01/2020	Eastern Heights Elementary
Mollin, P.	Classroom Teacher	10/31/2020	Benjamin Mays/Museum
Kelly-Dunkins, J.	Clerical	09/22/2020	Washington Tech
Schulze, M. J.	Technical	12/19/2020	Como Service Center

HUMAN RESOURCE TRANSACTIONS
September 1, 2020 – September 30, 2020
October 20, 2020

RESIGNATION

Name	Job Category	Eff Date	Location
Allen, D. M.	Classroom Teacher	08/29/2020	271 Belvidere Bldg
Bijoch, S. A.	Classroom Teacher	08/29/2020	Parkway Montessori/Middle
Fleming, S.	Classroom Teacher	08/29/2020	Riverview School
Gagnaire, A.	Classroom Teacher	08/28/2020	L Etoile du Nord Upper
Mayer, M.	Classroom Teacher	08/08/2020	American Indian Magnet
Rutlin, N. J.	Classroom Teacher	08/29/2020	Ramsey Middle School
Samuelson, M. A.	Classroom Teacher	09/04/2020	Hamline Elementary
Tabora, C. V.	Classroom Teacher	10/03/2020	Johnson Achievement Plus
Nick, K. E.	Classroom Teacher	12/24/2020	Frost Lake Elementary
Xiong, M.	School/Community Professional	09/26/2020	Phalen Lake Hmong Studies
Davis, C. N.	Education Assistant	09/17/2020	Washington Tech
Ayinde, Q. J.	Teaching Assistant	08/21/2020	1780 West 7th St
Chovan-Spence, G.	Teaching Assistant	08/08/2020	Harding Senior High
Dwinells, W. G.	Teaching Assistant	09/08/2020	Harding Senior High
Edberg, K. A.	Teaching Assistant	08/29/2020	Eastern Heights Elementary
Ertz, N. M.	Teaching Assistant	08/08/2020	Nokomis Montessori South
Graske, T. M.	Teaching Assistant	09/09/2020	Focus Beyond
Harper, S. M.	Teaching Assistant	09/01/2020	Battle Creek Middle School
Land, T. D.	Teaching Assistant	08/08/2020	Obama Service Learning
Weiss, E. O.	Teaching Assistant	08/08/2020	Focus Beyond
Willson, C. E.	Teaching Assistant	08/08/2020	RiverEast Elem/Secondary
Xiong, D.	Teaching Assistant	09/26/2020	Como Park Senior High
Traxler, L.	Nutrition Services	08/08/2020	Creative Arts Secondary
Roth, L. E.	Professional Employee	09/19/2020	Colborne Admin Offices
Howell-Robinson, S.	Supervisory	10/03/2020	Colborne Admin Offices

HUMAN RESOURCE TRANSACTIONS
September 1, 2020 – September 30, 2020
October 20, 2020

TERMINATION

Name	Job Category	Eff Date
S., J. A.	Education Assistant	09/21/2020
M., E. I.	Teaching Assistant	08/08/2020
N., K. J.	Teaching Assistant	08/08/2020

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

DATE: October 20, 2020

TOPIC: Gift Acceptance from Trillium Family Foundation

A. PERTINENT FACTS:

1. Murray Middle School would like to accept a monetary gift of $8,000.00 from Trillium Family Foundation.

2. This item will meet the District strategic plan focus area of Effective and Culturally Relevant Instruction and Program Evaluation and Resource Allocation.

3. This item is submitted by Jamin McKenzie, Principal; Andrew Collins, Assistant Superintendent; and Dave Watkins, Chief of Schools.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent to allow Murray Middle School to accept a monetary gift from Trillium Family Foundation in the amount of $8,000.00. The money will be deposited into the Murray Middle School Pilot 1-on-1 Tutoring Program account, 19-342-291-000-5096-U001.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Submit a Grant to the Hiway Credit Foundation

A. PERTINENT FACTS:

1. The Hiway Credit Union Foundation awards the Accelerate Teacher Grant to fund projects or programs related to life skills that enhance the overall wellness of the community.

2. Staff at Central High School prepared a grant application for funds to support athletic training and academic success for student athletes. Funds cover the cost of scholarships for students to participate in the Englebert Training Systems program intending to improve academic outcomes by combining athletics with academics. Along with trainings, students will receive tutoring. Academic success is mandatory for participation in the ETS training program.

3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately $1,000.

4. This project will meet the District strategic focus area of Culturally Relevant and Effective Education.

5. This is a new grant-funded project.

6. This item is submitted by Megan Garrido, Fund Development Coordinator; Christine Vang, Central High School Principal; Heather Kilgore, Office of Family Engagement and Community Partnerships Director; Efe Agbamu, Assistant Superintendent; and Cedrick Baker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Hiway Credit Union Foundation to support athletic training and academic success for student athletes at Central High School; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Accept a Grant from the Minnesota Department of Education

A. PERTINENT FACTS:

1. The Minnesota Department of Education in partnership with the University of Minnesota and Minnesota FFA Association has launched a new program, the Agricultural Diversity and Leadership/Technical Skills Challenge Program (ADLTS), to support Agricultural, Food and Natural Resources Education.

2. Saint Paul Public Schools and its School-Based Agricultural, Food and Natural Resources Education team has been selected to receive funds to participate in ADLTS. As a pilot, SPPS will use funds to provide Work-Based Learning and Leadership Development to their existing program for the next three years. SPPS will receive a grant each year to assist with the adoption of Supervised Agricultural Experiences for All and FFA Affiliation, and teachers will receive continuous support and development from FFA and MDE staff.

3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately $20,200 to spend over the next three years.

4. This project aligns with the District strategic plan focus area of Career and College Pathways.

5. This is a new grant-funded project.

6. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Darren Ginther, Office of College and Career Readiness Director; Kate Wilcox-Harris, Chief Academic Officer; Marie Schrul, Chief Financial Officer; and Cedrick Baker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota Department of Education for funds to support a pilot for the Agricultural Diversity and Leadership/Technical Skill Challenge Program; to accept funds; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

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

A. **PERTINENT FACTS**:

1. The Minnesota Office of Higher Education's Get Ready/GEAR UP Program utilizes a systems-level approach that helps it deliver a high-impact college and career readiness program.

2. SPPS Office of College and Career Readiness received a Get Ready/GEAR UP Program grant to provide services to support full program implementation during the 2020-2021 school year.

3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately $44,000.

4. This project will support the strategic focus area of College and Career Pathways.

5. This is the second year the Office of College and Career Readiness has received this grant.

6. This item is submitted by Rebekah Doyle, Grants Management Coordinator, Darren Ginther, Office of College and Career Readiness Dinner; Kate Wilcox-Harris, Chief Academic Officer; and Marie Schrul, Chief Financial Officer; and Cedrick Baker, Chief of Staff.

B. **RECOMMENDATION**:

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

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

DATE: October 20, 2020

TOPIC: Request for Permission to Accept a Donation from a Private Donor

A. PERTINENT FACTS:

1. Saint Paul Public Schools Office of Digital and Alternative Education has received a donation of children's books from a private donor.

2. The books will be distributed to multiple school libraries under the supervision of Dawn French, Library Services TOSA.

3. The value of this donation is approximately $10,000.

4. This donation aligns with a strategic focus area of Effective and Culturally Relevant Instruction.

5. This is the second donation of books we have received from this private donor.

6. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Hans Ott, Office of Digital and Alternative Education Executive Director; Jackie Turner, Chief Engagement Officer; and Cedrick Baker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept the donation of children's books to be distributed to multiple school libraries.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Accept a Donation from the Pursley Foundation

A. PERTINENT FACTS:

1. Pursley Foundation provides donations and grants to organizations for projects that support suicide prevention.

2. SPPS Office of Specialized Services received a grant from the Pursley Foundation to provide suicide assessment training for social workers and counselors.

3. The value of this donation is approximately $3,750.

4. This donation aligns with a strategic focus area of Positive School and Culture

5. This is a new grant-funded project

6. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Kathy Lombardi, Office of Specialized Services Director; Marie Schrul, Chief Finance Officer; Dave Watkins, Chief of Schools; and Cedrick Baker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Pursley Foundation to support suicide prevention in SPPS; to accept funds; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Accept a Grant Application from Ramsey County Public Health

A. **PERTINENT FACTS**:

1. Ramsey County Public Health is collaborating with the Minnesota Breastfeeding Coalition to offer funding to organizations committed to becoming a Breastfeeding Friendly Public Space. Breastfeeding Friendly Organizations provide a quiet/private space for families, written policy for the organization, clear signage that identifies the room, and education for staff about breastfeeding friendliness.

2. L'Etoile du Nord French Immersion (Upper Campus) received funds to create a lactation space on site. Funds will be used to furnish a private room for moms to ensure comfort and cleanliness during milk expression.

3. Saint Paul Public Schools will act as fiscal agent for this grant. The grant is for approximately $800 and will benefit nursing mothers on site.

4. This grant does not align with a strategic focus area but provides essential operational support that creates a foundation for strategic projects to build upon.

5. This is a new grant-funded project.

6. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Lourdes Flores-Hanson, Principal; Tom Parent, Facilities Director; Efe Agbamu, Assistant Superintendent; Marie Schrul, Chief Financial Officer; and Cedrick Baker, Chief of Staff.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to accept a grant from Ramsey County Public Health for funds to create a lactation space at L'Etoile du Nord French Immersion; to accept funds; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Accept a Grant from Ramsey County Public Health – Statewide Health Improvement Partnership

A. **PERTINENT FACTS**:

1. Ramsey County Public Health is collaborating with the Minnesota Breastfeeding Coalition to offer funding to organizations committed to becoming a Breastfeeding Friendly Public Space. Breastfeeding Friendly Organizations provide a quiet/private space for families, written policy for the organization, clear signage that identifies the room, and education for staff about breastfeeding friendliness.

2. Harding High School received funds to create a lactation space on site. Funds will be used to furnish a private room for moms to ensure comfort and cleanliness during milk expression.

3. Saint Paul Public Schools will act as fiscal agent for this grant. The grant is for approximately $1,000 and will benefit nursing mothers on site.

4. This grant does not align with a strategic focus area but provides essential operational support that creates a foundation for strategic projects to build upon.

5. This is a new grant-funded project.

6. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Be Vang, Harding High Principal; Billy Chan, Assistant Superintendent; and Marie Schrul, Chief Finance Officer.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to accept a grant from Ramsey County Public Health for funds to create a lactation space at Harding High School; to accept funds; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Accept a Grant from TKDA

A. **PERTINENT FACTS**:

1. TKDA, a Saint Paul-based engineering and architectural firm, awards grants to schools, community organizations and programs that spark an interest in science, technology, engineering and math for K-12 students.

2. Farnsworth Aerospace Lower School received a grant from TKDA to support STEM programming. Funds are intended to purchase supplies.

3. Saint Paul Public Schools will act as fiscal agent for this grant. It is for approximately $5,000.

4. This is a recurring grant-funded project. Farnsworth has received this grant for the past four years.

5. This project will meet the District strategic focus area of College and Career Pathways.

6. This item is submitted by Rebekah Doyle, Grants Management Coordinator; John Bjoraker, Farnsworth Aerospace Lower Principal; Billy Chan, Assistant Superintendent; Marie Schrul, Chief Financial Officer; and Cedrick Baker, Chief of Staff.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to accept a grant from TKDA to fund STEM activities at Farnsworth Lower School; to accept funds; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Submit a Grant to the Hiway Credit Foundation

A. PERTINENT FACTS:

1. The Hiway Credit Union Foundation awards the Accelerate Teacher Grant to fund projects or programs related to life skills that enhance the overall wellness of the community.

2. Staff at Washington Technology Magnet School prepared an application to support human biology curriculum for 7th grade students. Grant funds will cover the cost of new microscope covers for newly repaired microscopes, scissors for student use, Glo Germ classroom kit for a lab on disease spread, and giant models of organs and microbes as manipulatives to visualize cancer and viruses.

3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately $982.

4. This project will meet the District strategic focus area of Culturally Relevant and Effective Education.

5. This is a new grant-funded project.

6. This item is submitted by Megan Garrido, Fund Development Coordinator; Stacie Bonnick, Washington Tech Principal; Heather Kilgore, Office of Family Engagement and Community Partnerships Director; Andrew Collins, Assistant Superintendent; and Cedrick Baker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Hiway Credit Union Foundation to support human biology curriculum at Washington Technology Magnet School; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

TOPIC: Request for Permission to Submit a Grant Application to the Hiway Credit Union Foundation

A. PERTINENT FACTS:

1. The Hiway Credit Union Foundation awards the Accelerate Teacher Grant to fund projects or programs related to life skills that enhance the overall wellness of the community.

2. Staff at Harding High School prepared an application for funds to create a book club to support culturally relevant and effective education for young African American students. Funds will be used to purchase twenty copies of *My House To Paint* by Marshall Jones, meeting supplies and speaker fees.

3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately $1,000.

4. This project will meet the District strategic focus area of Culturally Relevant and Effective Education.

5. This is a new grant-funded project.

6. This item is submitted by Megan Garrido, Fund Development Coordinator; Be Vang, Harding High School Principal; Heather Kilgore, Office of Family Engagement and Community Partnerships Director; Billy Chan, Assistant Superintendent; and Cedrick Baker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Hiway Credit Union Foundation to create a book club at Harding High School; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

DATE: October 20, 2020

TOPIC: ITB #A220292-A
Red Lentils for Nutrition Services COVID-19 Home Delivery Meal Boxes

A. PERTINENT FACTS:

1. The Saint Paul Public Schools' Nutrition Services Department has received an offer to establish a contract for furnishing and delivery of red lentils for Nutrition Services COVID-19 Home Delivery Meal Boxes.

2. The following companies submitted a quote:

Company	Price Per Bag	Total Amount for 1 Week's Supply
Aaran Express LLC	$2.95	$88,500

3. The Nutrition Services Department requests authorization to establish a contract with Aaran Express LLC, beginning November 1, 2020 through June 30, 2021, for the estimated value of $837,900.

4. This contract will be reviewed by Jamie Atkins, Purchasing Manager, before any order is placed to ensure compliance with procurement statutory and policy requirements.

5. Funding will be provided from the Nutrition Services budget 02-005-680-701-6490-0019.

6. This project will provide students with nutritious meals to help the district meet its goal of ensuring high academic achievement for all students.

7. This item is submitted by Stacy Koppen, Nutrition Services Director, and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize to establish a contract with Aaran Express LLC for furnishing and delivery of red lentils for the period of November 1, 2020 through June 30, 2021, for an estimated value of $837,900.

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

DATE: October 20, 2020

TOPIC: ITB #A220293-A
Basmati Rice for Nutrition Services COVID-19 Home Delivery Meal Boxes

A. PERTINENT FACTS:

1. The Saint Paul Public Schools' Nutrition Services Department has received offers to establish a contract for furnishing and delivery of basmati rice for Nutrition Services COVID-19 Home Delivery Meal Boxes.

2. The following companies submitted a quote:

Company	Price Per Bag	Total Amount for 1 Week's Supply
Aaran Express LLC	$3.95	$118,500
Holy Land Brand Inc	$3.99	$119,700

3. The Nutrition Services Department requests authorization to establish a contract with Aaran Express LLC, beginning November 1, 2020 through June 30, 2021, for the estimated value of $837,900.

4. This contract will be reviewed by Jamie Atkins, Purchasing Manager, before any order is placed to ensure compliance with procurement statutory and policy requirements.

5. Funding will be provided from the Nutrition Services budget 02-005-680-701-6490-0019.

6. This project will provide students with nutritious meals to help the district meet its goal of ensuring high academic achievement for all students.

7. This item is submitted by Stacy Koppen, Nutrition Services Director, and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize to establish a contract with Aaran Express LLC for furnishing and delivery of basmati rice for the period of October 1, 2020 through June 30, 2021, for an estimated value of $837,900.

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

DATE: October 20, 2020

TOPIC: Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Principals' Association

A. PERTINENT FACTS:

1. New agreement is for a two-year period from July 1, 2019 through June 30, 2021.

2. Contract changes are as follows:

   Restructured Salary Schedule: The District proposes to restructure the salary schedule in the second year of the contract. A seven-step schedule is proposed. The proposal imbeds longevity into the steps.

   Wages: Zero percent (0%) COLA for year 1 with Association members maintaining step movement in year 1 and maintain current salary schedule. Effective July 4, 2020, Association members would move to the new schedule with a 1.5% COLA increase.

   Classification: Effective July 4, 2020, add a new Senior High Secondary Assistant Principal classification.

   Doctorate Stipend: Effective July 4, 2020, a yearly doctoral stipend (PhD EdD) of $2,500 would replace the current doctoral lane.

   New Placement Language: Effective July 4, 2020, when an assistant principal is promoted and appointed by the Board as principal, the new principal will be placed in that step on the appropriate principals' pay scale that results in an annual salary increase between 5% and 10% over their previous assignment or step 1 of the new classification range, whichever is greater. Any step placement resulting in a pay increase greater than 10% must be approved by the Superintendent of Schools (or designee).

3. The District currently has 129 regular employees in this bargaining unit.

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

   - in the 2019-20 budget year: $18,808,192
   - in the 2020-21 budget year: $19,331,710

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

5. This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 principals' in this school district for whom the Saint Paul Principals' Association is the exclusive representative; duration of said agreement is for the period of July 1, 2019 through June 30, 2021.

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

DATE: October 20, 2020

TOPIC: Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators representing Teachers, Educational Assistants and School and Community Service Professionals.

A. PERTINENT FACTS:

1. New memorandum of agreement is for a period from March 18, 2020 through December 31, 2020.

2. Terms are as follows:

   Benefits: Health insurance and leave benefits continue as stated in the collective bargaining agreement.

   Work Day: Employees will continue to report to their immediate supervisor. Distance learning will generally be asynchronous. Teachers will determine the most essential objectives to be accomplished based on state standards.

   Staff Meetings: No more that 4 staff meetings per month will be required.

   Improvement Plans: Improvement plans will be suspended for the duration of the 2019-2020 school year. No new plans will be initiated through June 30, 2020.

   Evaluations: Evaluations will take place per TD&E Distance Learning Update.

   Use of Personal Technology: Employees shall use District technology and phones. Employees will not be required to use personal technology or phones.

   Substitutes: District will continue to use Teachers on Call for substitute needs of 3 days or more.

   School Calendar: The District will consult with the union on any changes to the school calendar.

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

   This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 Teachers, Educational Assistants and School and Community Service Professionals in this school district for whom the Saint Paul Federation of Educators is the exclusive representative; duration of said agreement is for the period of March 18, 2020 through December 31, 2020.

MEMORANDUM OF UNDERSTANDING

BETWEEN

Saint Paul Public Schools

AND

Saint Paul Federation of Educators Licensed Staff/Teachers, Educational Assistants, and School and Community Service Professionals

WHEREAS, the recent outbreak and spread of coronavirus (COVID-19) has prompted many necessary changes for school districts and educators for the duration of the 2019-20 school year; and

WHEREAS the District and the Union agree that the current collective bargaining agreement between the parties governs terms and conditions of employment; and

WHEREAS the district will be providing distance learning to students to maintain educational continuity;

NOW THEREFORE, be it resolved; that for the time period in which the district is operating distance learning plans only, the following language supplements the language in the collective bargaining agreements for licensed staff/teachers, educational assistants, and school and community service professionals:

A. Health insurance benefits under Article 10 of the Teacher Master Agreement, Article 12 of the Educational Assistant Master Agreement, and Article 10 of the School and Community Service Professional Master Agreement will continue in full force and effect throughout the duration of pandemic leave. The employee will continue to contribute towards their share of the premium contribution.

B. No employee shall be required to make-up time lost due to a pandemic or catastrophic disaster, except that the District reserves the right to reschedule such hours as are necessary to meet the minimum number of instructional hours as required by the State of Minnesota.

C. The Union shall be consulted before the scheduling of any make-up time where scheduling would differ from the adopted school calendar or agreed upon number of contract days.

D. Employees can still request leave for reasons not related to the pandemic under Article 11, 12 and 13 of the Teacher Master Agreement, Article 9, 10, and 11 of the Educational Assistant Master

Agreement, and Article 10 and Article 11 of the School and Community Service Professional Master Agreement.

E. When a teacher requests a sick leave or personal leave day they will leave a Schoology and/or Seesaw note so families know they are not available. Elementary schools will provide contact information for other staff who may be available to answer questions for that day.

F. The district will continue to work with Teachers on Call for substitute needs for assignments of 3 days or more.

G. If a long-term substitute is not available and secondary teachers are asked to take on an additional class, or elementary teachers are asked to take additional students beyond class size limits, they will be paid according to Article 9, Section 4 Additional Daily Teaching Assignment of the Teacher contract for each additional class or any additional students.

