



Saint Paul Public Schools

Regular Meeting

Tuesday, September 19, 2017 6:05 PM

**SAINT PAUL PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NO. 625**

BOARD OF EDUCATION



Jon Schumacher
Chair



Zuki Ellis
Vice Chair



Mary Vanderwert
Clerk



Steven Marchese
Treasurer



John Brodrick
Director



Jeanelle Foster
Director



Chue Vue
Director



ADMINISTRATION
Dr. Joe Gothard
Superintendent

BOARD OF EDUCATION COMMITTEES

Committee of the Board – Zuki Ellis, Vice Chair

SPPS VISION STATEMENT

Imagine every student
Inspired, challenged, and cared for by exceptional educators
Imagine your family
Welcomed, respected, and valued by exceptional schools
Imagine our community
United, strengthened, and prepared for an exceptional future
Saint Paul Public Schools: Where imagination meets destination

MISSION of the Saint Paul Public Schools – PREMIER EDUCATION FOR ALL

Long-Range Goals Adopted by the Board:

HIGH ACHIEVEMENT

Learners will meet the highest district and state standards through a learning journey that is academically rich and rigorous.

MEANINGFUL CONNECTIONS

Learners will understand the relationship between their lives and the lives of others, and the relevance of their educational experiences to their roles in society.

RESPECTFUL ENVIRONMENT

The learning environment will be safe, nurturing and equitable for our diverse learners.

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

September 19, 2017
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**
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 - B. Acknowledgement of Accomplishments of SPPS Students 7
- V. APPROVAL OF THE ORDER OF THE CONSENT AGENDA**
- VI. APPROVAL OF THE MINUTES**
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 - A. Committee of the Board Meeting of September 12, 2017 25
- VIII. SUPERINTENDENT'S REPORT**
 - A. Human Resource Transactions 32
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The Consent Agenda Items below fall under one or more of the following Strategic Plan Goals: 1) Achievement, 2) Alignment and 3) Sustainability.

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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: September 19, 2017

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. The Minnesota Department of Education (MDE) has awarded Saint Paul Public Schools with a certificate of recognition for their commitment to provide training, coaching, and evaluation in support of schools implementing PBIS (Positive Behavioral Interventions & Supports). Of 63 schools, 30 have been trained through the state cohort model, and an additional 24 schools have been trained internally. 43 schools have measured growth with fidelity in the past year. The certificate is signed by MDE Commissioner Brenda Cassellius. Presenting the recognition to the superintendent and the board are members of the Department of School Climate and Support, including the district leads for PBIS, Erin Metz and Kristi Kohn, Assistant Director Kathy Lombardi and Executive Director, Dr. Leiataua Robert Jon Peterson.
2. This item is submitted by Jackie Turner, Chief Operations Officer

B. RECOMMENDATION:

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

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

DATE: September 19, 2017

TOPIC: Acknowledgement of Good Work by Students

A. PERTINENT FACTS:

1. **A team of 13 students** makes up the 2017-18 SPPS Student Engagement and Advancement Board, which launched in 2015. The SEAB's role is not to speak for students, but to develop and implement strategies that amplify student voice.

The Student Engagement and Advancement Board works on multiple initiatives each year to increase student voice in decision making at the Board and Administration level. Each year, a project proposal process begins in late spring with a deadline of August 15th. The Board, Administration, staff and students may choose to submit a project proposal for SEAB to work on or to work on collaboratively. SEAB works as a group to determine what they want to work on during the year and also design their own projects with input from the student body.

Amanda Hoffman
Amina Muumin
Anaa Jibicho
Astrid Steiner-Manning
Danasja Hall
Elizabeth Rypa
Malachi Raymond
Miski Omar
Rajni Schulz
Sarah Henry
Tabu Henry
Thomas Htoo
Zoua Vue

SEAB Facilitators are Shaun Walsh and Tyler Berres.

2. This item is submitted by Jackie Turner, Chief Operations Officer

B. RECOMMENDATION:

That the Board of Education recognizes the students above for their contributions and outstanding work.

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION

August 15, 2017

I. CALL TO ORDER

The meeting was called to order at 6:20 p.m.

II. ROLL CALL

Present: Mr. Schumacher, Mr. Marchese, Ms. Ellis, Ms. Foster, Mr. Brodrick, Mr. Vue, Ms. Vanderwert, Superintendent Gothard, Ms. Cameron, General Counsel, Ms. Dahlke, Assistant Clerk

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Mr. Schumacher moved approval of the Order of the Main Agenda as published. The motion was seconded by Ms. Ellis.

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

IV. RECOGNITIONS

BF 31032 Acknowledgement of Staff

The Board welcomed the new leaders to the district and congratulated them on their new positions. Dr. Kate Wilcox-Harris, Chief Academic Officer, introduced each new leader and their role.

New leaders to the district and staff new to their roles:

Joe Gothard, Superintendent
Fatima Lawson, Principal, Highwood Hills Elementary
Gail Ghere, Interim Director, Office of Specialized Services
Paul Holm, Assistant Director, Office of Teaching and Learning
Myla Pope, Assistant Director, Office of Equity
Yeu Vang, Director, Office of Multilingual Learning
Efe Agbamu, Assistant Superintendent, PreK-5 schools
Beth Putnam, Assistant Director, Alternative Education
Bee Lee, Principal, Jackson Preparatory
Lourdes Flores-Hanson, Principal, L'Etoile du Nord French Immersion
Karen Duke, Principal, St. Anthony Park Elementary
Sharon Hendrix, Principal, Galtier Community School
Gene Ward, Assistant Principal, Farnsworth Aerospace 5-8 Upper
Deb McCain, Assistant Principal, Highland Park Senior High School
John Andrastek, Assistant Principal, Highland Park Middle

Nate Gibbs, Assistant Principal, American Indian Magnet
Sue Vang, Assistant Principal, Phalen Lake Hmong Studies Magnet
Doua Vang, Assistant Principal, Capitol Hill Gifted and Talented
Ma'lene Walker, Assistant Principal, Battle Creek Middle
Jaime Morris, Assistant Principal, Wellstone Elementary
Maura Brink, Principal, J.J. Hill Montessori
Norman Bell, Administrative Intern, Maxfield Elementary
Abdisalam Adam, Administrative Intern, Highwood Hills Elementary
Deanna Spanjers, Administrative Intern, Highwood Hills Elementary
Theresa Jackson, Assistant Principal, Nokomis Montessori
Jasmine Smith, Assistant Principal, RiverEast Elementary and Secondary
Susan Bofferding, Assistant Principal, Focus Beyond

V. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: **Mr. Schumacher moved approval of the Order of the Consent Agenda with the exception of Items C1 -- Additional Content Filtering, C4 -- Information Security Logs and Events, C6 -- Sanneh Foundation Dreamline Program 2017-18SY, and C8 -- Request for Permission to Contract with Saint Paul Youth Services for Behavioral Specialist Program Support which were pulled for separate consideration. The motion was seconded by Mr. Marchese.**

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

VI. APPROVAL OF THE MINUTES

A. Minutes of the Regular Meeting of the Board of Education of July 11, 2017

MOTION: **Mr. Schumacher moved approval of the Minutes of the Regular Meeting of the Board of Education of July 11, 2017 as published. The motion was seconded by Mr. Marchese.**

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

VII. COMMITTEE REPORTS

A. Committee of the Board Meeting of July 11, 2017

Tom Parent, Director of Facilities, provided an in-depth review of the Facilities Master Plan, including the successes of FY2017, the outcomes of the FMP governance committee meetings, as well as key directions. The current FMP plan will positively affect the learning environments of 8,750 students in the district. It was approved at the July 11th, 2017 Board of Education meeting to submit the Long Term Facilities Maintenance 10-Year Plan application and documentation to the Minnesota Department of Education.