H. Employees will continue to receive directives about work to be completed from their immediate supervisor (the supervisor that staff typically report to on a daily basis), to avoid confusion and unrealistic work expectations.

I. Educators will be trusted and respected to complete the work necessary for distance learning. Requests asking for staff to submit lists of work completed each day, daily sign-ins, time punches for the start and end of each day, or other similar requests to report back on the specifics of daily activities will not be required. Staff who are calling families for specific purposes may be asked to log calls and information necessary to monitor contacts made.

J. Distance learning in general will be asynchronous. Teachers may schedule synchronous learning activities occasionally as they deem fit, but it shall not be required. When synchronous learning does occur, equity of student access should be considered.

K. Teachers will determine the most essential objectives, based on state standards, to be addressed and the most direct means for students to demonstrate mastery of skills and objectives.

L. No employee shall be required to or encouraged to use personal phones or personal digital accounts (email, conference platforms, etc) to be in contact with families. The district shall provide guidance on how to use Google Meet or other appropriate platforms to communicate while preserving privacy for employees and families.

M. Teachers will be expected to follow the grading procedures outlined in the Grading Update for Distance Learning on May 5, 2020.

N. Special Education teachers will continue to follow the paperwork days as outlined by the collective bargaining agreement and be provided with example addendums specific to disability and level of service. The parties will continue to discuss support for educators who need to complete additional paperwork or evaluations when school resumes.

O. Administrators will continue to follow the Licensed Staff/Teacher contract language of conducting only four staff meetings per month. Additional meetings may be requested, but shall not be required.

P. All improvement plans will be suspended for the remainder of the 2019-2020 academic year. No new improvement plans will be initiated through June 30, 2020.

Q. Evaluations of licensed staff will take place in accordance to the TD&E Distance Learning Update from April 20, 2020.

The parties further agree:

This agreement addresses the 2019-2021 collective bargaining agreement only and sets no precedent, nor shall it be introduced by either party in any proceedings as evidence of past practice.

This agreement shall be in place from the date of declared emergency on March 18, 2020 and shall remain in place until December 31, 2020 or the expiration of this COVID-19 emergency declaration, whichever occurs first.

The parties further agree that, due to the changing and uncertain nature of the conditions for holding school, this Memorandum may be modified by mutual agreement.

For the District: Kenyatta McCarty

Dated: May 18,2020

For the Union *Leah Lindeman*

Dated: May 14, 2020

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

DATE: October 20, 2020

TOPIC: Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators representing Teachers, Educational Assistants and School and Community Service Professionals.

A. PERTINENT FACTS:

1. New memorandum of agreement is for a period from March 13, 2020 through December 31, 2020.

2. Terms are as follows:

   Student and Staff Safety: Maintain a ratio of students to staff per executive orders and CDC.

   Premium pay: Premium pay of $3.00/hour to be provided to members of the bargaining unit while performing duties at Essential Kid Care sites.

   Advancement of Sick Leave: Employees may be advanced up to 80 hours of sick leave.

   Voluntary Layoff: Employees may take a voluntary layoff and remain on the District health insurance plan. Employees must continue to pay their portion of the premium as stated within the collective bargaining agreement.

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

   This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 Teachers, Educational Assistants and School and Community Service Professionals in this school district for whom the Saint Paul Federation of Educators is the exclusive representative; duration of said agreement is for the period of March 13, 2020 through December 31, 2020.

MEMORANDUM OF AGREEMENT (1)

This Memorandum of Agreement (the **"Agreement"**) is made effective as of April 9, 2020 by and between Independent School District No. 625 (the **"District"**), and Saint Paul Federation of Educators Teacher, Educational Assistant, and School and Community Service Professionals Bargaining Units (hereinafter Union).

WHEREAS, There is an extraordinary event of national emergency; and

WHEREAS, the recent outbreak and spread of coronavirus (COVID-19) has prompted many necessary changes for school districts and educators for the duration of the 2019-20 school year; and

WHEREAS, on or about March 13, 2020 Governor Walz declared a state of emergency for the state of Minnesota due to the COVID – 19 pandemic; and

WHEREAS, there is an urgent need to address the concerns of employees who may be negatively impacted by the pandemic event; and

WHEREAS, there is an increased need to ensure the health of all employees and provide services to students and members of the Saint Paul School District Community; and

WHEREAS, the Governor ordered school districts to provide meals to students and families within the school district to ensure nutritional efficacy was maintained for at risk students and families; and

WHEREAS, the Governor also required school districts to provide childcare to families who are deemed to be Tier I and Tier II essential; and

WHEREAS, in doing so has expanded how employees can safely provide the services of the Saint Paul Public Schools, but not limited to expanded use of telework for employees; and

WHEREAS, employees who are healthy are encouraged to pursue any available telework or flexible work options with their designated supervisors; and

WHEREAS; current telework or flexible work hours arrangements are not intended to be impacted by the use of leave as outlined herein.

Now therefore be it resolved:

For Student and Staff Safety

Saint Paul Public schools will do its best to keep a ratio of students to staff at Essential Workers Childcare sites for employees as established in the most recent Governor's Emergency Executive Orders and/or guidance from the Center for Disease Control.

Use of Leave Provisions and Advancement of Sick Leave

1. Individuals may be excused, from participating in childcare if they meet a qualifying reason for leave under the FFCRA**.**
2. Employees who are excused **for qualifying reasons** may be assigned work that they can safely perform from their home.
3. Employees who are excused **from work due to a COVID-19 illness** are entitled to access quarantine leave in connection with Article 11, Section 4 of the teacher collective bargaining agreement, Article 10, Section 6 of the educational assistant collective bargaining agreement, or Article 10, Subdivision 7 of the school and community service personnel collective bargaining agreement.
4. Employees can continue to request and use Personal Leave or Vacation time per their collective bargaining agreement provisions.
5. Congress passed and the President signed HR 2501 Family First Coronavirus Response Act which provides expanded FMLA leave and paid sick time for corona virus affected employees. Employees may choose to use Quarantine leave, Earned Sick leave, Family First Coronavirus Response Act leave, or other leaves outlined in their collective bargaining agreement in any consecutive order they need to meet the needs of their family.
6. Saint Paul Public Schools will provide employees who are unable to work a portion of or all their regularly scheduled hours due to the COVID – 19 pandemic the ability to advance up to a maximum of 80 hours in a negative sick leave balance. This advancement of 80 hours will be pro-rated for part-time employees based on the budgeted FTE within the PeopleSoft payroll system.
7. The ability to go to a negative sick leave balance of hours can be used for COVID – 19 health related issues including the closure of schools or lack of day care.
8. In no case shall the use of sick leave hours result in the payment of overtime. Overtime hours that are the result of hours actually worked, as specified within those collective bargaining agreements, indicating overtime payment in this manner shall continue.
9. Sick leave advanced as described above shall be repaid to the District per the following:
    a. Advanced sick leave hours must be repaid from future sick leave accruals. Employees shall reimburse the District at the rate of 50% of sick leave earned.* If an employee leaves District employment before all hours are repaid, the dollar value of the hours will be deducted from the employee's final check. If there are insufficient funds, the employee will be required to repay the District for those hours.
    b. Any advanced sick leave hours must be repaid to the District before any future sick leave advancement requests will be considered.
    c. Employees may not donate advanced sick leave hours to another employee.
    d. Advanced sick leave is to be repaid with future sick leave accrual.
    e. Compensatory time earned at the rate identified in the collective bargaining agreement can be applied to pay back any advanced sick leave hours.
10. There is no intention to require active military employees to exhaust military leave balances in any circumstances identified above.
11. The accrual of sick leave hours shall continue when using advancement of sick leave as defined with the collective bargaining agreement.
12. There shall be no rollover from year to year of any advancement of sick leave.

13. There shall be no cash out value of any kind for the advancement of sick leave hours as described herein.

    *Employee earns 4 hours of sick leave and 2 hours are used to pay back the advanced sick leave.

Premium Pay

1. The District will provide a $3.00/hour premium pay to those employees who work at Essential Kid Care sites who are engaged in the tasks of taking care of children whose parents are considered Tier I and Tier II essential workers as ordered by the Governor. This shall also include employees involved in the preparation and distribution of meals.
2. Should there be circumstances whereby insufficient staff are available to meet staffing for child care, the district and union shall meet to determine alternative means to attain staffing requirements.
3. Employees who were regularly scheduled for bus duty shall continue to receive bus day premium pay for their regular bus duty hours during the distance learning period.

Voluntary Layoff

1. Employees may choose to go on voluntary layoff. The District will continue to pay the employer contribution toward health insurance. The employee will continue to pay the employee contribution.
2. Employees who choose to go on voluntary layoff shall be placed on a reinstatement register. Employees shall retain their district, union and classification seniority dates.
3. Employees who choose to go on voluntary layoff shall be placed back to their original work locations upon students returning to normal classroom attendance.
4. The District will not contest unemployment benefits for employees who choose voluntary layoff.
5. Employees may use sick leave, personal leave, compensatory time or vacation prior to going on voluntary layoff. Employees may go on voluntary layoff prior to use or exhaustion of paid leave.

Conclusion

1. Nothing in this memorandum of agreement herein modifies the employer's or employees' rights in the respective articles for sick leave, vacation, compensatory leave, personal leave or any other article not expressly modified within this memorandum of agreement.
2. The District agrees to continue to follow the collective bargaining agreement language for members of each respective bargaining unit.
3. Either party may request a meet and confer relative to the items listed herein.
4. No modifications of any provisions of this Agreement shall be valid unless in writing signed by the parties.

5. Nothing herein shall be deemed precedent setting for either party.
6. This agreement shall be in place from the date of declared emergency on March 13, 2020 and shall remain in place until December 31, 2020 or the expiration of this COVID – 19 emergency declaration, whichever occurs first.
7. The parties agree that this Agreement constitutes the entire agreement between the parties on the matters contained herein.

Kenyatta M. McCarty	*Leah Lindeman*
St. Paul Public Schools	Union Representative
April 22, 2020	April 27, 2020
Date	Date

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

DATE: October 20, 2020

TOPIC: Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320 representing Teaching Assistants, Nutrition Services and Bus Drivers.

A. PERTINENT FACTS:

1. New memorandum of agreement is for a period from March 13, 2020 through December 31, 2020.

2. Terms are as follows:

   Premium pay: Premium pay of $3.00/hour to be provided to members of the bargaining unit while performing duties at Essential Kid Care sites.

   Advancement of Sick Leave: Employees may have advanced up to 80 hours of sick leave.

   Voluntary Layoff: Employees may take a voluntary layoff and remain on the District health insurance plan. Employees must continue to pay their portion of the premium as stated within the collective bargaining agreement.

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

   This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 Teaching Assistants, Nutrition Services and Bus Drivers in this school district for whom the Teamsters Local 320 is the exclusive representative; duration of said agreement is for the period of March 13, 2020 through December 31, 2020.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the **"Agreement"**) is made effective as of April 6th, 2020 by and between Independent School District No. 625 (the **"District"**), and Teamsters Local 320 (hereinafter Union).

WHEREAS, There is an extraordinary event of national emergency; and

WHEREAS, on or about March 13, 2020 Governor Walz declared a state of emergency for the state of Minnesota due to the COVID – 19 pandemic; and

WHEREAS, there is an urgent need to address the concerns of employees who may be negatively impacted by the pandemic event; and

WHEREAS, there is an increased need to ensure the health of all employees and provide services to students and members of the Saint Paul School District Community; and

WHEREAS, tens of thousands of Minnesotans have lost their jobs as a result of emergency orders closing many businesses due to the pandemic and;

WHEREAS, the Governor ordered school districts to provide meals to students and families within the school district to ensure nutritional efficacy was maintained for at risk students and families; and

WHEREAS, the Governor also required school districts to provide child care to families who are deemed to be Tier I and Tier II essential; and

WHEREAS, in doing so has expanded how employees can safely provide the services of the Saint Paul Public Schools, but not limited to expanded use of telework for employees; and

WHEREAS, employees who are healthy are encouraged to pursue any available telework or flexible work options with their designated supervisors; and

WHEREAS; current telework or flexible work hours arrangements are not intended to be impacted by the use of leave as outlined herein.

Now therefore be it resolved:

Advancement of Sick Leave

1. Saint Paul Public Schools will provide employees who are unable to work a portion of or all their regularly scheduled hours due to the COVID – 19 pandemic, the ability to be advanced a balance of up to a maximum of 80 hours in a negative sick leave balance. This advancement of 80 hours will be pro-rated for part-time employees based on the budgeted FTE within the PeopleSoft payroll system.
2. The ability to go to a negative sick leave balance of hours can be used for COVID – 19 health related issues including the closure of schools or lack of day care.

3. In no case shall the use of sick leave hours result in the payment of overtime. Overtime hours that are the result of hours actually worked that is greater than 8 hours in a day as specified within those collective bargaining agreements indicating overtime payment in this manner shall continue.
4. Sick leave advanced as described above shall be repaid to the District per the following:
    a. Advanced sick leave hours must be repaid from future sick leave accruals. Employees shall reimburse the District at the rate of 50% of sick leave earned.*If an employee leaves District employment before all hours are repaid, the dollar value of the hours will be deducted from the employee's final check. If there are insufficient funds, the employee will be required to repay the District for those hours.
    b. Any advanced sick leave hours must be repaid to the District before any future sick leave advancement requests will be considered.
    c. Employees may not donate advanced sick leave hours to another employee.
    d. Advanced sick leave is to be repaid with future sick leave accrual.
    e. Compensatory time earned at the rate identified in the collective bargaining agreement can be applied to pay back any advanced sick leave hours.
5. There is no intention to require active military employees to exhaust military leave balances in any circumstances identified above.
6. To accomplish advancement of sick leave any prohibitions that may exist in the collective bargaining agreement for regular or probationary employees shall be lifted.
7. The accrual of sick leave hours shall continue when using advancement of sick leave as defined with the collective bargaining agreement.
8. There shall be no rollover from year to year of any advancement of sick leave.
9. There shall be no cash out value of any kind for the advancement of sick leave hours as described herein.
10. Congress passed and the President signed HR 2501 **Family First Coronavirus Response Act** which provides expanded FMLA leave and paid sick time for corona virus affected employees. Benefits under this MOU will run concurrently with the benefits provided under that Act.
11. Any Teamster member that is unable to work due to any COVID related matter as described in the Family First Coronavirus Response Act, may utilize FFCRA leave. Teamster members may utilize their quarantine/catastrophic leave identified in their CBA prior to utilizing leave identified in the FFCRA. Quarantine/Catastrophic leave is located in each CBA as follows;
    - Teaching Assistants = Article 9; Section 7.1
    - Nutrition Services = Article 20; Section 6
    - Bus Drivers = Article 5; Section 5.2

*Employee earns 4 hours of sick leave and 2 hours are used to pay back the advanced sick leave.

Kids Care Sites

1. If any Teamster member is unable to work at an Essential kid care site due to a COVID 19 related matter **as described in the Family First Coronavirus Response Act,** Saint Paul Public schools will attempt to have that employee work in the distance learning program prior to having the employee utilize any of the leaves described in this MOU.

Premium Pay

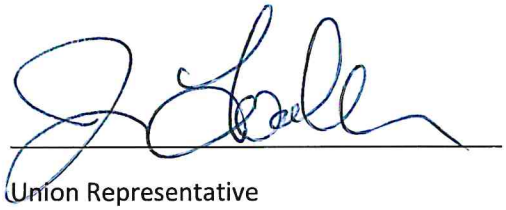
1. The District will provide a $3.00/hour premium pay to those employees who are paid on an hourly basis at Essential Kid Care sites who are engaged in the tasks of taking care of children whose parents are considered Tier I and Tier II essential workers as ordered by the Governor. This shall also include employees involved in the preparation and distribution of meals.
2. Should there be circumstances whereby insufficient staff are available to meet staffing for child care or meal packaging and distribution needs, the district and union shall meet to determine alternative means to attain staffing requirements.
3. Nutrition Services shall continue to receive premium pay as outlined in Appendix A of their CBA.
4. Teaching assistants who were regularly scheduled for bus duty shall continue to receive this pay as outlined in Article 17; section 4.2.2 for all their regular bus hours during the distance learning period.

Voluntary Layoff

1. Employees may choose to go on voluntary layoff. The District will continue to pay the employer contribution toward health insurance. The employee will continue to pay the employee contribution.
2. Employees who choose to go on voluntary layoff shall be placed on a reinstatement register. Employees shall retain their district, union and classification seniority dates.
3. Employees who choose to go on voluntary layoff shall be placed back to their original work locations upon students returning to normal classroom attendance.
4. The District will not contest unemployment benefits for employees who choose voluntary layoff.
5. Employees may use sick leave, personal leave, compensatory time or vacation prior to going on voluntary layoff. Employees may go on voluntary layoff prior to use or exhaustion of paid leave.

Conclusion

1. Nothing in this memorandum of agreement herein modifies the employer's rights in the respective articles for sick leave, vacation, compensatory leave, personal leave or any other article not expressly modified within this memorandum of agreement.
2. The District agrees to continue to follow the collective bargaining agreement language for members of each respective bargaining unit.
3. Either party may request a meet and confer relative to the items listed herein.
4. No modifications of any provisions of this Agreement shall be valid unless in writing signed by the parties.
5. Nothing herein shall be deemed precedent setting for either party.
6. This agreement shall be in place from the date of declared emergency on March 13, 2020 and shall remain in place until December 31, 2020 or the expiration of this COVID – 19 emergency declaration, whichever occurs first.
7. The parties agree that this Agreement constitutes the entire agreement between the parties on the matters contained herein.



St. Paul Public Schools

Union Representative

Date

4/11/2020

Date

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

DATE: October 20, 2020

TOPIC: Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and AFSCME Local 822.

A. PERTINENT FACTS:

1. New memorandum of agreement is for a period from March 13, 2020 through December 31, 2020.

2. Terms are as follows:

   Premium pay: Premium pay of $3.00/hour to be provided to members of the bargaining unit while performing duties at Essential Kid Care sites.

   Advancement of Sick Leave: Employees may have advanced up to 80 hours of sick leave.

   Voluntary Layoff: Employees may take a voluntary layoff and remain on the District health insurance plan. Employees must continue to pay their portion of the premium as stated within the collective bargaining agreement.

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

   This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 members of the bargaining unit while performing duties at Essential Kid Care sites in this school district for whom AFSCME is the exclusive representative; duration of said agreement is for the period of March 13, 2020 through December 31, 2020.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the **"Agreement"**) is made effective as of March ___, 2020 by and between Independent School District No. 625 (the **"District"**), and Local _____ (hereinafter Union).

WHEREAS, There is an extraordinary event of national emergency; and

WHEREAS, on or about March 13, 2020 Governor Walz declared a state of emergency for the state of Minnesota due to the COVID – 19 pandemic; and

WHEREAS, there is an urgent need to address the concerns of employees who may be negatively impacted by the pandemic event; and

WHEREAS, there is an increased need to ensure the health of all employees and provide services to students and members of the Saint Paul School District Community; and

WHEREAS, tens of thousands of Minnesotans have lost their jobs as a result of emergency orders closing many businesses due to the pandemic and;

WHEREAS, the Governor ordered school districts to provide meals to students and families within the school district to ensure nutritional efficacy was maintained for at risk students and families; and

WHEREAS, the Governor also required school districts to provide child care to families who are deemed to be Tier I and Tier II essential; and

WHEREAS, in doing so has expanded how employees can safely provide the services of the Saint Paul Public Schools, but not limited to expanded use of telework for employees; and

WHEREAS, employees who are healthy are encouraged to pursue any available telework or flexible work options with their designated supervisors; and

WHEREAS; current telework or flexible work hours arrangements are not intended to be impacted by the use of leave as outlined herein.

Now therefore be it resolved:

Advancement of Sick Leave

1. Saint Paul Public Schools will provide employees who are unable to work a portion of or all their regularly scheduled hours due to the COVID – 19 pandemic, the ability to be advanced a balance of up to a maximum of 80 hours in a negative sick leave balance. This advancement of 80 hours will be pro-rated for part-time employees based on the budgeted FTE within the PeopleSoft payroll system.

2. The ability to go to a negative sick leave balance of hours can be used for COVID – 19 health related issues including the closure of schools or lack of day care.
3. In no case shall the use of sick leave hours result in the payment of overtime. Overtime hours that are the result of hours actually worked that is greater than 8 hours in a day as specified within those collective bargaining agreements indicating overtime payment in this manner shall continue.
4. Sick leave advanced as described above shall be repaid to the District per the following:
    a. Advanced sick leave hours must be ~~immediately~~ repaid from future sick leave accruals. Employees shall reimburse the District at the rate of 50% of sick leave earned.*If an employee leaves District employment before all hours are repaid, the dollar value of the hours will be deducted from the employee's final check. If there are insufficient funds, the employee will be required to repay the District for those hours.
    b. Any advanced sick leave hours must be repaid to the District before any future sick leave advancement requests will be considered.
    c. Employees may not donate advanced sick leave hours to another employee.
    d. Advanced sick leave is to be repaid with future sick leave accrual.
    e. Compensatory time earned at the rate identified in the collective bargaining agreement can be applied to pay back any advanced sick leave hours.
5. There is no intention to require active military employees to exhaust military leave balances in any circumstances identified above.
6. To accomplish advancement of sick leave any prohibitions that may exist in the collective bargaining agreement for regular or probationary employees shall be lifted.
7. The accrual of sick leave hours shall continue when using advancement of sick leave as defined with the collective bargaining agreement.
8. There shall be no rollover from year to year of any advancement of sick leave.
9. There shall be no cash out value of any kind for the advancement of sick leave hours as described herein.
10. Congress passed and the President signed HR 2501 **Family First Coronavirus Response Act** which provides expanded FMLA leave and paid sick time for corona virus affected employees. Benefits under this MOU will run concurrently with the benefits provided under that Act.
11.

    *Employee earns 4 hours of sick leave and 2 hours are used to pay back the advanced sick leave.

Premium Pay

1. The District will provide a $3.00/hour premium pay to those employees who are paid on an hourly basis at Essential Kid Care sites who are engaged in the tasks of taking care of children whose parents are considered Tier I and Tier II essential workers as ordered by the Governor. This shall also include employees involved in the preparation and distribution of meals.

2. Should there be circumstances whereby insufficient staff are available to meet staffing for child care or meal packaging and distribution needs, the district and union shall meet to determine alternative means to attain staffing requirements.

Voluntary Layoff

1. Employees may choose to go on voluntary layoff. The District will continue to pay the employer contribution toward health insurance. The employee will continue to pay the employee contribution.
2. Employees who choose to go on voluntary layoff shall be placed on a reinstatement register. Employees shall retain their district, union and classification seniority dates.
3. Employees who choose to go on voluntary layoff shall be placed back to their original work locations upon students returning to normal classroom attendance.
4. The District will not contest unemployment benefits for employees who choose voluntary layoff.
5. Employees may use sick leave, personal leave, compensatory time or vacation prior to going on voluntary layoff. Employees may go on voluntary layoff prior to use or exhaustion of paid leave.

Conclusion

1. Nothing in this memorandum of agreement herein modifies the employer's rights in the respective articles for sick leave, vacation, compensatory leave, personal leave or any other article not expressly modified within this memorandum of agreement.
2. The District agrees to continue to follow the collective bargaining agreement language for members of each respective bargaining unit.
3. Either party may request a meet and confer relative to the items listed herein.
4. No modifications of any provisions of this Agreement shall be valid unless in writing signed by the parties.
5. Nothing herein shall be deemed precedent setting for either party.
6. This agreement shall be in place from the date of declared emergency on March 13, 2020 and shall remain in place until December 31, 2020 or the expiration of this COVID – 19 emergency declaration, whichever occurs first.
7. The parties agree that this Agreement constitutes the entire agreement between the parties on the matters contained herein.

Kenyatta McCarty

St. Paul Public Schools

6/15/2020

Union Representative

Union Representative

5/15/2020

Date Date

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

DATE: October 20, 2020

TOPIC: Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Bus Drivers

A. PERTINENT FACTS:

1. New memorandum of agreement is for a period from August 1, 2020 through June 11, 2021.

2. Terms are as follows:

   Premium pay: Premium pay of $3.00/hour to be provided to members of the bargaining unit while performing duties. This premium pay shall end with the implementation of Phase 2 hybrid. Should the District move out of phase 2 or higher and back to distance learning, the premium pay shall resume.

   Child Care: Employees may access Essential Kids Care if space is available for those members who live within ISD #625.

   Advancement of Sick Leave: Employees may have advanced up to 80 hours of sick leave.

   Voluntary Layoff: Employees may take a voluntary layoff and remain on the District health insurance plan. Employees must continue to pay their portion of the premium as stated within the collective bargaining agreement.

   Use of Leave Benefits: Employees may utilize the sick leave, quarantine and federal Families First Coronavirus Response Act benefits as stated in the collective bargaining agreement and the Act.

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

   This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 bus drivers in this school district for whom the Teamsters Local 320 is the exclusive representative; duration of said agreement is for the period of August 1, 2020 through June 11, 2021.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the **"Agreement"**) is made effective as of August 1st, 2020 by and between Independent School District No. 625 (the **"District"**), and Teamsters Local 320 (hereinafter Union).

WHEREAS, There is an extraordinary event of national emergency; and

WHEREAS, on or about March 13, 2020 Governor Walz declared a state of emergency for the state of Minnesota due to the COVID – 19 pandemic; and

WHEREAS, there is an urgent need to address the concerns of employees who may be negatively impacted by the pandemic event; and

WHEREAS, there is an increased need to ensure the health of all employees and provide services to students and members of the Saint Paul School District Community; and

WHEREAS, employees who are healthy are encouraged to pursue any available telework or flexible work options with their designated supervisors; and

WHEREAS; current telework or flexible work hours arrangements are not intended to be impacted by the use of leave as outlined herein.

Now therefore be it resolved:

Hybrid/In Person Learning:

1. Any Saint Paul Public schools bus driver (transportation services) that is assigned to work inside a school/district building and or transporting students for the purposes of their employment shall be provided with proper PPE to include either a mask, face shield, gloves, cleaning supplies, disinfecting wipes, hand soap and hand sanitizer.
2. The District will provide premium pay in the amount of $3.00/hour above the employee's regular rate of pay while they are working in the school/district building and/or transporting students as part of their assigned work duties.
3. This premium will apply to any in-person contact during the time the district is in full distance learning. Premium pay shall end when the District moves into Phase 2 hybrid. Should the district return to distance learning from phase 2 or higher, the district agrees to resume the premium pay for eligible employees identified in this MOU.

Child Care:

1. In accordance with MN Executive Order 20-82 and 20-02, the district will make available to bus drivers EKC sites if there is available space and the employee is a resident within School District #625. The District is not required to create additional space or add additional sites to care for children of essential workers.

Advancement of Sick Leave

Draft

1. Saint Paul Public Schools will provide employees who are unable to work a portion of or all their regularly scheduled hours due to the COVID – 19 pandemic, the ability to be advanced a balance of up to a maximum of 80 hours in a negative sick leave balance. This advancement of 80 hours will be pro-rated for part-time employees based on the budgeted FTE within the PeopleSoft payroll system.
2. The ability to go to a negative sick leave balance of hours can be used for COVID – 19 health related issues including the closure of schools or lack of day care.
3. In no case shall the use of sick leave hours result in the payment of overtime. Overtime hours that are the result of hours actually worked that is greater than 8 hours in a day as specified within those collective bargaining agreements indicating overtime payment in this manner shall continue.
4. Sick leave advanced as described above shall be repaid to the District per the following:
    a. Advanced sick leave hours must be ~~immediately~~ repaid from future sick leave accruals. Employees shall reimburse the District at the rate of 50% of sick leave earned.*If an employee leaves District employment before all hours are repaid, the dollar value of the hours will be deducted from the employee's final check. If there are insufficient funds, the employee will be required to repay the District for those hours.
    b. Any advanced sick leave hours must be repaid to the District before any future sick leave advancement requests will be considered.
    c. Employees may not donate advanced sick leave hours to another employee.
    d. Advanced sick leave is to be repaid with future sick leave accrual.
    e. Compensatory time earned at the rate identified in the collective bargaining agreement can be applied to pay back any advanced sick leave hours.
5. There is no intention to require active military employees to exhaust military leave balances in any circumstances identified above.
6. To accomplish advancement of sick leave any prohibitions that may exist in the collective bargaining agreement for regular or probationary employees shall be lifted.
7. The accrual of sick leave hours shall continue when using advancement of sick leave as defined with the collective bargaining agreement.
8. There shall be no rollover from year to year of any advancement of sick leave.
9. There shall be no cash out value of any kind for the advancement of sick leave hours as described herein.
10. Congress passed and the President signed HR 2501 **Family First Coronavirus Response Act** which provides expanded FMLA leave and paid sick time for corona virus affected employees. Benefits under this MOU will run concurrently with the benefits provided under that Act.

    *Employee earns 4 hours of sick leave and 2 hours are used to pay back the advanced sick leave.

Catastrophic/Quarantine Leave pay

Draft

1. Any Teamster member that is unable to work due to any COVID related matter may utilize FFCRA leave. Teamster members may utilize their quarantine/catastrophic leave identified in their CBA prior to utilizing their FFCRA leave.
   Quarantine/Catastrophic leave is located in each CBA as follows;
   - Bus Drivers (Transportation Services) = Article 5; Section 5.2

2. Bus Drivers may use those benefits as provided for in the collective bargaining agreement for individuals quarantined pursuant to a medical professional, state or local health official. The FFCRA leave is set to expire on December 31st 2020. If the FFCRA is extended beyond December 31st 2020 the ability of bus drivers to use this leave shall follow the extension regulations.

3. Saint Paul Public Schools will ensure COVID 19 testing pursuant to executive order 20-82 (12) to all Saint Paul Public schools bus drivers (transportation services) engaging in work within the buildings and or transporting of any student of Saint Paul Public Schools.

Voluntary Layoff

1. Employees may choose to go on voluntary layoff. The District will continue to pay the employer contribution towards the employee's district health insurance. The employee will continue to pay the employee contribution.
2. Employees who choose to go on voluntary layoff shall be placed on a reinstatement register. Employees shall retain their district, union and classification seniority dates.
3. Employees who choose to go on voluntary layoff shall be placed back to their original work locations upon students returning to normal classroom attendance.
4. The District will not contest unemployment benefits for employees who choose voluntary layoff.
5. Employees may use sick leave, personal leave, compensatory time or vacation prior to going on voluntary layoff as defined within the collective bargaining agreement. Employees may go on voluntary layoff prior to use or exhaustion of paid leave.

Involuntary Layoff:

1. Prior to utilizing any contracted drivers, Saint Paul Schools shall utilize all drivers covered under the collective bargaining agreement.
2. Before utilizing the layoff procedure, Saint Paul Schools will look for alternative work for employees to include work for which the employee has the necessary abilities and skills to perform outside of the bus drivers bargaining group.
3. Should a bus driver be reassigned outside the bargaining group, they will still be covered under the bus drivers bargaining agreement during this period.
4. The reassignment will end on June 11th 2021, or when school returns to in person learning as defined under Hybrid/In-Person Learning above, whichever occurs first, at which point all drivers that have been reassigned will return to their original position.
5. Should there be a need to reduce the workforce through layoffs, it will be done in accordance with Article 16 of the collective bargaining agreement.

Draft

6. Due to the seriousness of the COVID 19 global pandemic, Saint Paul Schools will continue to pay the employer contribution towards the employee's district health insurance and the employee will continue to pay the employee contribution for one additional month beyond the month in which the employee was placed into layoff status.

Conclusion

1. Nothing in this memorandum of agreement herein modifies the employer's rights in the respective articles for sick leave, vacation, compensatory leave, personal leave or any other article not expressly modified within this memorandum of agreement.
2. Nothing in this memorandum of agreement is intended to reduce the benefits in the current collective bargaining agreement.
3. The District agrees to continue to follow the collective bargaining agreement language for members of each respective bargaining unit.
4. Either party may request a meet and confer relative to the items listed herein.
5. No modifications of any provisions of this Agreement shall be valid unless in writing signed by the parties.
6. Nothing herein shall be deemed precedent setting for either party.
7. This agreement shall be in place from the date of August 1st, 2020 and shall remain in place until June 11th 2021.
8. The parties agree to meet and confer on additional workplace safety language that is consistent with recommendations from the CDC, MDH and MDE prior to returning to in person learning.
9. The parties agree that this Agreement constitutes the entire agreement between the parties on the matters contained herein.

_____	_____
St. Paul Public Schools	Union Representative
_____	_____
Date	Date

Draft

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

DATE: October 20, 2020

TOPIC: Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Teaching Assistants.

A. PERTINENT FACTS:

1. New memorandum of agreement is for a period from August 1, 2020 through June 11, 2021.

2. Terms are as follows:

   Premium pay: Premium pay of $3.00/hour to be provided to members of the bargaining unit while performing duties. This premium pay shall end with the implementation of Phase 2 hybrid. Should the District move out of phase 2 or higher and back to distance learning, the premium pay shall resume.

   Child Care: Employees may access Essential Kids Care if space is available for those members who live within ISD #625.

   Advancement of Sick Leave: Employees may have advanced up to 80 hours of sick leave.

   Voluntary Layoff: Employees may take a voluntary layoff and remain on the District health insurance plan. Employees must continue to pay their portion of the premium as stated within the collective bargaining agreement.

   Use of Leave Benefits: Employees may utilize the sick leave, quarantine and federal Families First Coronavirus Response Act benefits as stated in the collective bargaining agreement and the Act.

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

   This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 teaching assistants in this school district for whom the Teamsters Local 320 is the exclusive representative; duration of said agreement is for the period of August 1, 2020 through June 11, 2021.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the **"Agreement"**) is made effective as of August 1st, 2020 by and between Independent School District No. 625 (the **"District"**), and Teamsters Local 320 (hereinafter Union).

WHEREAS, There is an extraordinary event of national emergency; and

WHEREAS, on or about March 13, 2020 Governor Walz declared a state of emergency for the state of Minnesota due to the COVID – 19 pandemic; and

WHEREAS, there is an urgent need to address the concerns of employees who may be negatively impacted by the pandemic event; and

WHEREAS, there is an increased need to ensure the health of all employees and provide services to students and members of the Saint Paul School District Community; and

WHEREAS, employees who are healthy are encouraged to pursue any available telework or flexible work options with their designated supervisors; and

WHEREAS; current telework or flexible work hours arrangements are not intended to be impacted by the use of leave as outlined herein.

Now therefore be it resolved:

Hybrid/In Person Learning:

1. Any teaching assistant that is assigned to work inside a school building for the purposes of their employment shall be provided with proper PPE to include either a mask, face shield, gloves, cleaning supplies, disinfecting wipes, hand soap and hand sanitizer.
2. The District will provide premium pay in the amount of $3.00/hour above the employee's regular rate of pay while they are working in the school building or on the school bus when engaged in work within Essential Kids Care, and Discovery Club which started September 8, 2020, and Student Support Centers should they be implemented as part of their assigned work duties.
3. This premium will apply to any in person contact during the time the district is in full distance learning. Premium pay shall end when the District moves into Phase 2 hybrid. Should the district return to distance learning from phase 2 or higher, the district agrees to resume the premium pay for eligible employees identified in this MOU.

Distance Learning:

1. Teaching Assistants who are considered "high risk" per the CDC guidelines for COVID 19 may be assigned to work in the distance learning model. Distance learning is defined as that period of time when all students remain out of the classroom and receive their full instruction via digital means. Distance learning shall end when students return to in-person learning within a school district facility.

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2. Should teaching assistants be needed for any bus route to or from any Student Support Center, assignment of these routes will follow language in article 17; section 4 of the current collective bargaining agreement.

Child Care:

1. In accordance with MN Executive Order 20-82 and 20-02, the district will make available (to teaching assistants) caring for children of critical workers, care for their children at an EKC sites if there is available space and the employee is a resident within School District #625. The District is not required to create additional space or add additional sites to care for children of essential workers. This will apply to those TAs who are working during in-person or hybrid learning positions.

Advancement of Sick Leave

1. Saint Paul Public Schools will provide employees who are unable to work a portion of or all their regularly scheduled hours due to the COVID – 19 pandemic, the ability to be advanced a balance of up to a maximum of 80 hours in a negative sick leave balance. This advancement of 80 hours will be pro-rated for part-time employees based on the budgeted FTE within the PeopleSoft payroll system.
2. The ability to go to a negative sick leave balance of hours can be used for COVID – 19 health related issues including the closure of schools or lack of day care.
3. In no case shall the use of sick leave hours result in the payment of overtime. Overtime hours that are the result of hours actually worked that is greater than 8 hours in a day as specified within those collective bargaining agreements indicating overtime payment in this manner shall continue.
4. Sick leave advanced as described above shall be repaid to the District per the following:
    a. Advanced sick leave hours must be repaid from future sick leave accruals. Employees shall reimburse the District at the rate of 50% of sick leave earned.*If an employee leaves District employment before all hours are repaid, the dollar value of the hours will be deducted from the employee's final check. If there are insufficient funds, the employee will be required to repay the District for those hours.
    b. Any advanced sick leave hours must be repaid to the District before any future sick leave advancement requests will be considered.
    c. Employees may not donate advanced sick leave hours to another employee.
    d. Advanced sick leave is to be repaid with future sick leave accrual.
    e. Compensatory time earned at the rate identified in the collective bargaining agreement can be applied to pay back any advanced sick leave hours.
5. There is no intention to require active military employees to exhaust military leave balances in any circumstances identified above.
6. To accomplish advancement of sick leave any prohibitions that may exist in the collective bargaining agreement for regular or probationary employees shall be lifted.
7. The accrual of sick leave hours shall continue when using advancement of sick leave as defined with the collective bargaining agreement.

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8. There shall be no rollover from year to year of any advancement of sick leave.
9. There shall be no cash out value of any kind for the advancement of sick leave hours as described herein.
10. Congress passed and the President signed HR 2501 **Family First Coronavirus Response Act** which provides expanded FMLA leave and paid sick time for corona virus affected employees. Benefits under this MOU will run concurrently with the benefits provided under that Act.

    *Employee earns 4 hours of sick leave and 2 hours are used to pay back the advanced sick leave.

Catastrophic/Quarantine Leave pay

1. Any Teamster member that is unable to work due to one of the six FFCRA COVID related items may utilize FFCRA leave. Teamster members may utilize their quarantine/catastrophic leave identified in their CBA prior to utilizing their FFCRA leave. Quarantine/Catastrophic leave is located in each CBA as follows;
    - Teaching Assistants = Article 9; Section 7.1

2. Teaching Assistants may use those benefits as provided for in the collective bargaining agreement for individuals quarantined pursuant to a medical professional, state or local health official. The FFCRA leave is set to expire on December 31st 2020. If the FFCRA is extended beyond December 31st 2020, the ability of teaching assistants to use this leave shall follow the extension regulations.

3. Saint Paul Public Schools will ensure COVID 19 testing pursuant to executive order 20-82 (12)to all teaching assistants that engage in work within the buildings of Saint Paul Public Schools.

Voluntary Layoff

1. Employees may choose to go on voluntary layoff. The District will continue to pay the employer contribution towards the employee's district health insurance. The employee will continue to pay the employee contribution.
2. Employees who choose to go on voluntary layoff shall be placed on a reinstatement register. Employees shall retain their district, union and classification seniority dates.
3. Employees who choose to go on voluntary layoff shall be placed back to their original work locations upon students returning to normal classroom attendance.
4. The District will not contest unemployment benefits for employees who choose voluntary layoff.
5. Employees may use sick leave, personal leave, compensatory time or vacation prior to going on voluntary layoff as defined within the collective bargaining agreement. Employees may go on voluntary layoff prior to use or exhaustion of paid leave.

Involuntary Layoff:

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1. Before utilizing the layoff procedure, Saint Paul Schools will look for alternative work for employees to include work for which the employee has the necessary ability and skills to perform outside of the teaching assistant bargaining group.
2. Should a teaching assistant be reassigned outside the teaching assistant bargaining group, they will still be covered under the teaching assistant bargaining agreement during this period.
3. The reassignment will end on June 11th 2021, or when school returns to in-person learning whichever occurs first, at which point all TAs that have been reassigned will return to their Teaching Assistant position.
4. Should there be a need to reduce the workforce through layoffs, it will be done in accordance with Article 13 and 14 of the collective bargaining agreement.

4. Due to the seriousness of the COVID 19 global pandemic, Saint Paul Schools will continue to pay the employer contribution towards the employee's district health insurance and the employee will continue to pay the employee contribution for a period of one additional month beyond the month in which the employee was placed into layoff status.

Conclusion

1. Nothing in this memorandum of agreement herein modifies the employer's rights in the respective articles for sick leave, vacation, compensatory leave, personal leave or any other article not expressly modified within this memorandum of agreement.
2. Nothing in this memorandum of agreement is intended to reduce the benefits in the current collective bargaining agreement.
3. The District agrees to continue to follow the collective bargaining agreement language for members of each respective bargaining unit.
4. Either party may request a meet and confer relative to the items listed herein.
5. No modifications of any provisions of this Agreement shall be valid unless in writing signed by the parties.
6. Nothing herein shall be deemed precedent setting for either party.