Katie Sterns, consultant from Winning Students, LLC, provided a review on Phase 1 of the Enrollment Growth Project, which includes outlining goals and analyzing the research thus far. The research states that parent satisfaction is the key to success and SPPS needs to market our district in such a way to increase the number of students in our schools. A recommended timeline with action steps was assigned to different times within 2017 and 2018, as well as non-specific timeline action items. The Superintendent, Board, and staff will use these recommendations, along with others, to determine the next steps regarding enrollment for St. Paul Public Schools.

Laurie Olson, Director of Security and Emergency Management, presented an overview on our School Resource Officers. The contract negotiations with the St. Paul Police Department have a very student centered approach – we want to do what's best for our kids, while making our schools safe and a comfortable learning environment. Our SROs and Community Support Liaisons will continue to work together to ensure our schools are a safe and secure climate. She was asked to present the research and findings at the August 15th, 2017 Board of Education meeting with a vote following to approve the SY2017-2018 SRO contract.

MOTION: Ms. Ellis moved the Board accept the report on the July 11 Committee of the Board meeting and approve the minutes of that meeting as published. The motion was seconded by Mr. Marchese.

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

VIII. SUPERINTENDENT'S REPORT

A. Back to School Report

Dr. Gothard introduced Chief Operating Officer, Jackie Turner to present the Back to School Report for the 2017-2018 school year.

The district is ready to welcome students this year. There has been a lot of progress, and there is work yet to do. There is a team approach to covering many areas in the district. Saint Paul Public Schools is ready to welcome our 38,000 students back to school.

An overview of the state of readiness was provided from all operations departments. Human resources has been doing an excellent job filling vacancies, and there are very few yet to fill before school starts. The vacancies include teaching assistants, educational assistants, and teachers. It is a very small percentage of the overall number and is on par with vacancies this time last year. Regarding technology, we are a 1:1 district with personalized learning. We have improved the timeline and anticipate iPads to be in the hands of students within a couple weeks of school. We are not working alone on this; our community partners are helping to get this technology into the hands of students, which is where they should be. Students have been using their iPads for papers and assignments, but say that without a keyboard, it can be difficult to write a paper. Keyboard features will be added. Library Go! has also been deployed, so all students will have access to a virtual library. Students and teachers will be able to use this service with their ID.

Regarding professional development, our Administrator's Academy happened in early August; all principals and administrators met for a day of learning. Superintendent Gothard led the group through input of strategic plans going forward, including a model of plans for the next five years. We're excited to welcome 150 new teachers on August 21st. We have increased training for teachers and peer learning.

From a financial aspect, the operations team is always ready and prepared to support the Finance team. Training on the new procurement system will allow us to be able to understand how to issue POs and contracts with the new system. Legislative funding allows us to assign ten additional MLL FTEs to provide additional support for EL Levels 3 and 4 at the secondary level.

Over \$230 million is dedicated to improving the learning environments of our students and providing higher quality programming options to our schools and community. While we will be ready for the school year, a fair number of construction will still be taking place while students are in schools. Our contractors and partners understand what we need to be ready. Student safety is our number one priority and student learning second. Each school will have a construction process team to guide us through those sites, and the lines of communication will be open to the community regarding facilities construction sites. We are also ensuring that our buildings are clean and ready for students. Administrators and staff work with our facilities team to make sure our buildings are top-notch; there is a community-approach to ensure that our facilities are ready for students. Some sites do run to the last minute with S-Term and freedom schools, and staff are cleaning those buildings over the weekend so they will be ready for the start of the school year.