This agreement shall be in place from the date of August 1st, 2020 and shall remain in place until June 11th, 2021.

7. The parties agree to meet and confer on additional workplace safety language that is consistent with recommendations from the CDC, MDH and MDE prior to returning to in person learning.
8. The parties agree that this Agreement constitutes the entire agreement between the parties on the matters contained herein.

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_____	_____
St. Paul Public Schools	Union Representative
_____	_____
Date	Date

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

DATE: October 20, 2020

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

A. PERTINENT FACTS:

1. New memorandum of agreement is for a period from August 1, 2020 through June 11, 2021.

2. Terms are as follows:

   Premium pay: Premium pay of $3.00/hour to be provided to members of the bargaining unit while performing duties. This premium pay shall end with the implementation of Phase 2 hybrid. Should the District move out of phase 2 or higher and back to distance learning, the premium pay shall resume.

   Advancement of Sick Leave: Employees may have advanced up to 80 hours of sick leave.

   Voluntary Layoff: Employees may take a voluntary layoff and remain on the District health insurance plan. Employees must continue to pay their portion of the premium as stated within the collective bargaining agreement.

   Use of Leave Benefits: Employees may utilize the sick leave, quarantine and federal Families First Coronavirus Response Act benefits as stated in the collective bargaining agreement and the Act.

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

   This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations.

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 nutrition services in this school district for whom the Teamsters Local 320 is the exclusive representative; duration of said agreement is for the period of August 1, 2020 through June 11, 2021.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the **"Agreement"**) is made effective as of August 1st, 2020 by and between Independent School District No. 625 (the **"District"**), and Teamsters Local 320 (hereinafter Union).

WHEREAS, There is an extraordinary event of national emergency; and

WHEREAS, on or about March 13, 2020 Governor Walz declared a state of emergency for the state of Minnesota due to the COVID – 19 pandemic; and

WHEREAS, there is an urgent need to address the concerns of employees who may be negatively impacted by the pandemic event; and

WHEREAS, there is an increased need to ensure the health of all employees and provide services to students and members of the Saint Paul School District Community; and

WHEREAS, employees who are healthy are encouraged to pursue any available telework or flexible work options with their designated supervisors; and

WHEREAS; current telework or flexible work hours arrangements are not intended to be impacted by the use of leave as outlined herein.

Now therefore be it resolved:

Hybrid/In Person Learning:

1. Any Nutritional Service assistants and supervisors that are assigned to work inside a school/district building for the purposes of their employment shall be provided with proper PPE to include either a mask, face shield, gloves, cleaning supplies, disinfecting wipes, hand soap and hand sanitizer.
2. The District will provide premium pay in the amount of $3.00/hour above the employee's regular rate of pay while they are working-in the school/district building as part of their assigned work duties. This premium will apply to any in person contact during the time the district is in full distance learning. Premium pay shall end when the District moves into Phase 2 hybrid. Should the district return to distance learning from phase 2 or higher, the district agrees to resume the premium pay for eligible employees identified in this MOU.
3. Nutritional Service assistants and supervisors shall continue to receive premium pay as outlined in Appendix A of their CBA during any distance learning days.

Advancement of Sick Leave

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1. Saint Paul Public Schools will provide employees who are unable to work a portion of or all their regularly scheduled hours due to the COVID – 19 pandemic, the ability to be advanced a balance of up to a maximum of 80 hours in a negative sick leave balance. This advancement of 80 hours will be pro-rated for part-time employees based on the budgeted FTE within the PeopleSoft payroll system.
2. The ability to go to a negative sick leave balance of hours can be used for COVID – 19 health related issues including the closure of schools or lack of day care.
3. In no case shall the use of sick leave hours result in the payment of overtime. Overtime hours that are the result of hours actually worked that is greater than 8 hours in a day as specified within those collective bargaining agreements indicating overtime payment in this manner shall continue.
4. Sick leave advanced as described above shall be repaid to the District per the following:
    a. Advanced sick leave hours must be repaid from future sick leave accruals. Employees shall reimburse the District at the rate of 50% of sick leave earned. *If an employee leaves District employment before all hours are repaid, the dollar value of the hours will be deducted from the employee's final check. If there are insufficient funds, the employee will be required to repay the District for those hours.
    b. Any advanced sick leave hours must be repaid to the District before any future sick leave advancement requests will be considered.
    c. Employees may not donate advanced sick leave hours to another employee.
    d. Advanced sick leave is to be repaid with future sick leave accrual.
    e. Compensatory time earned at the rate identified in the collective bargaining agreement can be applied to pay back any advanced sick leave hours.
5. There is no intention to require active military employees to exhaust military leave balances in any circumstances identified above.
6. To accomplish advancement of sick leave any prohibitions that may exist in the collective bargaining agreement for regular or probationary employees shall be lifted.
7. The accrual of sick leave hours shall continue when using advancement of sick leave as defined with the collective bargaining agreement.
8. There shall be no rollover from year to year of any advancement of sick leave.
9. There shall be no cash out value of any kind for the advancement of sick leave hours as described herein.
10. Congress passed and the President signed HR 2501 **Family First Coronavirus Response Act** which provides expanded FMLA leave and paid sick time for corona virus affected employees. Benefits under this MOU will run concurrently with the benefits provided under that Act.

    *Employee earns 4 hours of sick leave and 2 hours are used to pay back the advanced sick leave.

Catastrophic/Quarantine Leave pay

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1. Any Teamster member that is unable to work due to one of the six FFCRA COVID related items may utilize FFCRA leave. Teamster members may utilize their quarantine/catastrophic leave identified in their CBA prior to utilizing their FFCRA leave. Quarantine/Catastrophic leave is located in each CBA as follows;
    - Nutrition Services = Article 20; Section 6

2. Nutrition Service Assistants may use those benefits as provided for in the collective bargaining agreement for individuals quarantined pursuant to a medical professional, state or local health official. The FFCRA leave is set to expire on December 31st 2020. If the FFCRA is extended beyond December 31st 2020 the ability of nutrition service assistants to use this leave shall follow the extension regulations.

3. Saint Paul Public Schools will ensure COVID 19 testing pursuant to executive order 20-82 (12) to all nutrition service assistants that engage in work within the buildings of Saint Paul Schools.

Voluntary Layoff

1. Employees may choose to go on voluntary layoff. The District will continue to pay the employer contribution towards the employee's district health insurance. The employee will continue to pay the employee contribution.
2. Employees who choose to go on voluntary layoff shall be placed on a reinstatement register. Employees shall retain their district, union and classification seniority dates.
3. Employees who choose to go on voluntary layoff shall be placed back to their original work locations upon students returning to normal classroom attendance.
4. The District will not contest unemployment benefits for employees who choose voluntary layoff.
5. Employees may use sick leave, personal leave, compensatory time or vacation prior to going on voluntary layoff as defined within the collective bargaining agreement. Employees may go on voluntary layoff prior to use or exhaustion of paid leave.

Conclusion

1. Nothing in this memorandum of agreement herein modifies the employer's rights in the respective articles for sick leave, vacation, compensatory leave, personal leave or any other article not expressly modified within this memorandum of agreement.
2. Nothing in this memorandum of agreement is intended to reduce the benefits in the current collective bargaining agreement.
3. The District agrees to continue to follow the collective bargaining agreement language for members of each respective bargaining unit.
4. Either party may request a meet and confer relative to the items listed herein.
5. No modifications of any provisions of this Agreement shall be valid unless in writing signed by the parties.
6. Nothing herein shall be deemed precedent setting for either party.
7. This agreement shall be in place from the date of August 1st, 2020 and shall remain in place until June 11, 2021.

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8. The parties agree to meet and confer on additional workplace safety language that is consistent with recommendations from the CDC, MDH and MDE prior to returning to in person learning.
9. The parties agree that this Agreement constitutes the entire agreement between the parties on the matters contained herein.

_____	_____
St. Paul Public Schools	Union Representative
_____	_____
Date	Date

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

DATE: October 20, 2020

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 Marie Schrul, Chief Financial Officer.

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B. RECOMMENDATIONS:

1. That the Board of Education approve and ratify the following checks and wire transfers for the period August 1, 2020 – August 31, 2020.

(a)	General Account	#728919-729525 #0003837-0003875 #7003815-7003842 #0004888-0004966	$49,654,152.46
(b)	Debt Service	-0-	$337,862.00
(c)	Construction	-0-	$3,655,023.89
			$53,647,038.35

Included in the above disbursements are two payrolls in the amount of $8,872,093.34 and overtime of $14,881.39 or 0.17% 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 January 31, 2021.

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

DATE: October 20, 2020

TOPIC: Building Name Change for District Service Facility

A. PERTINENT FACTS:

1. The District Service Facility (DSF) building at 1930 Como Avenue is being renovated to expand its current occupancy to increase collaboration amongst departments and to realize cost savings by no longer locating staff in leased spaces throughout the community.

   Current occupants:

   - Facilities Department
   - Nutrition Services
   - Technology Services/Printing Services
   - Office of Early Learning (relocated early)

   Occupants that will move in from other locations:

   - Office of Digital and Alternative Education
   - Office of Equity
   - Office of Teaching and Learning

2. Because the profile of DSF occupants will change significantly from how it has historically been occupied, the remodel provides an opportunity to rename the DSF building to better reflect the mission of its current and new occupants.

3. Facilities Department staff led the process to engage current and incoming DSF staff in identifying a new name that would be inclusive of all occupants representing seven distinct departments and/or offices. Prior to any engagement, the plan to rename the DSF building was shared with Superintendent Joe Gothard and his Senior Executive Leadership Team by Chief Turner and the Board provided notice of the intent to rename (July 2020).

4. The engagement process and timeline was informed by Board of Education Policy 801 and its related procedure for renaming schools. While there is nothing in the Board policy requiring an engagement process for a non-school building, one was nonetheless undertaken to ensure a new name was informed by an inclusive process that would be representative of all the building's occupants. Current and future building staff were sent a survey, with 29% of the staff responding with 84 suggested names. Based on responses, the DSF Renaming Team then pared down the list of names to nine options to advance to the leaders from the seven departments/offices housed at the building to select the final name. That group landed on the name being put forth.

5. As a significant renovation is underway, the initial cost-impact analysis reveals there will be virtually no added costs related to the building's name change. New signage on the building is already factored into the site's remodeling budget. Other potential costs to business cards, mailing envelopes, vehicles and apparel will not be affected as these items do not reference the "District Service Facility."

6. This item meets the District Strategic Plan goals by aligning Program Evaluation and Resource Allocation to District priorities.

7. This item is presented by Tom Parent, Director of Facilities & Building Administrator, and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (or designee) to accept and declare the new name of the District Service Center as Education and Operations Services.

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

DATE: October 20, 2020

TOPIC: Facilities Department FY21 Purchases over $175,000 Adjustment

A. PERTINENT FACTS:

1. In the normal course of work, the Facilities Department must establish purchases with vendors that may incur costs in excess of $175,000 throughout the fiscal year. On occasion, anticipated expenditure amounts need to be adjusted mid-year to reflect actual costs.

2. The following list indicates said purchases:

Vendor	Description	Amount	State Contract ID Or Bid Number
Grainger	PPE	Original PO: $170,000 Increase by $230,000 **New PO Amount: $400,000**	T-572(5)
Innovative Office Solutions	Oxivir/PPE (New PO)	**PO Amount: $250,000**	O-86(5)
Supplyworks/Home Depot Pro	PPE	Original PO: $25,000 Increase by $775,000 **New PO Amount: $800,000**	OMNIA 17-21

3. The purchases have been approved by Jamie Atkins, Purchasing Manager.

4. Funding will be provided from the approved Facilities Department Fiscal Year 2021 budget.

5. The purchases meet the District Strategic Plan goals by aligning Program Evaluation and Resource Allocation to District priorities.

6. This item is submitted by Tom Parent, Director of Facilities, and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

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

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

DATE: October 20, 2020

TOPIC: Phase Gate Approval of Johnson Aerospace & Engineering HS HVAC Project (Project # 1150-19-01): Gate #3 – Project Budget; Gate #3A – Finance Plan Update

A. PERTINENT FACTS:

1. This agenda item seeks approval for the Johnson Aerospace & Engineering HS HVAC project at the following phase gate(s):

    a. Gate #3 – Project Budget / Proceed to Bidding
    b. Gate #3a – Finance Plan Update

2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning #1A – Finance Update	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**	**October 20, 2020 (current)**
#4 – Contract Award #4A – Finance Update	December 2020
#5 – Project Close-Out #5A – Finance Update	Fall 2022

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

Project Budget	Current Obligations	Spent to Date	Percent Spent
$16,500,000	$970,400	$561,580	3%

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

Funding Source	Issuance	Amount	Date Issued
FY20 LTFM		$219,594	
FY21 LTFM		$800,000	
FY22 LTFM		$8,701,778	
Capital Bonds	2022A	$680,000	Feb 2022 Anticipated
FY23 LTFM		$5,478,628	
Capital Bonds	2023A	$620,000	Feb 2023 Anticipated

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

6. This Gate Check formally combines two previously separate projects. The scoping and cost estimate information presented to the Board of Education on December 10, 2019 on each project individually remain the same, but the work has been merged into one project for construction economy. Those previously distinct projects are:

    a. Johnson Aerospace & Engineering HS HVAC Project
    b. Johnson Aerospace & Engineering HS Instructional Audio / Visual Project

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

8. This item is submitted by Tom Parent, Director of Facilities; Arleen Schilling, Controller; Marie Schrul, Chief Financial Officer; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the Johnson Aerospace & Engineering HS HVAC project (Project # 1150-19-01) at Phase Gate Check #3 – Project Budget; Gate #3A – Finance Plan Update.

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

DATE: October 20, 2020

TOPIC: Settlement of Claim

A. PERTINENT FACTS:

1. In 2019, a former employee of the District alleged that the District violated the law.
2. This matter can be settled for a payment of $37,500.00 by the District and/or its insurer.
3. This settlement supports the District's strategic plan goal of alignment and resource allocation.
4. This item is submitted by Jamie Jonassen, Assistant General Counsel and Charles Long, General Counsel.

B. RECOMMENDATION:

That the Board of Education approve the settlement agreement in the above referenced matter and authorize its Superintendent, or his designee, to sign the settlement agreement.

INDEPENDENT SCHOOL DISTRICT NO. 625

BOARD OF EDUCATION

SAINT PAUL PUBLIC SCHOOLS

RESOLUTION - GENERAL FORM

Board File No._____

Date_____

RESOLUTION ACCEPTING BID ON SALE OF
$24,895,000 GENERAL OBLIGATION
REFUNDING BONDS, SERIES 2020D,
PROVIDING FOR THEIR ISSUANCE AND LEVYING
A TAX FOR THE PAYMENT THEREOF

A. WHEREAS, Independent School District Number 625, Saint Paul, Minnesota (the "District") has heretofore issued its General Obligation School Building Bonds, Series 2012A, dated June 1, 2012 (the "Series 2012A Bonds"), and General Obligation School Building Refunding Bonds, Series 2012B, dated June 1, 2012 (the "Series 2012B Bonds"); and

B. WHEREAS, the School Board of the District (the "School Board") has heretofore determined and declared that it is necessary and expedient to provide moneys to current refund the outstanding Series 2012A Bonds and the outstanding Series 2012B Bonds, which mature on and after February 1, 2022; and

C. WHEREAS, $16,690,000 in principal amount of the Series 2012A Bonds which mature on or after February 1, 2022 (the "Prior 2012A Bonds") are callable on February 1, 2021, and on any date thereafter, at a price of par plus accrued interest, as provided in the resolution adopted on May 15, 2012, authorizing the issuance of the Prior 2012A Bonds (the "Prior 2012A Resolution"); and

Adopted_____

_____
CHAIR Board of Education

_____
CLERK Board of Education

D. WHEREAS, $11,245,000 in principal amount of the Series 2012B Bonds which mature on or after February 1, 2022 (the "Prior 2012B Bonds", and together with the Prior 2012A Bonds, the "Prior Bonds") are callable on February 1, 2021, and on any date thereafter, at a price of par plus accrued interest, as provided in the resolution adopted on May 15, 2012, authorizing the issuance of the Prior 2012B Bonds (the "Prior 2012B Resolution", and together with the Prior 2012A Resolution, the "Prior Resolutions"); and

E. WHEREAS, the refunding of the Prior 2012A Bonds maturing on and after February 1, 2022 (the "Refunded 2012A Bonds") on February 1, 2021 (the "Call Date"), and the refunding of the Prior 2012B Bonds maturing on and after February 1, 2022 (the "Refunded 2012B Bonds", and together with the Refunded 2012A Bonds, the "Refunded Bonds") on the Call Date, is consistent with covenants made with the holders thereof, and is necessary and desirable for the reduction of debt service cost to the District; and

F. WHEREAS, the School Board has heretofore determined and declared that it is necessary and expedient to issue its $24,895,000 General Obligation Refunding Bonds, Series 2020D (Minnesota School District Credit Enhancement Program) of the District (the "Bonds" or the "Refunding Bonds", or individually a "Bond"), pursuant to Minnesota Statutes, Chapter 475, to provide moneys for a current refunding of the Refunded Bonds; and

G. WHEREAS, offers to purchase the Bonds were solicited on behalf of the District by Baker Tilly Municipal Advisors, LLC; and

NOW, THEREFORE, BE IT RESOLVED by the School Board of the Independent School District Number 625, Saint Paul, Minnesota, as follows:

1. Acceptance of Offer. The offer of FHN Financial Capital Markets, in New York, NY (the "Purchaser"), to purchase the Bonds, in accordance with the terms of proposal at the rates of interest hereinafter set forth, and to pay therefor the sum of $28,031,499.96, plus any interest accrued to settlement, is hereby found, determined and declared to be the most favorable offer received and is hereby accepted, and the Bonds are hereby sold to the Purchaser. The District Clerk is directed to retain the deposit of the Purchaser and to forthwith return to the others making offers their good faith deposits.

2. Terms of Bonds.

(a) Title; Original Issue Date; Denominations; Maturities; Term Bond Option. The Bonds shall be titled "General Obligation Refunding Bonds, Series 2020D", shall be dated November 19, 2020, as the date of original issue and shall be issued forthwith on or after such date as fully registered bonds. The Bonds shall be numbered from R-1 upward in the denomination of $5,000 each or in any integral multiple thereof of a single maturity. The Bonds shall mature on February 1 in the years and amounts as follows:

Year	Amount
2022	$ 3,545,000
2023	3,970,000
2024	4,100,000
2025	2,610,000
2026	1,150,000
2027	1,205,000
2028	1,260,000
2029	1,310,000
2030	1,380,000
2031	1,425,000
2032	1,455,000
2033	1,485,000

As may be requested by the Purchaser, one or more term Bonds may be issued having mandatory sinking fund redemption and final maturity amounts conforming to the foregoing principal repayment schedule, and corresponding additions may be made to the provisions of the applicable Bond(s).

(b) Book Entry Only System. The Depository Trust Company, a limited purpose trust company organized under the laws of the State of New York or any of its successors or its successors to its functions hereunder (the "Depository") will act as securities depository for the Bonds, and to this end:

(i) The Bonds shall be initially issued and, so long as they remain in book entry form only (the "Book Entry Only Period"), shall at all times be in the form of a separate single fully registered Bond for each maturity of the Bonds; and for purposes of complying with this requirement under paragraph 10 (with respect to registration, transfer and exchange) Authorized Denominations for any Bond shall be deemed to be limited during the Book Entry Only Period to the outstanding principal amount of that Bond.

(ii) Upon initial issuance, ownership of the Bonds shall be registered in a bond register maintained by U.S. Bank National Association, Saint Paul, Minnesota (the "Bond Registrar"), in the name of CEDE & CO., as the nominee (it or any nominee of the existing or a successor Depository, the "Nominee").

(iii) With respect to the Bonds neither the District nor the Bond Registrar shall have any responsibility or obligation to any broker, dealer, bank, or any other financial institution for which the Depository holds Bonds as securities depository (the "Participant") or the person for which a Participant holds an interest in the Bonds shown on the books and records of the Participant (the "Beneficial Owner"). Without limiting the immediately preceding sentence, neither the District, nor the Bond Registrar, shall have any such responsibility or obligation with respect to (A) the accuracy of the records of the Depository, the Nominee or any Participant with respect to any ownership interest in the Bonds, or (B) the delivery to any Participant, any Owner or any other person, other than the Depository, of any notice with respect to the Bonds, including any notice of redemption, or (C) the payment to any Participant, any Beneficial Owner or any other person, other

than the Depository, of any amount with respect to the principal of or premium, if any, or interest on the Bonds, or (D) the consent given or other action taken by the Depository as the Registered Holder of any Bonds (the "Holder"). For purposes of securing the vote or consent of any Holder under this Resolution, the District may, however, rely upon an omnibus proxy under which the Depository assigns its consenting or voting rights to certain Participants to whose accounts the Bonds are credited on the record date identified in a listing attached to the omnibus proxy.

(iv) The District and the Bond Registrar may treat as and deem the Depository to be the absolute owner of the Bonds for the purpose of payment of the principal of and premium, if any, and interest on the Bonds, for the purpose of giving notices of redemption and other matters with respect to the Bonds, for the purpose of obtaining any consent or other action to be taken by Holders for the purpose of registering transfers with respect to such Bonds, and for all purpose whatsoever. The Bond Registrar, as paying agent hereunder, shall pay all principal of and premium, if any, and interest on the Bonds only to or upon the Holder of the Holders of the Bonds as shown on the register, and all such payments shall be valid and effective to fully satisfy and discharge the District's obligations with respect to the principal of and premium, if any, and interest on the Bonds to the extent of the sum or sums so paid.

(v) Upon delivery by the Depository to the Bond Registrar of written notice to the effect that the Depository has determined to substitute a new Nominee in place of the existing Nominee, and subject to the transfer provisions in paragraph 10 hereof (with respect to registration, transfer and exchange), references to the Nominee hereunder shall refer to such new Nominee.

(vi) So long as any Bond is registered in the name of a Nominee, all payments with respect to the principal of and premium, if any, and interest on such Bond and all notices with respect to such Bond shall be made and given, respectively, by the Bond Registrar or District, as the case may be, to the Depository as provided in the Letter of Representations to the Depository required by the Depository as a condition to its acting as book-entry Depository for the Bonds (said Letter of Representations together with any replacement thereof or amendment or substitute thereto, including any standard procedures or policies referenced therein or applicable thereto respecting the procedures and other matters relating to the Depository's role as book-entry Depository for the Bonds, collectively hereinafter referred to as the "Letter of Representations").

(c) Letter of Representations. The provisions in the Letter of Representations are incorporated herein by reference and made a part of the resolution, and if and to the extent any such provisions are inconsistent with the other provisions of this resolution, the provisions in the Letter of Representations shall control.

3. Purpose; Refunding Findings. The Bonds shall provide funds for a current refunding of the Refunded Bonds (the "Refunding"). It is hereby found, determined and declared that the Refunding is pursuant to Minnesota Statutes, Section 475.67, Subdivision 13; and that the Refunding on the Call Date shall result in a reduction of the present value of (i) the dollar amount of the debt service to the District from a total dollar amount of $21,565,784 for the Prior 2012A Bonds to a total dollar amount of $19,720,050 for the Bonds refunding the Series 2012A Bonds, and (ii) the dollar amount of the debt service to the District from a total dollar amount of $15,478,675 for the Prior 2012B Bonds to a total dollar amount of $14,725,176 for the Bonds refunding the Series 2012B Bonds, all computed in accordance with the provisions of Minnesota Statutes, Section 475.67, Subdivision 12. Accordingly, the dollar amount of such present value of

the debt service for the Bonds refunding the Series 2012A Bonds, and the dollar amount of such present value of the debt service for the Bonds refunding the Series 2012A Bonds, are each lower by at least three percent of the dollar amount of such present value of the debt service for the Prior 2012A Bonds and the Prior 2012B Bonds, respectively, as required in Minnesota Statutes, Section 475.67, Subdivision 12.

4. Interest. The Bonds shall bear interest payable semiannually on February 1 and August 1 of each year (each, an "Interest Payment Date"), commencing August 1, 2021, calculated on the basis of a 360-day year of twelve 30-day months, at the respective rates per annum set forth opposite the maturity years as follows:

Maturity Year	Interest Rate
2022	5.00 %
2023	5.00
2024	5.00
2025	5.00
2026	5.00
2027	5.00
2028	5.00
2029	5.00
2030	3.00
2031	2.00
2032	2.00
2033	2.00

5. Redemption. Bonds maturing on February 1, 2030, and thereafter, shall be subject to redemption and prepayment at the option of the District on February 1, 2029 and on any date thereafter, at a price of par plus accrued interest. Redemption may be in whole or in part of the Bonds subject to prepayment. If redemption is in part, the maturities and the principal amounts within each maturity to be redeemed shall be determined by the District; and if only part of the Bonds having a common maturity date are called for prepayment, the specific Bonds to be prepaid shall be chosen by lot by the Bond Registrar. Bonds or portions thereof called for redemption shall be due and payable on the redemption date, and interest thereon shall cease to accrue from and after the redemption date. Mailed notice of redemption shall be given to the paying agent and to each affected registered holder of the Bonds at least 30 days prior to the date fixed for redemption unless otherwise required by law.

To effect any partial redemption of Bonds having a common maturity date, the Bond Registrar, prior to giving notice of redemption, shall assign to each Bond having a common maturity date a distinctive number for each $5,000 of the principal amount of such Bond. The Bond Registrar shall then select by lot, using such method of selection as it shall deem proper in its discretion, from the numbers so assigned to such Bonds, as many numbers as, at $5,000 for each number, shall equal the principal amount of such Bonds to be redeemed. The Bonds to be redeemed shall be the Bonds to which were assigned numbers so selected; provided, however, that only so much of the principal amount of each such Bond of a denomination of more than $5,000

shall be redeemed as shall equal $5,000 for each number assigned to it and so selected. If a Bond is to be redeemed only in part, it shall be surrendered to the Bond Registrar (with, if the District or Bond Registrar so requires, a written instrument of transfer in form satisfactory to the District and Bond Registrar duly executed by the Holder thereof or the Holder's attorney duly authorized in writing) and the District shall execute (if necessary) and the Bond Registrar shall authenticate and deliver to the Holder of the Bond, without service charge, a new Bond or Bonds having the same stated maturity and interest rate and of any Authorized Denomination or Denominations, as requested by the Holder, in aggregate principal amount equal to and in exchange for the unredeemed portion of the principal of the Bond so surrendered.

6. Bond Registrar. U.S. Bank National Association, in Saint Paul, Minnesota, is appointed to act as bond registrar and transfer agent with respect to the Bonds (the "Bond Registrar"), and shall do so unless and until a successor Bond Registrar is duly appointed, all pursuant to any contract the District and Bond Registrar shall execute which is consistent herewith. The Bond Registrar shall also serve as paying agent unless and until a successor paying agent is duly appointed. Principal and interest on the Bonds shall be paid to the registered holders (or record holders) of the Bonds in the manner set forth in the form of Bond and paragraph 12 of this resolution, with respect to interest payment and record date.

7. Form of Bond. The Bonds, together with the Bond Registrar's Certificate of Authentication, the form of Assignment and the registration information thereon, shall be in substantially the following form:

UNITED STATES OF AMERICA
STATE OF MINNESOTA
RAMSEY COUNTY
INDEPENDENT SCHOOL DISTRICT NUMBER 625, SAINT PAUL, MINNESOTA

R-___ $_____

GENERAL OBLIGATION
REFUNDING BOND, SERIES 2020D

(MINNESOTA SCHOOL DISTRICT CREDIT
ENHANCEMENT PROGRAM)

INTEREST RATE	MATURITY DATE	DATE OF ORIGINAL ISSUE	CUSIP
	February 1, _____	November 19, 2020	

REGISTERED OWNER: CEDE & CO.

PRINCIPAL AMOUNT: _____ DOLLARS

KNOW ALL PERSONS BY THESE PRESENTS that the Independent School District Number 625, Saint Paul, Minnesota (the "Issuer"), certifies that it is indebted and for value received promises to pay to the registered owner specified above, or registered assigns, in the manner hereinafter set forth, the principal amount specified above, unless called for earlier redemption, on the maturity date specified above, and to pay interest thereon semiannually on February 1 and August 1 of each year (each, an "Interest Payment Date"), commencing August 1, 2021, at the rate per annum specified above (calculated on the basis of a 360-day year of twelve 30-day months) until the principal sum is paid or has been provided for. This Bond will bear interest from the most recent Interest Payment Date to which interest has been paid or, if no interest has been paid, from the date of original issue hereof. The principal of and premium, if any, on this Bond are payable upon presentation and surrender hereof at the principal office of U.S. Bank National Association, in Saint Paul, Minnesota (the "Bond Registrar"), acting as paying agent, or any successor paying agent duly appointed by the Issuer. Interest on this Bond will be paid on each Interest Payment Date by check or draft mailed to the person in whose name this Bond is registered (the "Holder" or "Bondholder") on the registration books of the Issuer maintained by the Bond Registrar and at the address appearing thereon at the close of business on the fifteenth day of the calendar month next preceding such Interest Payment Date (the "Regular Record Date"). Any interest not so timely paid shall cease to be payable to the person who is the Holder hereof as of the Regular Record Date, and shall be payable to the person who is the Holder hereof at the close of business on a date (the "Special Record Date") fixed by the Bond Registrar whenever money becomes available for payment of the defaulted interest. Notice of the Special Record Date shall be given to Bondholders not less than ten days prior to the Special Record Date. The principal of and premium, if any, and interest on this Bond are payable in lawful money of the United States of America.

Optional Redemption. All Bonds of this issue (the "Bonds") maturing on February 1, 2030, and thereafter, are subject to redemption and prepayment at the option of the Issuer on February 1, 2029 and on any date thereafter, at a price of par plus accrued interest. Redemption may be in whole or in part of the Bonds subject to prepayment. If redemption is in part, the maturities and the principal amounts within each maturity to be redeemed shall be determined by the Issuer; and if only part of the Bonds having a common maturity date are called for prepayment, the specific Bonds to be prepaid shall be chosen by lot by the Bond Registrar. Bonds or portions thereof called for redemption shall be due and payable on the redemption date, and interest thereon shall cease to accrue from and after the redemption date. Mailed notice of redemption shall be given to the Bond Registrar and to each affected Holder of the Bonds at least 30 days prior to the date fixed for redemption.

All Bonds so called for redemption will cease to bear interest on the specified redemption date, provided funds for their redemption have been duly deposited.

Selection of Bonds for Redemption; Partial Redemption. To effect any partial redemption of Bonds having a common maturity date, the Bond Registrar, prior to giving notice of redemption, shall assign to each Bond having a common maturity date a distinctive number for each $5,000 of the principal amount of such Bond. The Bond Registrar shall then select by lot, using such method of selection as it shall deem proper in its discretion, from the numbers assigned to the Bonds, as many numbers as, at $5,000 for each number, shall equal the principal amount of such Bonds to be redeemed. The Bonds to be redeemed shall be the Bonds to which were assigned numbers so selected; provided, however, that only so much of the principal amount of such Bond of a denomination of more than $5,000 shall be redeemed as shall equal $5,000 for each number assigned to it and so selected. If a Bond is to be redeemed only in part, it shall be surrendered to the Bond Registrar (with, if the Issuer or Bond Registrar so requires, a written instrument of transfer in form satisfactory to the Issuer and Bond Registrar duly executed by the Holder thereof or the Holder's attorney duly authorized in writing) and the Issuer shall execute (if necessary) and the Bond Registrar shall authenticate and deliver to the Holder of the Bond, without service charge, a new Bond or Bonds having the same stated maturity and interest rate and of any Authorized Denomination or Denominations, as requested by the Holder, in aggregate principal amount equal to and in exchange for the unredeemed portion of the principal of the Bond so surrendered.

Issuance; Purpose; General Obligation. This Bond is one of an issue in the total principal amount of $24,895,000, all of like date of original issue and tenor, except as to number, maturity, interest rate and denomination, which Bond has been issued pursuant to and in full conformity with the Constitution and laws of the State of Minnesota and pursuant to a resolution adopted by the School Board of the Issuer on October 20, 2020 (the "Resolution"), for the purpose of providing funds sufficient for a current refunding on February 1, 2021 (the "Call Date") of the Issuer's (i) General Obligation School Building Bonds, Series 2012A, dated June 1, 2012, and (ii) General Obligation School Building Refunding Bonds, Series 2012B, dated June 1, 2012, which mature on and after February 1, 2022. This Bond is payable out of the Debt Service Account. This Bond constitutes a general obligation of the Issuer, and to provide moneys for the prompt and full payment of its principal, premium, if any, and interest when the same become due, the full faith and credit and taxing powers of the Issuer have been and are hereby irrevocably pledged. In addition, the Issuer has covenanted and obligated itself to use the provisions of Minnesota Statutes, Section 126C.55 to guarantee the payment of the principal and interest on the Bonds due.

Denominations; Exchange; Resolution. The Bonds are issuable solely as fully registered bonds in the denominations of $5,000 and integral multiples thereof of a single maturity and are exchangeable for fully registered Bonds of other authorized denominations in equal aggregate principal amounts at the principal office of the Bond Registrar, but only in the manner and subject to the limitations provided in the Resolution. Reference is hereby made to the Resolution for a description of the rights and duties of the Bond Registrar. Copies of the Resolution are on file in the principal office of the Bond Registrar.

Transfer. This Bond is transferable by the Holder in person or by his, her or its attorney duly authorized in writing at the principal office of the Bond Registrar upon presentation and surrender hereof to the Bond Registrar, all subject to the terms and conditions provided in the Resolution and to reasonable regulations of the Issuer contained in any agreement with the Bond Registrar. Thereupon the Issuer shall execute and the Bond Registrar shall authenticate and deliver, in exchange for this Bond, one or more new fully registered Bonds in the name of the transferee (but not registered in blank or to "bearer" or similar designation), of an authorized denomination or denominations, in aggregate principal amount equal to the principal amount of this Bond, of the same maturity and bearing interest at the same rate.

Fees upon Transfer or Loss. The Bond Registrar may require payment of a sum sufficient to cover any tax or other governmental charge payable in connection with the transfer or exchange of this Bond and any legal or unusual costs regarding transfers and lost Bonds.

Treatment of Registered Owners. The Issuer and Bond Registrar may treat the person in whose name this Bond is registered as the owner hereof for the purpose of receiving payment as herein provided (except as otherwise provided herein with respect to the Record Date) and for all other purposes, whether or not this Bond shall be overdue, and neither the Issuer nor the Bond Registrar shall be affected by notice to the contrary.

No Designation of Qualified Tax-Exempt Obligation. This Bond has not been designated by the Issuer as a "qualified tax-exempt obligation" within the meaning of Section 265(b)(3) of the Internal Revenue Code of 1986, as amended.

Authentication. This Bond shall not be valid or become obligatory for any purpose or be entitled to any security unless the Certificate of Authentication hereon shall have been executed by the Bond Registrar.

IT IS HEREBY CERTIFIED AND RECITED that all acts, conditions and things required by the Constitution and laws of the State of Minnesota to be done, to happen and to be performed, precedent to and in the issuance of this Bond, have been done, have happened and have been performed, in regular and due form, time and manner as required by law, and that this Bond, together with all other debts of the Issuer outstanding on the date of original issue hereof and the date of its issuance and delivery to the original purchaser, does not exceed any constitutional or statutory limitation of indebtedness.

IN WITNESS WHEREOF, the Independent School District Number 625, Saint Paul, Minnesota, by its School Board has caused this Bond to be executed on its behalf by the facsimile signatures of its Chair and its Clerk.

Date of Registration:	Registrable by:	U.S. BANK NATIONAL ASSOCIATION SAINT PAUL, MINNESOTA
_____, 2020	Payable at:	U.S. BANK NATIONAL ASSOCIATION SAINT PAUL, MINNESOTA

BOND REGISTRAR'S CERTIFICATE OF AUTHENTICATION

This Bond is one of the Bonds described in the Resolution mentioned within.

U.S. BANK NATIONAL ASSOCIATION,
Saint Paul, Minnesota
Bond Registrar

By_____
Authorized Signature

INDEPENDENT SCHOOL DISTRICT NUMBER 625, SAINT PAUL, MINNESOTA

/s/ Facsimile_____
Chair

/s/ Facsimile_____
Clerk

ABBREVIATIONS

The following abbreviations, when used in the inscription on the face of this Bond, shall be construed as though they were written out in full according to applicable laws or regulations:

TEN COM - as tenants in common
TEN ENT - as tenants by the entireties
JT TEN - as joint tenants with right of survivorship
and not as tenants in common
UTMA - _____ as custodian for _____
(Cust) (Minor)
under the _____ Uniform
(State)
Transfers to Minors Act

Additional abbreviations may also be used
though not in the above list

ASSIGNMENT

For value received, the undersigned hereby sells, assigns and transfers unto _____ the within Bond and does hereby irrevocably constitute and appoint _____ attorney to transfer the Bond on the books kept for the registration thereof, with full power of substitution in the premises.

Dated:_____ _____

Notice: The assignor's signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or any change whatever.

Signature Guaranteed:

_____

Signature(s) must be guaranteed by a national bank or trust company or by a brokerage firm having a membership in one of the major stock exchanges or any other "Eligible Guarantor Institution" as defined in 17 CFR 240.17 Ad-15(a)(2).

The Bond Registrar will not effect transfer of this Bond unless the information concerning the transferee requested below is provided.

Name and Address: _____
_____
_____

(Include information for all joint owners if the Bond is held by joint account.)

PREPAYMENT SCHEDULE

This Bond has been prepaid in part on the date(s) and in the amount(s) as follows:

Date	Amount	Authorized Signature of Holder
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

8. Execution. The Bonds shall be in typewritten form, shall be executed on behalf of the District by the signatures of its Chair and Clerk, and shall be sealed with the seal of the District; provided, as permitted by law, both signatures may be photocopied facsimiles and the corporate seal may be omitted. In the event of disability or resignation or other absence of either such officer, the Bonds may be signed by the manual or facsimile signature of that officer who may act on behalf of such absent or disabled officer. In case either such officer whose signature or facsimile of whose signature shall appear on the Bonds shall cease to be such officer before the delivery of the Bonds, such signature or facsimile shall nevertheless be valid and sufficient for all purposes, the same as if he or she had remained in office until delivery.

9. Authentication. No Bond shall be valid or obligatory for any purpose or be entitled to any security or benefit under this resolution unless a Certificate of Authentication on such Bond, substantially in the form hereinabove set forth, shall have been duly executed by an authorized representative of the Bond Registrar. Certificates of Authentication on different Bonds need not be signed by the same person. The Bond Registrar shall authenticate the signatures of officers of the District on each Bond by execution of the Certificate of Authentication on the Bond and by inserting as the date of registration in the space provided the date on which the Bond is authenticated, except that for purposes of delivering the original Bonds to the Purchaser, the Bond Registrar shall insert as a date of registration the date of original issue, which date is November 19, 2020. The Certificate of Authentication so executed on each Bond shall be conclusive evidence that it has been authenticated and delivered under this resolution.

10. Registration; Transfer; Exchange. The District will cause to be kept at the principal office of the Bond Registrar a bond register in which, subject to such reasonable regulations as the Bond Registrar may prescribe, the Bond Registrar shall provide for the registration of Bonds and the registration of transfers of Bonds entitled to be registered or transferred as herein provided.

Upon surrender for transfer of any Bond at the principal office of the Bond Registrar, the District shall execute (if necessary), and the Bond Registrar shall authenticate, insert the date of registration (as provided in paragraph 9 with respect to authentication) of, and deliver, in the name of the designated transferee or transferees, one or more new Bonds of any authorized denomination or denominations of a like aggregate principal amount, having the same stated maturity and interest rate, as requested by the transferor; provided, however, that no Bond may be registered in blank or in the name of "bearer" or similar designation.

At the option of the Holder, Bonds may be exchanged for Bonds of any authorized denomination or denominations of a like aggregate principal amount and stated maturity, upon surrender of the Bonds to be exchanged at the principal office of the Bond Registrar. Whenever any Bonds are so surrendered for exchange, the District shall execute (if necessary), and the Bond Registrar shall authenticate, insert the date of registration of, and deliver the Bonds which the Holder making the exchange is entitled to receive.

All Bonds surrendered upon any exchange or transfer provided for in this resolution shall be promptly cancelled by the Bond Registrar and thereafter disposed of as directed by the District.

All Bonds delivered in exchange for or upon transfer of Bonds shall be valid general obligations of the District evidencing the same debt, and entitled to the same benefits under this resolution, as the Bonds surrendered for such exchange or transfer.

Every Bond presented or surrendered for transfer or exchange shall be duly endorsed or be accompanied by a written instrument of transfer, in form satisfactory to the Bond Registrar, duly executed by the Holder thereof or his, her or its attorney duly authorized in writing.