In our Nutrition Services area, 21 elementary schools now have access to the Fresh Fruit & Veggies Program. It is an opportunity for children to have access to healthy snacks throughout the day. Twelve new areas were added to the Supper Program. In Saint Paul Public Schools, students have access to breakfast, lunch, snack, and supper. We are piloting a new program to increase the number of free and reduced price lunch forms that are returned. A text will be sent to family to confirm participation in the program, and the family will send confirmation back; therefore, eliminating the stigma that many students feel. The count of students in this program will increase, and they will be able to eat healthy meals. By working with the community, parents, and ethnic PACs, we have been able to add new menu items that incorporate our diversity and ethnicity.

Regarding transportation, families will begin to receive school bus transportation postcards on August 25th. The transportation app, MySPPSBus, has seen an increase since it was implemented. There has been a 21% increase in app users, and a 90% increase in app sessions. Families are really enjoying this program, and it will continue to be promoted.

Early childhood screening efforts will focus on three and four year-olds, as well as students of color. More three year-olds completed screening in 2016-2017 than any other year. PreK students arriving in school that have not been screened, will have that done within 90 days of enrollment. Our staff will go out to each site to screen these students.

For enrollment, we are on pace to meet projections. August is a heavy month in student placement services. There have been 2300 kindergarten applications, with approximately 3% of those awaiting placement. We will find space for those students. With PreK enrollment, we have an additional 200 seats for full day PreK. It is amazing to be able to offer that amount of full day seats. New classes have been added to schools that are centrally located and accessible to everyone in the city, including Jackson, L'Etoile du Nord, and Bruce F. Vento Elementary. We are working with all departments to let the community know they are welcome to register their school of choice. There are Back to School events throughout the city to encourage people to register their children. All the students in St. Paul are our children, regardless if they attend our schools, and we welcome them back. While Crosswinds did close, we welcome 100% of those students to Creative Arts in downtown Saint Paul. Facility changes and teacher capacity changes were made to welcome those students, with integration funding to bus them to their new school.

From the Office of Family Engagement, we continue to offer Parent Academy throughout the school year in all languages at ten different sites. We are expecting 50 Parent Academy Seminars at schools between October and May, where parents can learn about brain development in children and social interaction skills. Plans include 115 meetings throughout the school year for nine PACs, and 20 district-wide parent meetings throughout the year for cultural celebrations, information nights, etc.

Regarding communications, a Back to School Calendar was mailed to families on August 3rd. We have heard feedback that families enjoy back to school calendar; it provides a uniform events listing, but families also like to know what is happening at a district level. We are working

to update the Rights and Responsibilities Handbook in order to be transparent around behavior, and it will be published in English, as well as other languages.

From the Office of Community Education, more than 663 classes will be offered this fall. The catalog will be mailed to every resident in the city. We received the 21st Century Learning Grant to offer more programming options. A special acknowledgement to SEAB, who will start servicing with the district. Over 1200 students have registered for Discovery Club, with 132 on the waiting list. We are implementing an integrated ELL grant to develop and prepare students for the TA/EA professional entry test. There may be a language barrier affecting those people, and this grant will allow them to become better prepared for these tests in order to work with our children. Finally, there are 996 registrations for ECFE classes.

QUESTIONS/DISCUSSION:

- The Board is excited to expand the early childhood options at Saint Paul Public Schools because early childhood education can result in decreasing the achievement gap in students. How are students prioritized in terms of enrollment for these options? Answer: The district prioritizes those PreK seats to **MLL/ELL students, special education students, and those receiving free and reduced price lunch**. The overall purpose is that PreK can help to reduce the achievement gap. The district is not necessarily targeting those students, but prioritizing them for the PreK program in those neighborhood schools. The 200 available seats will first go to those students, and then to neighborhood-based students. A central location was alluded to because a main aspect is busing. We are poised and ready for this program. A special thanks to Dr. Gothard for his leadership at the capital. This is the moment to make a difference in narrowing the achievement gap for students, and will make a difference.
- The Board requested an update on waiting lists for schools. There is a need to see that we are filling seats in buildings and moving students off those waiting lists. Are there specific buildings that still have waiting lists? Where are we in terms of filling those seats in those buildings? Answer: Yes, we do continue to have waiting lists, but we have been able to maximize seats where we had physical space. We have maximized our teacher capacity to be in line with our physical capacity. In those buildings we have exhausted the waiting list and have granted seats to as many students as we can within fire code. The high schools have capacity, with a couple of exceptions. Washington is at capacity; we are in position where we still want to be able to honor sibling placement, but it is at physical and teacher capacity. Highland, as well, is at physical and teacher capacity. The other high schools have room, and we are welcoming students to those spaces. The middle schools are able to accept community school students. Highland space is limited, but families that live in that area, we want to be able to accommodate them. We are at a point if a family is applying for a school outside of their area at the high school and middle school level, it will depend on space at that time. If families are applying within their area, the schools should be able to accommodate them. For kindergarten at elementary schools, we are not turning anyone away. There are a couple elementary buildings at capacity, mostly magnet schools, but most community schools are open to accepting new students. Saint Paul Public Schools will find a seat for any student and will find a program that works for time, choice, and interest.
- The Board requested more information on integration funding regarding Crosswinds and Creative Arts. Answer: The State of Minnesota offers a program on integration revenue that districts receive to decrease the achievement gap and provide support in schools that are racially isolated. At the state level, one of the goals of Crosswinds was to be able to provide a place for diversity and increase in integration. The school was designed with that goal in mind, and program options with an arts-focus and STEM-focus. Since the students went to that school and the integration revenue came from the state to go to that school, the state has allowed us to request resources for transportation and funding. The original purpose of the school was to integrate different communities, so a number of students live outside the geographic area of the school. We want to be able to request support to transport those students. It is a state funded integration revenue.
- Were we able to hire some of those teachers and staff from Crosswinds? Answer: We encouraged teachers and staff to apply. If we have open positions and their criteria meets our criteria and they have an interested, we have encouraged them to apply. Laurin Cathey, Director of Human Resources, will address this question more in the HR Transactions.

- Superintendent Gothard thanked Chief Turner and members of the staff for diligent work on report and ensuring we are ready for students, teachers, and staff.

B. Human Resource Transactions

QUESTIONS/DISCUSSION:

- To follow-up on questions regarding the Crosswinds teachers and staff, we are considering those who have come from those institutions; we have not made any hires yet. To date, we have heard from administrators in those schools, and not necessarily teachers at this time. Through our outreach, we will try to uncover those who are looking for positions.
- Director Brodrick went on to speak about his time on the EMID Board, and Crosswinds was a part of that organization. Many of the parents at Crosswinds stayed on and their children attended Perpich. One of the beauties of that schools was the tremendous loyalty and activism by those parents. Many of those parents and students are probably very attached to a lot of those teachers at Crosswinds/Perpich last year. When parents send their children to school, the main thing is that they love their child. When the child starts at a good school, then they start to enjoy the teacher, the curriculum, and the bricks. The hope is that we will be able to support those students, those teachers, and the bricks.

MOTION: **Mr. Schumacher moved approval of the HR Transactions for the period July 1, 2017 through July 31, 2017. Ms. Ellis seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

IX. CONSENT AGENDA

MOTION: **Mr. Schumacher moved approval of the Order of the Consent Agenda with the exception of Items C1 -- Additional Content Filtering, C4 -- Information Security Logs and Events, C6 -- Sanneh Foundation Dreamline Program 2017-18SY, and C8 -- Request for Permission to Contract with Saint Paul Youth Services for Behavioral Specialist Program Support which were pulled for separate consideration. The motion was seconded by Ms. Ellis.**

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

A. Gifts

B. Grants

BF 31033 Request for Permission to Accept a Grant Application from Allina Health
That the Board of Education authorize the Superintendent (designee) to accept this grant from Allina Health for student health and wellness activities across the district; and to implement the project as specified in the award documents.