The Bond Registrar may require payment of a sum sufficient to cover any tax or other governmental charge payable in connection with the transfer or exchange of any Bond and any legal or unusual costs regarding transfers and lost Bonds.

Transfers shall also be subject to reasonable regulations of the District contained in any agreement with the Bond Registrar, including regulations which permit the Bond Registrar to close its transfer books between record dates and payment dates. The Treasurer is hereby authorized to negotiate and execute the terms of said agreement.

11. Rights Upon Transfer or Exchange. Each Bond delivered upon transfer of or in exchange for or in lieu of any other Bond shall carry all the rights to interest accrued and unpaid, and to accrue, which were carried by such other Bond.

12. Interest Payment; Record Date. Interest on any Bond shall be paid on each Interest Payment Date by check or draft mailed to the person in whose name the Bond is registered (the "Holder") on the registration books of the District maintained by the Bond Registrar and at the address appearing thereon at the close of business on the fifteenth (15th) day of the calendar month next preceding such Interest Payment Date (the "Regular Record Date"). Any such interest not so timely paid shall cease to be payable to the person who is the Holder thereof as of the Regular Record Date, and shall be payable to the person who is the Holder thereof at the close of business on a date (the "Special Record Date") fixed by the Bond Registrar whenever money becomes available for payment of the defaulted interest. Notice of the Special Record Date shall be given by the Bond Registrar to the Holders not less than ten (10) days prior to the Special Record Date.

13. Treatment of Registered Owner. The District and Bond Registrar may treat the person in whose name any Bond is registered as the owner of such Bond for the purpose of receiving payment of principal of and premium, if any, and interest (subject to the payment provisions in paragraph 12 above with respect to interest payment and record date) on, such Bond and for all other purposes whatsoever whether or not such Bond shall be overdue, and neither the District nor the Bond Registrar shall be affected by notice to the contrary.

14. Delivery; Application of Proceeds. The Bonds when so prepared and executed shall be delivered by the Treasurer to the Purchaser upon receipt of the purchase price, and the Purchaser shall not be obliged to see to the proper application thereof.

15. Fund and Accounts. There is hereby created a special fund to be designated the "General Obligation Refunding Bonds, Series 2020D Fund" (the "Fund") to be administered and maintained by the District as a bookkeeping account separate and apart from all other funds maintained in the official financial records of the District. The Fund and its accounts shall each

be maintained in the manner herein specified until all of the Bonds herein authorized and the interest thereon shall have been fully paid. There shall be maintained and created in the Fund two (2) separate accounts, to be designated the "Payment Account" and "Debt Service Account".

(a) Payment Account. The proceeds of the Bonds shall be deposited in the Payment Account. On or prior to the Call Date, the Treasurer shall transfer $27,935,000 of the proceeds of the Bonds from the Payment Account to the paying agent for the Prior Bonds. This amount is sufficient to pay the principal and interest due on the Refunded Bonds. The remainder of the monies in the Payment Account shall be used to pay the costs of issuance of the Bonds. Any monies remaining in the Payment Account after payment of all costs of issuance and payment of the Refunded Bonds shall be transferred to the Debt Service Account.

(b) Debt Service Account. To the Debt Service Account there is hereby pledged and irrevocably appropriated and there shall be credited: (i) after the Call Date, any balance remaining in the Debt Service Accounts created for the Prior Bonds; (ii) any premium received on the sale of the Bonds; (iii) all investment earnings on funds in the Debt Service Account; (iv) all taxes herein levied for the payment of the Bonds and any taxes hereafter levied for the payment of the Bonds in the event the monies herein pledged are insufficient for the payment thereof; (v) all funds remaining in the Payment Account after completion of the Refunding and payments of the costs thereof; and (vi) any and all other moneys which are properly available and are appropriated by the governing body of the District to the Debt Service Account. The amount of any surplus remaining in the Debt Service Account when the Bonds and interest thereon are paid shall be used consistent with Minnesota Statutes, Section 475.61, Subdivision 4.

The moneys in the Debt Service Account shall be used solely to pay the principal of and interest on the Bonds or any other bonds hereafter issued and made payable from the Fund. No portion of the proceeds of the Bonds shall be used directly or indirectly to acquire higher yielding investments or to replace funds which were used directly or indirectly to acquire higher yielding investments, except (i) for a reasonable temporary period until such proceeds are needed for the purpose for which the Bonds were issued, and (ii) in addition to the above, in an amount not greater than the lesser of five percent (5%) of the proceeds of the Bonds or $100,000. To this effect, any proceeds of the Bonds and any sums from time to time held in the Fund (or any other District account which will be used to pay principal and interest to become due on the Bonds) in excess of amounts which under the applicable federal arbitrage regulations may be invested without regard as to yield shall not be invested in excess of the applicable yield restrictions imposed by the arbitrage regulations on such investments after taking into account any applicable "temporary periods" or "minor portion" made available under the federal arbitrage regulations. In addition, the proceeds of the Bonds and money in the Fund shall not be invested in obligations or deposits issued by, guaranteed by or insured by the United States or any agency or instrumentality thereof if and to the extent that such investment would cause the Bonds to be "federally guaranteed" within the meaning of Section 149(b) of the Internal Revenue Code of 1986, as amended (the "Code").

16. Tax Levy; Cancellation of Certain Levies Relating to the Refunded Bonds; Coverage Test. To provide monies for the payment of principal and interest on the Bonds there is hereby levied upon all of the taxable property in the District a direct annual ad valorem tax which

shall be spread upon the tax rolls and collected with and as part of, other general property taxes in said District for the years and in the amounts as follows:

Year of Tax Levy	Year of Tax Collection	Amount
2020	2021	$ 5,090,862.00
2021	2022	5,122,897.50
2022	2023	5,050,972.50
2023	2024	3,271,222.50
2024	2025	1,601,197.50
2025	2026	1,598,572.50
2026	2027	1,593,060.00
2027	2028	1,579,410.00
2028	2029	1,584,135.00
2029	2030	1,587,915.00
2030	2031	1,589,490.00
2031	2032	1,590,435.00

The tax levies are such that if collected in full they, together with estimated collections of investment earnings and other revenues herein pledged for the payment of the Bonds will, if collected when due, produce at least five percent in excess of the amount needed to meet when due the principal and interest payments on the Bonds.

The tax levies shall be irrepealable so long as any of said Bonds are outstanding and unpaid, provided that the District reserves the right and power to reduce the levies in the manner and to the extent permitted by Minnesota Statutes, Section 475.61, Subdivision 3.

Upon payment of the Prior Bonds, the uncollected taxes levied in the Prior Resolutions authorizing the issuance of the Prior Bonds, which are not needed to pay the Prior Bonds as a result of the Refunding, shall be canceled.

17. General Obligation Pledge. For the prompt and full payment of the principal of and interest on the Bonds as the same respectively become due, the full faith, credit and taxing powers of the District shall be and are hereby irrevocably pledged. If the balance in the Payment Account or Debt Service Account is ever insufficient to pay all principal and interest then due on the Bonds and any other bonds payable therefrom, the deficiency shall be promptly paid out of any other funds of the District which are available for such purpose, and such other funds may be reimbursed with or without interest from the Payment Account or Debt Service Account when a sufficient balance is available therein.

18. Redemption of Prior Bonds. The Prior Bonds shall be redeemed and prepaid on the Call Date in accordance with the terms and conditions set forth in the Notices of Call for Redemption, attached hereto as Exhibit A, which terms and conditions are hereby approved and incorporated herein by reference.

19. Prior Bonds; Security. Until retirement of the Prior Bonds, all provisions theretofore made for the security thereof shall be observed by the District and all of its officers and agents.

20. Supplemental Resolution. The Prior Resolutions are hereby supplemented to the extent necessary to give effect to the provisions of this resolution.

21. Certificate of Registration and Tax Levy. A certified copy of this resolution is hereby directed to be filed with the County Auditor of Ramsey County, together with such other information as the County Auditor shall require and there shall be obtained from the County Auditor a certificate that the Bonds have been entered in the County Auditor's Bond Register and that the tax levy required by law have been made.

22. State Credit Enhancement Program. The District hereby ratifies and confirms its covenant in the resolution adopted September 22, 2020, obligating itself to notify the Commissioner of Education of a potential default in payment of the Bonds and to use the provisions of Minnesota Statutes, Section 126C.55 to guarantee the payment of principal and interest on the Bonds. The Chair and Clerk are hereby authorized and directed to enter into an agreement with the paying agent for the Bonds or any department of the State of Minnesota required by the provisions of Minnesota Statutes Section 126C.55.

23. Records and Certificates. The officers of the District are hereby authorized and directed to prepare and furnish to the Purchaser, and to the attorneys approving the legality of the issuance of the Bonds, certified copies of all proceedings and records of the District relating to the Bonds and to the financial condition and affairs of the District, and such other affidavits, certificates and information as are required to show the facts relating to the legality and marketability of the Bonds as the same appear from the books and records under their custody and control or as otherwise known to them, and all such certified copies, certificates and affidavits, including any heretofore furnished, shall be deemed representations of the District as to the facts recited therein.

24. Negative Covenant as to Use of Proceeds and Project. The District hereby covenants not to use the proceeds of the Bonds or to use the facilities refinanced by the Bonds (the "Project"), or to cause or permit them to be used, or to enter into any deferred payment arrangements for the cost of the Project, in such a manner as to cause the Bonds to be "private activity bonds" within the meaning of Sections 103 and 141 through 150 of the Code.

25. Investment Limitations; Rebate. The District shall comply with requirements necessary under the Code to establish and maintain the exclusion from gross income under Section 103 of the Code of the interest on the Bonds, including without limitation (a) requirements relating to temporary periods for investments, (b) limitations on amounts invested at a yield greater than the yield on the Bonds, and (c) the rebate of excess investment earnings to the United States.

26. Defeasance. When all Bonds have been discharged as provided in this paragraph, all pledges, covenants and other rights granted by this resolution to the registered holders of the Bonds shall, to the extent permitted by law, cease. The District may discharge its

obligations with respect to any Bonds which are due on any date by irrevocably depositing with the Bond Registrar on or before that date a sum sufficient for the payment thereof in full; or if any Bond should not be paid when due, it may nevertheless be discharged by depositing with the Bond Registrar a sum sufficient for the payment thereof in full with interest accrued to the date of such deposit. The District may also at any time discharge its obligations with respect to any Bonds, subject to the provisions of law now or hereafter authorizing and regulating such action, by depositing irrevocably in escrow, with a suitable banking institution qualified by law as an escrow agent for this purpose, cash or securities described in Minnesota Statutes, Section 475.67, Subdivision 8, bearing interest payable at such times and at such rates and maturing on such dates as shall be required, subject to sale and/or reinvestment, to pay all amounts to become due thereon to maturity or, if notice of redemption as herein required has been duly provided for, to such earlier redemption date.

27. No Designation of Qualified Tax-Exempt Obligation. The Bonds shall not be designated by the Issuer as a "qualified tax-exempt obligation" within the meaning of Section 265(b)(3) of the Code.

28. Continuing Disclosure. The District is the sole obligated person with respect to the Bonds. The District hereby agrees, in accordance with the provisions of Rule 15c2-12 (the "Rule"), promulgated by the Securities and Exchange Commission (the "Commission") pursuant to the Securities Exchange Act of 1934, as amended, and a Continuing Disclosure Undertaking (the "Undertaking") hereinafter described to:

(a) Provide or cause to be provided to the Municipal Securities Rulemaking Board (the "MSRB") by filing at www.emma.msrb.org in accordance with the Rule, certain annual financial information and operating data in accordance with the Undertaking. The District reserves the right to modify from time to time the terms of the Undertaking as provided therein.

(b) Provide or cause to be provided to the MSRB notice of the occurrence of certain events with respect to the Bonds in not more than ten (10) business days after the occurrence of the event, in accordance with the Undertaking.

(c) Provide or cause to be provided to the MSRB notice of a failure by the District to provide the annual financial information with respect to the District described in the Undertaking, in not more than ten (10) business days following such occurrence.

(d) The District agrees that its covenants pursuant to the Rule set forth in this paragraph and in the Undertaking is intended to be for the benefit of the Holders of the Bonds and shall be enforceable on behalf of such Holders; provided that the right to enforce the provisions of these covenants shall be limited to a right to obtain specific enforcement of the District's obligations under the covenants.

The Chair and Clerk of the District, or any other officer of the District authorized to act in their place (the "Officers") are hereby authorized and directed to execute on behalf of the District the Undertaking in substantially the form presented to the School Board subject to such modifications thereof or additions thereto as are (i) consistent with the requirements under the Rule, (ii) required by the Purchaser of the Bonds, and (iii) acceptable to the Officers.

29. Severability. If any section, paragraph or provision of this resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this resolution.

30. Headings. Headings in this resolution are included for convenience of reference only and are not a part hereof, and shall not limit or define the meaning of any provision hereof.

EXHIBIT A

NOTICE OF CALL FOR REDEMPTION
GENERAL OBLIGATION SCHOOL BUILDING BONDS, SERIES 2012A
INDEPENDENT SCHOOL DISTRICT NO. 625,
SAINT PAUL, MINNESOTA

NOTICE IS HEREBY GIVEN that by order of the School Board of Independent School District Number 625, City of Saint Paul, Ramsey County, Minnesota (the "District"), there have been called for redemption and prepayment on

February 1, 2021

those outstanding bonds of the City designated as General Obligation School Building Bonds, Series 2012A, dated as of June 1, 2012, having stated maturity dates in the years 2022 through 2033, inclusive, and totaling $16,690,000 in principal amount and having CUSIP numbers listed below:

Year	CUSIP*	AMOUNT
2022	792895 ZS6	$1,215,000
2023	792895 ZT4	1,235,000
2024	792895 ZU1	1,265,000
2025	792895 ZV9	1,285,000
2026	792895 ZW7	1,325,000
2027	792895 ZX5	1,360,000
2028	792895 ZY3	1,400,000
2029	792895 ZZ0	1,425,000
2030	792895 A20	1,475,000
2031	792895 A38	1,520,000
2032	792895 A46	1,570,000
2033	792895 A53	1,615,000

The bonds are being called at a price of par plus accrued interest to February 1, 2021, on which date all interest on the bonds will cease to accrue. Holders of the bonds hereby called for redemption are requested to present their bonds for payment, at U.S. Bank National Association, ATTN: Paying Agent Services, 60 Livingston Avenue, Saint Paul, Minnesota, 55107, on or before February 1, 2021.

Dated: _____, 2020 BY ORDER OF THE SCHOOL BOARD

/s/_____
Clerk

*The District shall not be responsible for the selection of or use of the CUSIP numbers, nor is any representation made as to their correctness indicated in the notice. They are included solely for the convenience of the holders.

NOTICE OF CALL FOR REDEMPTION
GENERAL OBLIGATION SCHOOL BUILDING REFUNDING BONDS,
SERIES 2012B
INDEPENDENT SCHOOL DISTRICT NO. 625,
SAINT PAUL, MINNESOTA

NOTICE IS HEREBY GIVEN that by order of the School Board of Independent School District Number 625, City of Saint Paul, Ramsey County, Minnesota (the "District"), there have been called for redemption and prepayment on

February 1, 2021

those outstanding bonds of the City designated as General Obligation School Building Refunding Bonds, Series 2012B, dated as of June 1, 2012, having stated maturity dates in the years 2022 through 2025, inclusive, and totaling $11,245,000 in principal amount and having CUSIP numbers listed below:

Year	CUSIP*	AMOUNT
2022	792895 B52	$ 3,065,000
2023	792895 B60	3,225,000
2024	792895 B78	3,300,000
2025	792895 B86	1,655,000

The bonds are being called at a price of par plus accrued interest to February 1, 2021, on which date all interest on the bonds will cease to accrue. Holders of the bonds hereby called for redemption are requested to present their bonds for payment, at U.S. Bank National Association, ATTN: Paying Agent Services, 60 Livingston Avenue, Saint Paul, Minnesota, 55107, on or before February 1, 2021.

Dated: _____, 2020

BY ORDER OF THE SCHOOL BOARD

/s/_____
Clerk

*The District shall not be responsible for the selection of or use of the CUSIP numbers, nor is any representation made as to their correctness indicated in the notice. They are included solely for the convenience of the holders.

STATE OF MINNESOTA
COUNTY OF RAMSEY
INDEPENDENT SCHOOL DISTRICT NUMBER 625, SAINT PAUL, MINNESOTA

I, the undersigned, being the duly qualified and acting Clerk of the Independent School District Number 625, Saint Paul, Minnesota DO HEREBY CERTIFY that I have compared the attached and foregoing extract of minutes with the original thereof on file in my office, and that the same is a full, true and complete transcript of the minutes of a meeting of the School Board of said District, duly called and held on the date therein indicated, insofar as such minutes relate to considering offers for, and awarding the sale of, $24,895,000 General Obligation Refunding Bonds, Series 2020D of said District.

WITNESS my hand this ____ day of _____, 2020.

_____
Clerk

INDEPENDENT SCHOOL DISTRICT NO. 625

BOARD OF EDUCATION

SAINT PAUL PUBLIC SCHOOLS

RESOLUTION - GENERAL FORM

Board File No._____

Date_____

RESOLUTION ACCEPTING BID ON SALE OF
$15,585,000 TAXABLE GENERAL OBLIGATION SCHOOL BUILDING
REFUNDING BONDS, SERIES 2020E,
PROVIDING FOR THEIR ISSUANCE AND LEVYING
A TAX FOR THE PAYMENT THEREOF

A. WHEREAS, Independent School District Number 625, Saint Paul, Minnesota (the "District") has heretofore issued its General Obligation School Building Bonds, Series 2013A, dated June 25, 2013 (the "Series 2013A Bonds"); and

B. WHEREAS, the School Board of the District (the "School Board") has heretofore determined and declared that it is necessary and expedient to provide moneys for a crossover refunding of the outstanding Series 2013A Bonds which mature on and after February 1, 2024; and

C. WHEREAS, $15,215,000 in principal amount of the Series 2013A Bonds which mature on or after February 1, 2024 (the "Prior Bonds") are callable on February 1, 2023 (the "Crossover Date"), and on any date thereafter, at a price of par plus accrued interest, as provided in the resolution adopted on May 21, 2013, authorizing the issuance of the Prior Bonds (the "Prior Resolution"); and

Adopted_____

_____
CHAIR Board of Education

_____
CLERK Board of Education

D. WHEREAS, the refunding of the Prior Bonds maturing on and after February 1, 2023 (the "Refunded Bonds"), is consistent with covenants made with the holders thereof, and is necessary and desirable for the reduction of debt service cost to the District; and

E. WHEREAS, the School Board has heretofore determined and declared that it is necessary and expedient to issue $15,585,000 Taxable General Obligation School Building Refunding Bonds, Series 2020E of the District (the "Bonds" or the "Refunding Bonds", or individually a "Bond"), pursuant to Minnesota Statutes, Chapter 475, to provide moneys for a crossover refunding of the Refunded Bonds; and

F. WHEREAS, offers to purchase the Bonds were solicited on behalf of the District by Baker Tilly Municipal Advisors, LLC; and

NOW, THEREFORE, BE IT RESOLVED by the School Board of the Independent School District Number 625, Saint Paul, Minnesota, as follows:

1. Acceptance of Offer. The offer of Robert W. Baird & Co., in Milwaukee, WI, (the "Purchaser"), to purchase the Bonds, in accordance with the terms of proposal at the rates of interest hereinafter set forth, and to pay therefor the sum of $15,849,640.23, plus interest accrued to settlement, is hereby found, determined and declared to be the most favorable offer received and is hereby accepted, and the Bonds are hereby sold to the Purchaser. The District Clerk is directed to retain the deposit of the Purchaser and to forthwith return to the others making offers their good faith deposits.

2. Terms of Bonds.

(a) Title; Original Issue Date; Denominations; Maturities; Term Bond Option. The Bonds shall be titled "Taxable General Obligation School Building Refunding Bonds, Series 2020E", shall be dated November 19, 2020, as the date of original issue, and shall be issued forthwith on or after such date as fully registered bonds. The Bonds shall be numbered from R-1 upward in the denomination of $5,000 each or in any integral multiple thereof of a single maturity. The Bonds shall mature on February 1 in the years and amounts as follows:

Year	Amount
2024	$1,295,000
2025	1,315,000
2026	1,350,000
2027	1,370,000
2028	1,395,000
2029	1,420,000
2030	1,445,000
2031	1,465,000
2032	1,485,000
2033	1,510,000
2034	1,535,000

As may be requested by the Purchaser, one or more term Bonds may be issued having mandatory sinking fund redemption and final maturity amounts conforming to the foregoing principal repayment schedule, and corresponding additions may be made to the provisions of the applicable Bond(s).

(b) Book Entry Only System. The Depository Trust Company, a limited purpose trust company organized under the laws of the State of New York or any of its successors or its successors to its functions hereunder (the "Depository") will act as securities depository for the Bonds, and to this end:

(i) The Bonds shall be initially issued and, so long as they remain in book entry form only (the "Book Entry Only Period"), shall at all times be in the form of a separate single fully registered Bond for each maturity of the Bonds; and for purposes of complying with this requirement under paragraph 10 (with respect to registration, transfer and exchange) Authorized Denominations for any Bond shall be deemed to be limited during the Book Entry Only Period to the outstanding principal amount of that Bond.

(ii) Upon initial issuance, ownership of the Bonds shall be registered in a bond register maintained by U.S. Bank National Association, Saint Paul, Minnesota (the "Bond Registrar"), in the name of CEDE & CO., as the nominee (it or any nominee of the existing or a successor Depository, the "Nominee").

(iii) With respect to the Bonds neither the District nor the Bond Registrar shall have any responsibility or obligation to any broker, dealer, bank, or any other financial institution for which the Depository holds Bonds as securities depository (the "Participant") or the person for which a Participant holds an interest in the Bonds shown on the books and records of the Participant (the "Beneficial Owner"). Without limiting the immediately preceding sentence, neither the District, nor the Bond Registrar, shall have any such responsibility or obligation with respect to (A) the accuracy of the records of the Depository, the Nominee or any Participant with respect to any ownership interest in the Bonds, or (B) the delivery to any Participant, any Owner or any other person, other than the Depository, of any notice with respect to the Bonds, including any notice of redemption, or (C) the payment to any Participant, any Beneficial Owner or any other person, other than the Depository, of any amount with respect to the principal of or premium, if any, or interest on the Bonds, or (D) the consent given or other action taken by the Depository as the Registered Holder of any Bonds (the "Holder"). For purposes of securing the vote or consent of any Holder under this Resolution, the District may, however, rely upon an omnibus proxy under which the Depository assigns its consenting or voting rights to certain Participants to whose accounts the Bonds are credited on the record date identified in a listing attached to the omnibus proxy.

(iv) The District and the Bond Registrar may treat as and deem the Depository to be the absolute owner of the Bonds for the purpose of payment of the principal of and premium, if any, and interest on the Bonds, for the purpose of giving notices of redemption and other matters with respect to the Bonds, for the purpose of obtaining any consent or other action to be taken by Holders for the purpose of registering transfers with respect to such Bonds, and for all purpose whatsoever. The Bond Registrar, as paying agent hereunder, shall pay all principal of and premium, if any, and interest on the Bonds only to or upon the Holder of the Holders of the Bonds as shown on the register, and all such payments shall be valid and effective to fully satisfy and

discharge the District's obligations with respect to the principal of and premium, if any, and interest on the Bonds to the extent of the sum or sums so paid.

(v) Upon delivery by the Depository to the Bond Registrar of written notice to the effect that the Depository has determined to substitute a new Nominee in place of the existing Nominee, and subject to the transfer provisions in paragraph 10 hereof (with respect to registration, transfer and exchange), references to the Nominee hereunder shall refer to such new Nominee.

(vi) So long as any Bond is registered in the name of a Nominee, all payments with respect to the principal of and premium, if any, and interest on such Bond and all notices with respect to such Bond shall be made and given, respectively, by the Bond Registrar or District, as the case may be, to the Depository as provided in the Letter of Representations to the Depository required by the Depository as a condition to its acting as book-entry Depository for the Bonds (said Letter of Representations together with any replacement thereof or amendment or substitute thereto, including any standard procedures or policies referenced therein or applicable thereto respecting the procedures and other matters relating to the Depository's role as book-entry Depository for the Bonds, collectively hereinafter referred to as the "Letter of Representations").

(c) Letter of Representations. The provisions in the Letter of Representations are incorporated herein by reference and made a part of the resolution, and if and to the extent any such provisions are inconsistent with the other provisions of this resolution, the provisions in the Letter of Representations shall control.

3. Purpose; Refunding Findings. The Bonds shall provide funds for a crossover refunding of the Refunded Bonds (the "Refunding"). It is hereby found, determined and declared that the Refunding is pursuant to Minnesota Statutes, Section 475.67, Subdivision 13. As of the Crossover Date of the Bonds, the Refunding shall result in a reduction of the present value of the dollar amount of the debt service to the District from a total dollar amount of $23,474,488 for the Prior Bonds to a total dollar amount of $21,980,773 for the Bonds refunding the Prior Bonds computed in accordance with the provisions of Minnesota Statutes, Section 475.67, Subdivision 12, and accordingly the dollar amount of such present value of the debt service for the Bonds refunding the Prior Bonds is lower by at least three percent than the dollar amount of such present value of the debt service for the Prior Bonds, as required in Minnesota Statutes, Section 475.67, Subdivision 12.

4. Interest. The Bonds shall bear interest payable semiannually on February 1 and August 1 of each year (each, an "Interest Payment Date"), commencing August 1, 2021, calculated on the basis of a 360-day year of twelve 30-day months, at the respective rates per annum set forth opposite the maturity years as follows:

Maturity Year	Interest Rate
2024	2.00%
2025	2.00
2026	2.00
2027	2.00
2028	2.00
2029	1.25

Maturity Year	Interest Rate
2030	1.35
2031	1.50
2032	1.65
2033	1.75
2034	1.85

5. Redemption. Bonds maturing on February 1, 2029, and thereafter, shall be subject to redemption and prepayment at the option of the District on February 1, 2028 and on any date thereafter, at a price of par plus accrued interest. Redemption may be in whole or in part of the Bonds subject to prepayment. If redemption is in part, the maturities and the principal amounts within each maturity to be redeemed shall be determined by the District; and if only part of the Bonds having a common maturity date are called for prepayment, the specific Bonds to be prepaid shall be chosen by lot by the Bond Registrar. Bonds or portions thereof called for redemption shall be due and payable on the redemption date, and interest thereon shall cease to accrue from and after the redemption date. Mailed notice of redemption shall be given to the paying agent and to each affected registered holder of the Bonds at least 30 days prior to the date fixed for redemption unless otherwise required by law.

To effect any partial redemption of Bonds having a common maturity date, the Bond Registrar, prior to giving notice of redemption, shall assign to each Bond having a common maturity date a distinctive number for each $5,000 of the principal amount of such Bond. The Bond Registrar shall then select by lot, using such method of selection as it shall deem proper in its discretion, from the numbers so assigned to such Bonds, as many numbers as, at $5,000 for each number, shall equal the principal amount of such Bonds to be redeemed. The Bonds to be redeemed shall be the Bonds to which were assigned numbers so selected; provided, however, that only so much of the principal amount of each such Bond of a denomination of more than $5,000 shall be redeemed as shall equal $5,000 for each number assigned to it and so selected. If a Bond is to be redeemed only in part, it shall be surrendered to the Bond Registrar (with, if the District or Bond Registrar so requires, a written instrument of transfer in form satisfactory to the District and Bond Registrar duly executed by the Holder thereof or the Holder's attorney duly authorized in writing) and the District shall execute (if necessary) and the Bond Registrar shall authenticate and deliver to the Holder of the Bond, without service charge, a new Bond or Bonds having the same stated maturity and interest rate and of any Authorized Denomination or Denominations, as requested by the Holder, in aggregate principal amount equal to and in exchange for the unredeemed portion of the principal of the Bond so surrendered.

6. Bond Registrar. U.S. Bank National Association, in Saint Paul, Minnesota, is appointed to act as bond registrar and transfer agent with respect to the Bonds (the "Bond Registrar"), and shall do so unless and until a successor Bond Registrar is duly appointed, all pursuant to any contract the District and Bond Registrar shall execute which is consistent herewith. The Bond Registrar shall also serve as paying agent unless and until a successor paying agent is duly appointed. Principal and interest on the Bonds shall be paid to the registered holders (or record holders) of the Bonds in the manner set forth in the Form of Bond set forth in paragraph 7 and in paragraph 12 of this resolution, with respect to interest payment and record date.

7. Form of Bond. The Bonds, together with the Bond Registrar's Certificate of Authentication, the form of Assignment and the registration information thereon, shall be in substantially the following form:

UNITED STATES OF AMERICA
STATE OF MINNESOTA
RAMSEY COUNTY
INDEPENDENT SCHOOL DISTRICT NUMBER 625, SAINT PAUL, MINNESOTA

R-___ $_____

TAXABLE GENERAL OBLIGATION SCHOOL BUILDING
REFUNDING BOND, SERIES 2020E

(MINNESOTA SCHOOL DISTRICT CREDIT
ENHANCEMENT PROGRAM)

INTEREST RATE	MATURITY DATE	DATE OF ORIGINAL ISSUE	CUSIP
	February 1, _____	November 19, 2020	

REGISTERED OWNER: CEDE & CO.

PRINCIPAL AMOUNT: _____ DOLLARS

KNOW ALL PERSONS BY THESE PRESENTS that the Independent School District Number 625, Saint Paul, Minnesota (the "Issuer"), certifies that it is indebted and for value received promises to pay to the registered owner specified above, or registered assigns, in the manner hereinafter set forth, the principal amount specified above, unless called for earlier redemption, on the maturity date specified above, and to pay interest thereon semiannually on February 1 and August 1 of each year (each, an "Interest Payment Date"), commencing August 1, 2021, at the rate per annum specified above (calculated on the basis of a 360-day year of twelve 30-day months) until the principal sum is paid or has been provided for. This Bond will bear interest from the most recent Interest Payment Date to which interest has been paid or, if no interest has been paid, from the date of original issue hereof. The principal of and premium, if any, on this Bond are payable upon presentation and surrender hereof at the principal office of U.S. Bank National Association, in Saint Paul, Minnesota (the "Bond Registrar"), acting as paying agent, or any successor paying agent duly appointed by the Issuer. Interest on this Bond will be paid on each Interest Payment Date by check or draft mailed to the person in whose name this Bond is registered (the "Holder" or "Bondholder") on the registration books of the Issuer maintained by the Bond Registrar and at the address appearing thereon at the close of business on the fifteenth day of the calendar month next preceding such Interest Payment Date (the "Regular Record Date"). Any interest not so timely paid shall cease to be payable to the person who is the Holder hereof as of the Regular Record Date, and shall be payable to the person who is the Holder hereof at the close of business on a date (the "Special Record Date") fixed by the Bond Registrar whenever money becomes available for payment of the defaulted interest. Notice of the Special Record Date shall be given to Bondholders not less than ten days prior to the Special Record Date. The principal of and premium, if any, and interest on this Bond are payable in lawful money of the United States of America.

Optional Redemption. All Bonds of this issue (the "Bonds") maturing on February 1, 2029, and thereafter, are subject to redemption and prepayment at the option of the Issuer on February 1, 2028 and on any date thereafter, at a price of par plus accrued interest. Redemption may be in whole or in part of the Bonds subject to prepayment. If redemption is in part, the maturities and the principal amounts within each maturity to be redeemed shall be determined by the Issuer; and if only part of the Bonds having a common maturity date are called for prepayment, the specific Bonds to be prepaid shall be chosen by lot by the Bond Registrar. Bonds or portions thereof called for redemption shall be due and payable on the redemption date, and interest thereon shall cease to accrue from and after the redemption date. Mailed notice of redemption shall be given to the Bond Registrar and to each affected Holder of the Bonds at least 30 days prior to the date fixed for redemption.

All Bonds so called for redemption will cease to bear interest on the specified redemption date, provided funds for their redemption have been duly deposited.

Selection of Bonds for Redemption; Partial Redemption. To effect any partial redemption of Bonds having a common maturity date, the Bond Registrar, prior to giving notice of redemption, shall assign to each Bond having a common maturity date a distinctive number for each $5,000 of the principal amount of such Bond. The Bond Registrar shall then select by lot, using such method of selection as it shall deem proper in its discretion, from the numbers assigned to the Bonds, as many numbers as, at $5,000 for each number, shall equal the principal amount of such Bonds to be redeemed. The Bonds to be redeemed shall be the Bonds to which were assigned numbers so selected; provided, however, that only so much of the principal amount of such Bond of a denomination of more than $5,000 shall be redeemed as shall equal $5,000 for each number assigned to it and so selected. If a Bond is to be redeemed only in part, it shall be surrendered to the Bond Registrar (with, if the Issuer or Bond Registrar so requires, a written instrument of transfer in form satisfactory to the Issuer and Bond Registrar duly executed by the Holder thereof or the Holder's attorney duly authorized in writing) and the Issuer shall execute (if necessary) and the Bond Registrar shall authenticate and deliver to the Holder of the Bond, without service charge, a new Bond or Bonds having the same stated maturity and interest rate and of any Authorized Denomination or Denominations, as requested by the Holder, in aggregate principal amount equal to and in exchange for the unredeemed portion of the principal of the Bond so surrendered.

Issuance; Purpose; General Obligation. This Bond is one of an issue in the total principal amount of $15,585,000, all of like date of original issue and tenor, except as to number, maturity, interest rate and denomination, which Bond has been issued pursuant to and in full conformity with the Constitution and laws of the State of Minnesota and pursuant to a resolution adopted by the School Board of the Issuer on October 20, 2020 (the "Resolution"), for the purpose of providing funds sufficient for a crossover refunding on February 1, 2023 of the Issuer's General Obligation School Building Bonds, Series 2013A, dated June 25, 2013, which mature on and after February 1, 2024. This Bond is payable out of the Escrow Account and the Debt Service Account. This Bond constitutes a general obligation of the Issuer, and to provide moneys for the prompt and full payment of its principal, premium, if any, and interest when the same become due, the full faith and credit and taxing powers of the Issuer have been and are hereby irrevocably pledged. In addition, the Issuer has covenanted and obligated itself to use the provisions of Minnesota Statutes, Section 126C.55 to guarantee the payment of the principal and interest on the Bonds due.

Denominations; Exchange; Resolution. The Bonds are issuable solely as fully registered bonds in the denominations of $5,000 and integral multiples thereof of a single maturity and are exchangeable for fully registered Bonds of other authorized denominations in equal aggregate principal amounts at the principal office of the Bond Registrar, but only in the manner and subject to the limitations provided in the Resolution. Reference is hereby made to the Resolution for a description of the rights and duties of the Bond Registrar. Copies of the Resolution are on file in the principal office of the Bond Registrar.

Transfer. This Bond is transferable by the Holder in person or by his, her or its attorney duly authorized in writing at the principal office of the Bond Registrar upon presentation and surrender hereof to the Bond Registrar, all subject to the terms and conditions provided in the Resolution and to reasonable regulations of the Issuer contained in any agreement with the Bond Registrar. Thereupon the Issuer shall execute and the Bond Registrar shall authenticate and deliver, in exchange for this Bond, one or more new fully registered Bonds in the name of the transferee (but not registered in blank or to "bearer" or similar designation), of an authorized denomination or denominations, in aggregate principal amount equal to the principal amount of this Bond, of the same maturity and bearing interest at the same rate.

Fees upon Transfer or Loss. The Bond Registrar may require payment of a sum sufficient to cover any tax or other governmental charge payable in connection with the transfer or exchange of this Bond and any legal or unusual costs regarding transfers and lost Bonds.

Treatment of Registered Owners. The Issuer and Bond Registrar may treat the person in whose name this Bond is registered as the owner hereof for the purpose of receiving payment as herein provided (except as otherwise provided herein with respect to the Record Date) and for all other purposes, whether or not this Bond shall be overdue, and neither the Issuer nor the Bond Registrar shall be affected by notice to the contrary.

Taxable Interest. The interest on this Bond is included in the gross income of the owner hereof for purposes of United States income tax and to the same extent in both gross income and taxable net income for purposes of State of Minnesota income tax.

Authentication. This Bond shall not be valid or become obligatory for any purpose or be entitled to any security unless the Certificate of Authentication hereon shall have been executed by the Bond Registrar.

IT IS HEREBY CERTIFIED AND RECITED that all acts, conditions and things required by the Constitution and laws of the State of Minnesota to be done, to happen and to be performed, precedent to and in the issuance of this Bond, have been done, have happened and have been performed, in regular and due form, time and manner as required by law, and that this Bond, together with all other debts of the Issuer outstanding on the date of original issue hereof and the date of its issuance and delivery to the original purchaser, does not exceed any constitutional or statutory limitation of indebtedness.

IN WITNESS WHEREOF, the Independent School District Number 625, Saint Paul, Minnesota, by its School Board has caused this Bond to be executed on its behalf by the facsimile signatures of its Chair and its Clerk.

Date of Registration:	Registrable by:	U.S. BANK NATIONAL ASSOCIATION SAINT PAUL, MINNESOTA
_____, 2020	Payable at:	U.S. BANK NATIONAL ASSOCIATION SAINT PAUL, MINNESOTA

BOND REGISTRAR'S CERTIFICATE OF AUTHENTICATION

This Bond is one of the Bonds described in the Resolution mentioned within.

U.S. BANK NATIONAL ASSOCIATION,
Saint Paul, Minnesota
Bond Registrar

By_____
Authorized Signature

INDEPENDENT SCHOOL DISTRICT NUMBER 625,
SAINT PAUL, MINNESOTA

/s/ Facsimile_____
Chair

/s/ Facsimile_____
Clerk

ABBREVIATIONS

The following abbreviations, when used in the inscription on the face of this Bond, shall be construed as though they were written out in full according to applicable laws or regulations:

TEN COM - as tenants in common
TEN ENT - as tenants by the entireties
JT TEN - as joint tenants with right of survivorship
and not as tenants in common
UTMA - _____ as custodian for _____
(Cust) (Minor)
under the _____ Uniform
(State)
Transfers to Minors Act

Additional abbreviations may also be used
though not in the above list.

ASSIGNMENT

For value received, the undersigned hereby sells, assigns and transfers unto _____ the within Bond and does hereby irrevocably constitute and appoint _____ attorney to transfer the Bond on the books kept for the registration thereof, with full power of substitution in the premises.

Dated:_____ _____

Notice: The assignor's signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or any change whatever.

Signature Guaranteed:

_____

Signature(s) must be guaranteed by a national bank or trust company or by a brokerage firm having a membership in one of the major stock exchanges or any other "Eligible Guarantor Institution" as defined in 17 CFR 240.17 Ad-15(a)(2).

The Bond Registrar will not effect transfer of this Bond unless the information concerning the transferee requested below is provided.

Name and Address: _____
_____
_____

(Include information for all joint owners if the Bond is held by joint account.)

PREPAYMENT SCHEDULE

This Bond has been prepaid in part on the date(s) and in the amount(s) as follows:

Date	Amount	Authorized Signature of Holder
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

8. Execution. The Bonds shall be in typewritten form, shall be executed on behalf of the District by the signatures of its Chair and Clerk, and shall be sealed with the seal of the District; provided, as permitted by law, both signatures may be photocopied facsimiles and the corporate seal may be omitted. In the event of disability or resignation or other absence of either such officer, the Bonds may be signed by the manual or facsimile signature of that officer who may act on behalf of such absent or disabled officer. In case either such officer whose signature or facsimile of whose signature shall appear on the Bonds shall cease to be such officer before the delivery of the Bonds, such signature or facsimile shall nevertheless be valid and sufficient for all purposes, the same as if he or she had remained in office until delivery.

9. Authentication. No Bond shall be valid or obligatory for any purpose or be entitled to any security or benefit under this resolution unless a Certificate of Authentication on such Bond, substantially in the form hereinabove set forth, shall have been duly executed by an authorized representative of the Bond Registrar. Certificates of Authentication on different Bonds need not be signed by the same person. The Bond Registrar shall authenticate the signatures of officers of the District on each Bond by execution of the Certificate of Authentication on the Bond and by inserting as the date of registration in the space provided the date on which the Bond is authenticated, except that for purposes of delivering the original Bonds to the Purchaser, the Bond Registrar shall insert as a date of registration the date of original issue, which date is November 19, 2020. The Certificate of Authentication so executed on each Bond shall be conclusive evidence that it has been authenticated and delivered under this resolution.

10. Registration; Transfer; Exchange. The District will cause to be kept at the principal office of the Bond Registrar a bond register in which, subject to such reasonable regulations as the Bond Registrar may prescribe, the Bond Registrar shall provide for the registration of Bonds and the registration of transfers of Bonds entitled to be registered or transferred as herein provided.

Upon surrender for transfer of any Bond at the principal office of the Bond Registrar, the District shall execute (if necessary), and the Bond Registrar shall authenticate, insert the date of registration (as provided in paragraph 9 with respect to authentication) of, and deliver, in the name of the designated transferee or transferees, one or more new Bonds of any authorized denomination or denominations of a like aggregate principal amount, having the same stated maturity and interest rate, as requested by the transferor; provided, however, that no Bond may be registered in blank or in the name of "bearer" or similar designation.