BF 31034 Request for Permission to Submit Grant Applications to the F.R. Bigelow, Mardag and Saint Paul Foundations

That the Board of Education authorize the Superintendent (designee) to submit a grant to the F.R. Bigelow, Mardag and Saint Paul Foundations for funds to expand participation in equity professional development in the district; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 31035 Request for Permission to Accept a Grant Application from The Hartford
That the Board of Education authorize the Superintendent (designee) to accept this grant from The Hartford for fire safety efforts in the district; and to implement the project as specified in the award documents.

BF 31036 Request for Permission to Submit a Grant to the Minnesota Department of Education – Student Support and Academic Enrichment

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education for funds to ensure each student reaches proficiency on required standards and benchmarks; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 31037 Request for Permission to Submit a Grant to the Saint Paul Children's Collaborative

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Saint Paul Children's Collaborative for funds to expand the CDF Freedom School program at Hazel Park Preparatory Academy; to accept funds, if awarded; and to implement the project as specified in the award documents.

C. Contracts

BF 31038 District Audit Services

That the Board of Education authorize the Superintendent to enter into a contract with Malloy, Montage, Karnowski, Radosevich & Co. P.A for District Audit Services for a period of 1 year in the amount of \$116,975.

BF 31039 Contracts and Agreements for Rental of Hockey Facilities for 2017-2018
That the Board of Education authorizes the Superintendent (designee) to enter into contracts and agreements with County officials for the 2017-2018 boys' and girls' hockey teams. Hockey ice time (practice and game) is paid from lease waiver monies and security fees are paid by the Athletic Department.

BF 31040 SPPS 2017 S-Term Site at St. Paul College

That the Board of Education authorize the Superintendent (designee) to approve the expending of additional ALC funds in the amount of \$30,155. This amount reflects an amendment to finds previously designated in the amount of \$97,455. The total ALC funds to support S-Term 2017 opportunities at St. Paul College for the purpose of credit recovery is now Not to Exceed \$127, 610.

BF 31041 Transportation Department FY18 Purchases/Contracts over \$100,000
That the Board of Education authorize the purchase order/contract listed for the Transportation Department anticipated to be over \$100,000 in total.

D. Agreements

BF 31042 Lease Agreement with Sprockets at the Baker Center

That the Board of Education authorize the Superintendent to execute a Lease Agreement between the District and Sprockets to lease space at the Baker Center, 209 West Page Street, Saint Paul, MN 55107 for the term July 1, 2017 through June 30, 2019, with monthly rent of Six

Hundred Twenty-Six and 70/100 Dollars (\$626.70) subject to all other terms and conditions of said agreement.

E. Administrative Items

BF 31043 2017 Facilities Radon Testing Results

The District is required by law to report the results to the Board of Education. This agenda item fulfills that reporting requirement.

BF 31044 Continue Outreach School Relationship Between Reach Together School and Saint Paul Public Schools Adult Basic Education (SPPS-ABE) Program through the 2017-18 School Year

That the Board of Education authorize the Superintendent (designee) to approve the partnership between SPPS-ABE and Reach Together.

BF 31045 Monthly Operating Authority for May 1, 2017 – May 31, 2017

That the Board of Education approve and ratify the following checks and wire transfers for the period May 1, 2017 – May 31, 2017.

(a) General Account	#676859-678518	\$54,816,206.86
	#0002545-0002586	
	#7002317-7002363	
	#0001553-0001603	
(b) Debt Service	-0-	\$0.00
(c) Construction	-0-	<u>\$3,753,976.23</u>
		<u>\$58,570,183.09</u>

Included in the above disbursements are 2 payrolls in the amount of \$38,711,521.32 and overtime of \$204,365.15 or 0.53% of payroll.

(d) Collateral Changes

Released:
None

Additions:
None

That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending October 31, 2017.