At the option of the Holder, Bonds may be exchanged for Bonds of any authorized denomination or denominations of a like aggregate principal amount and stated maturity, upon surrender of the Bonds to be exchanged at the principal office of the Bond Registrar. Whenever any Bonds are so surrendered for exchange, the District shall execute (if necessary), and the Bond Registrar shall authenticate, insert the date of registration of, and deliver the Bonds which the Holder making the exchange is entitled to receive.

All Bonds surrendered upon any exchange or transfer provided for in this resolution shall be promptly cancelled by the Bond Registrar and thereafter disposed of as directed by the District.

All Bonds delivered in exchange for or upon transfer of Bonds shall be valid general obligations of the District evidencing the same debt, and entitled to the same benefits under this resolution, as the Bonds surrendered for such exchange or transfer.

Every Bond presented or surrendered for transfer or exchange shall be duly endorsed or be accompanied by a written instrument of transfer, in form satisfactory to the Bond Registrar, duly executed by the Holder thereof or his, her or its attorney duly authorized in writing.

The Bond Registrar may require payment of a sum sufficient to cover any tax or other governmental charge payable in connection with the transfer or exchange of any Bond and any legal or unusual costs regarding transfers and lost Bonds.

Transfers shall also be subject to reasonable regulations of the District contained in any agreement with the Bond Registrar, including regulations which permit the Bond Registrar to close its transfer books between record dates and payment dates. The Treasurer is hereby authorized to negotiate and execute the terms of said agreement.

11. Rights Upon Transfer or Exchange. Each Bond delivered upon transfer of or in exchange for or in lieu of any other Bond shall carry all the rights to interest accrued and unpaid, and to accrue, which were carried by such other Bond.

12. Interest Payment; Record Date. Interest on any Bond shall be paid on each Interest Payment Date by check or draft mailed to the person in whose name the Bond is registered (the "Holder") on the registration books of the District maintained by the Bond Registrar and at the address appearing thereon at the close of business on the fifteenth (15th) day of the calendar month next preceding such Interest Payment Date (the "Regular Record Date"). Any such interest not so timely paid shall cease to be payable to the person who is the Holder thereof as of the Regular Record Date, and shall be payable to the person who is the Holder thereof at the close of business on a date (the "Special Record Date") fixed by the Bond Registrar whenever money becomes available for payment of the defaulted interest. Notice of the Special Record Date shall be given by the Bond Registrar to the Holders not less than ten (10) days prior to the Special Record Date.

13. Treatment of Registered Owner. The District and Bond Registrar may treat the person in whose name any Bond is registered as the owner of such Bond for the purpose of receiving payment of principal of and premium, if any, and interest (subject to the payment provisions in paragraph 12 above with respect to interest payment and record date) on, such Bond and for all other purposes whatsoever whether or not such Bond shall be overdue, and neither the District nor the Bond Registrar shall be affected by notice to the contrary.

14. Delivery; Application of Proceeds. The Bonds when so prepared and executed shall be delivered by the Treasurer to the Purchaser upon receipt of the purchase price, and the Purchaser shall not be obliged to see to the proper application thereof.

15. Fund and Accounts. There is hereby created a special fund to be designated the "Taxable General Obligation School Building Refunding Bonds, Series 2020E Fund" (the "Fund") to be administered and maintained by the District as a bookkeeping account separate and apart from all other funds maintained in the official financial records of the District. The Fund

and its accounts shall each be maintained in the manner herein specified until all of the Bonds herein authorized and the interest thereon shall have been fully paid. There shall be maintained and created in the Fund two (2) separate accounts, to be designated the "Escrow Account" and "Debt Service Account".

(a) Escrow Account. The Escrow Account shall be maintained as an escrow account with US. Bank National Association (the "Escrow Agent"), in Saint Paul, Minnesota, which is a suitable financial institution within the State. $15,761,366.96 in proceeds of the sale of the Bonds shall be received by the Escrow Agent and applied to fund the Escrow Account or to pay costs of issuing the Bonds. Proceeds of the Bonds, less proceeds used to pay costs of issuance and any proceeds returned to the District, are hereby irrevocably pledged and appropriated to the Escrow Account, together with all investment earnings thereon. The Escrow Account shall be invested in securities maturing or callable at the option of the holder on such dates and bearing interest at such rates as shall be required to provide sufficient funds, together with any cash or other funds retained in the Escrow Account, (i) to pay when due the interest to accrue on the Bonds to and including the Crossover Date and (ii) to pay when called for redemption on the Crossover Date, the principal amount of the Refunded Bonds. The Escrow Account shall be irrevocably appropriated to the payment of (i) all interest on the Bonds to and including the Crossover Date and (ii) the principal of the Refunded Bonds due by reason of their call for redemption on the Crossover Date. The moneys in the Escrow Account shall be used solely for the purposes herein set forth and for no other purpose, except that any surplus in the Escrow Account may be remitted to the District, all in accordance with an agreement (the "Escrow Agreement") by and between the District and Escrow Agent, a form of which agreement is on file in the office of the District. Any moneys remitted to the District pursuant to the Escrow Agreement shall be deposited in the Debt Service Account.

(b) Debt Service Account. To the Debt Service Account there is hereby pledged and irrevocably appropriated and there shall be credited: (i) after the Crossover Date, any balance remaining in the Debt Service Account created for the Prior Bonds; (ii) any premium received on the sale of the Bonds; (iii) all investment earnings on funds in the Debt Service Account; (iv) all taxes herein levied for the payment of the Bonds and any taxes hereafter levied for the payment of the Bonds in the event the monies herein pledged are insufficient for the payment thereof; (v) all funds remaining in the Escrow Account after completion of the Refunding and payments of the costs thereof; and (vi) any and all other moneys which are properly available and are appropriated by the governing body of the District to the Debt Service Account. The amount of any surplus remaining in the Debt Service Account when the Bonds and interest thereon are paid shall be used consistent with Minnesota Statutes, Section 475.61, Subdivision 4.

The moneys in the Debt Service Account shall be used solely to pay the principal of and interest on the Bonds or any other bonds hereafter issued and made payable from the Fund.

16. Tax Levy; Cancellation of Certain Levies Relating to the Refunded Bonds; Coverage Test. To provide monies for the payment of principal and interest on the Bonds there is hereby levied upon all of the taxable property in the District a direct annual ad valorem tax which shall be spread upon the tax rolls and collected with and as part of, other general property taxes in said District for the years and in the amounts as follows:

Year of Tax Levy	Year of Tax Collection	Amount
2022	2023	$1,646,460.38
2023	2024	1,640,265.38
2024	2025	1,649,400.38
2025	2026	1,642,050.38
2026	2027	1,639,530.38
2027	2028	1,636,485.38
2028	2029	1,644,097.88
2029	2030	1,644,615.00
2030	2031	1,642,541.25
2031	2032	1,643,063.63
2032	2033	1,641,567.38

The tax levies are such that if collected in full they, together with estimated collections of investment earnings and other revenues herein pledged for the payment of the Bonds will, if collected when due, produce at least five percent in excess of the amount needed to meet when due the principal and interest payments on the Bonds.

The tax levies shall be irrepealable so long as any of said Bonds are outstanding and unpaid, provided that the District reserves the right and power to reduce the levies in the manner and to the extent permitted by Minnesota Statutes, Section 475.61, Subdivision 3.

Upon payment of the Prior Bonds, the uncollected taxes levied in the Prior Resolution authorizing the issuance of the Prior Bonds, which are not needed to pay the Prior Bonds as a result of the Refunding, shall be canceled.

17. General Obligation Pledge. For the prompt and full payment of the principal of and interest on the Bonds as the same respectively become due, the full faith, credit and taxing powers of the District shall be and are hereby irrevocably pledged. If the balance in the Escrow Account or Debt Service Account is ever insufficient to pay all principal and interest then due on the Bonds and any other bonds payable therefrom, the deficiency shall be promptly paid out of any other funds of the District which are available for such purpose, and such other funds may be reimbursed with or without interest from the Escrow Account or Debt Service Account when a sufficient balance is available therein.

18. Securities; Escrow Agent. Securities purchased from moneys in the Escrow Account shall be limited to securities set forth in Minnesota Statutes, Section 475.67, Subdivision 8, and any amendments or supplements thereto. Securities purchased from the Escrow Account shall be purchased simultaneously with the delivery of the Bonds. The School Board has investigated the facts and hereby finds and determines that the Escrow Agent is a suitable financial institution to act as escrow agent.

19. Escrow Agreement. On or prior to the delivery of the Bonds the Chair and Clerk shall, and are hereby authorized and directed to, execute on behalf of the District an Escrow Agreement. The Escrow Agreement is hereby approved and adopted and made a part of this

resolution, and the District covenants that it will promptly enforce all provisions thereof in the event of default thereunder by the Escrow Agent.

20. Purchase of SLGS or Open Market Securities. Baker Tilly Municipal Advisors, LLC, as agent for the District, is hereby authorized and directed to purchase on behalf of the School Board and in its name the appropriate United States Treasury Securities, State and Local Government Series and/or open market securities as provided in paragraph 18, from the proceeds of the Bonds and, to the extent necessary, other available funds, all in accordance with the provisions of this resolution and the Escrow Agreement and to execute all such documents (including the appropriate subscription form) required to effect such purchase in accordance with the applicable U.S. Treasury Regulations.

21. Redemption of Prior Bonds. The Prior Bonds shall be redeemed and prepaid in accordance with the terms and conditions set forth in the Notice of Call for Redemption, in the form attached to the Escrow Agreement, which terms and conditions are hereby approved and incorporated herein by reference. The Notice of Call for Redemption shall be given pursuant to the Escrow Agreement.

22. Prior Bonds; Security. Until retirement of the Prior Bonds, all provisions theretofore made for the security thereof shall be observed by the District and all of its officers and agents.

23. Supplemental Resolution. The Prior Resolution is hereby supplemented to the extent necessary to give effect to the provisions of this resolution.

24. Certificate of County Auditor. The Clerk is hereby directed to file a certified copy of this resolution with the County Auditor of Ramsey County, Minnesota, together with such other information as they shall require, and to obtain the County Auditor's Certificate that the Bonds have been entered in the County Auditor's Bond Register, and that the tax levy required by law for the Bonds has been made.

25. State Credit Enhancement Program. The District hereby ratifies and confirms its covenant in the resolution adopted September 22, 2020, obligating itself to notify the Commissioner of Education of a potential default in payment of the Bonds and to use the provisions of Minnesota Statutes, Section 126C.55 to guarantee the payment of principal and interest on the Bonds. The Chair and Clerk are hereby authorized and directed to enter into an agreement with the paying agent for the Bonds or any department of the State of Minnesota required by the provisions of Minnesota Statutes Section 126C.55.

26. Records and Certificates. The officers of the District are hereby authorized and directed to prepare and furnish to the Purchaser, and to the attorneys approving the legality of the issuance of the Bonds, certified copies of all proceedings and records of the District relating to the Bonds and to the financial condition and affairs of the District, and such other affidavits, certificates and information as are required to show the facts relating to the legality and marketability of the Bonds as the same appear from the books and records under their custody and control or as otherwise known to them, and all such certified copies, certificates and affidavits,

including any heretofore furnished, shall be deemed representations of the District as to the facts recited therein.

27. Defeasance. When all Bonds have been discharged as provided in this paragraph, all pledges, covenants and other rights granted by this resolution to the registered holders of the Bonds shall, to the extent permitted by law, cease. The District may discharge its obligations with respect to any Bonds which are due on any date by irrevocably depositing with the Bond Registrar on or before that date a sum sufficient for the payment thereof in full; or if any Bond should not be paid when due, it may nevertheless be discharged by depositing with the Bond Registrar a sum sufficient for the payment thereof in full with interest accrued to the date of such deposit. The District may also at any time discharge its obligations with respect to any Bonds, subject to the provisions of law now or hereafter authorizing and regulating such action, by depositing irrevocably in escrow, with a suitable banking institution qualified by law as an escrow agent for this purpose, cash or securities described in Minnesota Statutes, Section 475.67, Subdivision 8, bearing interest payable at such times and at such rates and maturing on such dates as shall be required, subject to sale and/or reinvestment, to pay all amounts to become due thereon to maturity or, if notice of redemption as herein required has been duly provided for, to such earlier redemption date.

28. Taxable Status of the Bonds. The District does not qualify the Bonds as tax-exempt under the Internal Revenue Code of 1986, as amended. It is hereby determined that the Bonds are to be issued as fully taxable obligations, and all interest received on the Bonds is to be included in the gross income of the Holder of any Bond for federal income taxation purposes and, to the same extent, in both gross income and taxable net income for Minnesota state income taxation purposes.

29. Continuing Disclosure. The District is the sole obligated person with respect to the Bonds. The District hereby agrees, in accordance with the provisions of Rule 15c2-12 (the "Rule"), promulgated by the Securities and Exchange Commission (the "Commission") pursuant to the Securities Exchange Act of 1934, as amended, and a Continuing Disclosure Undertaking (the "Undertaking") hereinafter described to:

(a) Provide or cause to be provided to the Municipal Securities Rulemaking Board (the "MSRB") by filing at www.emma.msrb.org in accordance with the Rule, certain annual financial information and operating data in accordance with the Undertaking. The District reserves the right to modify from time to time the terms of the Undertaking as provided therein.

(b) Provide or cause to be provided to the MSRB notice of the occurrence of certain events with respect to the Bonds in not more than ten (10) business days after the occurrence of the event, in accordance with the Undertaking.

(c) Provide or cause to be provided to the MSRB notice of a failure by the District to provide the annual financial information with respect to the District described in the Undertaking, in not more than ten (10) business days following such occurrence.

(d) The District agrees that its covenants pursuant to the Rule set forth in this paragraph and in the Undertaking is intended to be for the benefit of the Holders of the Bonds

and shall be enforceable on behalf of such Holders; provided that the right to enforce the provisions of these covenants shall be limited to a right to obtain specific enforcement of the District's obligations under the covenants.

The Chair and Clerk of the District, or any other officer of the District authorized to act in their place (the "Officers") are hereby authorized and directed to execute on behalf of the District the Undertaking in substantially the form presented to the School Board subject to such modifications thereof or additions thereto as are (i) consistent with the requirements under the Rule, (ii) required by the Purchaser of the Bonds, and (iii) acceptable to the Officers.

30. Severability. If any section, paragraph or provision of this resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this resolution.

31. Headings. Headings in this resolution are included for convenience of reference only and are not a part hereof, and shall not limit or define the meaning of any provision hereof.

STATE OF MINNESOTA
COUNTY OF RAMSEY
INDEPENDENT SCHOOL DISTRICT NUMBER 625, SAINT PAUL, MINNESOTA

I, the undersigned, being the duly qualified and acting Clerk of the Independent School District Number 625, Saint Paul, Minnesota DO HEREBY CERTIFY that I have compared the attached and foregoing extract of minutes with the original thereof on file in my office, and that the same is a full, true and complete transcript of the minutes of a meeting of the School Board of said District, duly called and held on the date therein indicated, insofar as such minutes relate to considering offers for, and awarding the sale of, $15,585,000 Taxable General Obligation School Building Refunding Bonds, Series 2020E of said District.

WITNESS my hand this ____ day of _____, 2020.

_____

Clerk

INDEPENDENT SCHOOL DISTRICT NO. 625

BOARD OF EDUCATION

SAINT PAUL PUBLIC SCHOOLS

RESOLUTION

Board File No._____

Date_____

RESOLUTION
Adopting a Saint Paul Public Schools Resolution in Response to COVID-19 Pandemic

WHEREAS, on March 13, 2020, the Governor of the State of Minnesota declared a statewide emergency regarding COVID-19; and

WHEREAS, the Board of Directors ("Board") of Independent School District No. 625, Saint Paul Public Schools ("SPPS"), recognizes that COVID-19 is an unforeseen and unavoidable emergency of urgent public necessity, that the World Health Organization has declared COVID-19 a pandemic, and that information, data, recommendations, and best practices in responding to this pandemic are continually changing; and

WHEREAS, the Board has a substantial public interest in effectuating the School District's mission to "inspire students to think critically, pursue their dreams, and change the world" and, therefore, desires to ensure that the School District and community are prepared to the fullest extent possible to meet the educational needs of all of its students in light of COVID-19; and

WHEREAS, the Board has a substantial public interest in protecting the health and safety of its students staff, and community and, therefore, desires to ensure that the School District and community are prepared to the fullest extent possible to protect the health and safety of students, staff, and community in light of COVID-19; and

WHEREAS, the Board seeks to retain its employees, reduce turnover, increase morale, help employees focus on work-related matters while at work, and facilitate the opening and operating of SPPS schools during the 2020-21 school year; and

WHERAS, the Board believes the public purposes described above are fulfilled by efficiently and effectively making certain delegations, as described herein, to the Superintendent to address this ever-changing emergency situation in the best interests of the education, health, safety, and well-being of its students, staff, community, and the general public.

BE IT RESOLVED, that Independent School District No. 625, Saint Paul Public Schools, is committed to implementing educational models during the 2020-21 school year in the

manner that best serve the education, health, safety, and well-being of SPPS students, staff, and community, and the general public and to continuing to operate throughout the 2020-21 school year in the manner that best serves those interests. In furtherance of these purposes, the Board makes the following delegations to the Superintendent and designee(s) to include but not be limited to:

1. Implement Stage 1 of Reopen SPPS consisting of Special Education Federal IV Programs and Special Sites: The Downtown School (JDC); Care and Treatment Hospital; Bridge View School; Focus Beyond Pathway 1 and, River East Secondary; and, Journeys Secondary. In Hybrid learning, student return on-site two days per week while continuing distance learning 3 days per week.

2. Continue toward implementing Stage 2 of Reopen SPPS that involves all students in PreK-2 including special education as well as third graders in multiage Montessori E1 classrooms. Stage 2 also includes Early Childhood Special Education programs, Birth-PreK Special Education and Federal III K-12 Autism & DCD Specialized Classrooms.

3. Adjust, alter, amend, revise, increase, change, or discontinue the educational model referenced in Paragraphs 1 and 2 during the 2020-21 school year in response to current or subsequent Executive Orders from the Governor of the State of Minnesota and/or guidance from the Minnesota Department of Education, the Minnesota Department of Health, the Centers for Disease Control, or other national and state authorities and/or agencies. District leadership, in consultation with the appropriate stakeholders, may recommend changes that are less restrictive and those changes will be communicated to the Board. Prior to the start of the 3rd Quarter of the school year, specifically at the regular meeting of the Board of Education on January 19, 2021, the Superintendent will provide a status report on the educational model being implemented and plans for transitioning to other educational models.

4. Implement, adjust, alter, amend, revise, increase, change, or discontinue health and safety standards for staff, students, and visitors consistent with current or subsequent Executive Orders from the Governor of the State of Minnesota and/or guidance from the Minnesota Department of Education, the Minnesota Department of Health, the Centers for Disease Control, or other national and state authorities and/or agencies. Prior to the start of the 3rd Quarter of the school year, specifically at the regular meeting of the Board of Education on January 19, 2021, the Superintendent will provide a status report on any changes to the health and safety standards being implemented.

5. Temporarily close school, close buildings, cancel programs or cancel activities when deemed to be in the best interests of the School District. The Superintendent will advise the Board within 24 hours in advance of any such actions or as soon as practicable thereafter.

6. Temporarily assign and reassign personnel as needed consistent with applicable federal or state statutes, collective bargaining agreements, and memoranda of understanding or agreement.

7. The Board will review this Resolution and vote to renew, amend, or rescind it at the regular meeting of the Board of Education on January 19, 2021.

Adopted_____

_____
CHAIR Board of Education

_____
CLERK Board of Education

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

Meetings are available for streaming online at www.spps.org/boe

OCTOBER 20, 2020	**Regular Meeting of the Board of Education**
6:05 pm	Available streaming online at www.spps.org/boe or on Saint Paul Cable Channel 16 (for cable subscribers)
OCTOBER 26, 2020	**Special Meeting of the Board of Education**
5:00 pm	SY20-21 Reopening Items

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

- November 17
- December 15
- January 5, 2021 (Annual)
- January 19
- February 23
- March 23
- April 20
- May 18

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

- November 10
- December 8
- January 5, 2021
- February 9
- March 9
- April 6
- May 4
- June 8
- August 10

OTHER EVENTS BOARD MEMBERS ARE SCHEDULED TO ATTEND:
* Please note that the Committee of the Board meeting and the Public Comment sessions will also constitute a special meeting of the Board of Education.