BF 31046 Monthly Operating Authority for June 1, 2017 – June 30, 2017

That the Board of Education approve and ratify the following checks and wire transfers for the period June 1, 2017 – June 30, 2017.

(d) General Account	#678519-680273	\$61,084,219.38
	#0002587-0002628	
	#7002364-7002410	
	#0001604-0001653	
(e) Debt Service	-0-	\$0.00
(f) Construction	-0-	<u>\$4,538,122.95</u>
		<u>\$65,622,342.33</u>

Included in the above disbursements are 2 payrolls in the amount of \$37,764,546.38 and overtime of \$175,956.77 or 0.47% of payroll.

(e) Collateral Changes

Released:		Cusip	Security	Maturity
Custodian				
US Bank			FHLB of Cincinnati Letter of Credit No.: 517834	5/1/2017
US Bank			FHLB of Cincinnati Letter of Credit No.: 523497	7/18/2017
Additions:		Cusip	Security	Maturity
Custodian				
US Bank			FHLB of Cincinnati Letter of Credit No.: 522968	5/1/2018
US Bank			FHLB of Cincinnati Letter of Credit No.: 523509	5/1/2018

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 November 30, 2017.

BF 31047 Request for Permission to Send One SEAB Alumni to Co-Present at Council of the Great City Schools 61st Annual Fall Conference
That the Board of Education authorize the Superintendent (or Designee) to approve the travel and related costs for one SEAB Alum, Misha Prasalov, to attend and co-present at the Council of Great City Schools Conference, October 18-21, 2017 in Cleveland, OH.

F. Bids - None

G. Change Orders

BF 31048 Change Order #1 for Como Park Senior High Synthetic Turf Field
That the Board of Education authorize the Superintendent to sign Change Order #5 for Como Park Senior High School for the lump sum of \$240,139.25.

CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION:

BF 31049 Additional Content Filtering

The Board requested more information on this item. The primary question was to help them understand how this fits into the delivery of service for the students. The district is entering into the fifth year of the technology referendum. At the time it was started, we said we were going to revolutionize the way we deliver education to our students. It will modernize education. The Board requested more information on how this item will fit into the personalized learning initiative, as well as how it will fit into the overall budget at the end of four years. Chief Financial Officer, Marie Schrul, said she would be willing to share more specific information in terms of where we are in the budget for the referendum, and will request that it be added as an agenda item to a future committee of the board meeting. In conclusion, how does this item fit in? Answer: Dr. Gothard introduced Chief Technology Officer, Idrissa Davis, to elaborate on this question. Regarding the first part of the question as to how this will support personalized learning, we promised parents we would provide additional content filtering on-campus, as well as off-campus. We have also heard from staff internally for a need for additional capabilities for more granular filtering, especially around Google and YouTube. It gives us more capability for granular filtering on and off campus. So it means parents will feel much better about students using iPads at school and at home, and in terms of what they will be able to access on them? Answer: Correct.

MOTION: Mr. Brodrick moved the Board of Education to authorize administration to approve the proposal from iBoss, for the purchase of additional content filtering in the amount not to exceed \$210,000. Seconded by Mr. Schumacher.

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

BF 31050

Information Security Logs and Events

The Board requested more information on this item. Chief Davis went on to explain that with the recent events in the news with cyber security threats and data being stolen, the number one concern is to ensure our data is secure and protected. A data security team was hired, and their job is to protect data. They have been providing tools and guidance to move and quickly as we can to protect the network. Some of the things they are working on include rove-based access; we need to get our systems connected with a single sign-on. We did replace the DPN environment to make sure we are compliant, and integrated a second way to authenticate the user, which will make it more challenging for outside people to access our systems. In order to provide security for our data, we need to log incidents in the environment, and this tool will allow us to keep that log data. Based on industry data, it takes on average 277 days for a team to know that information was breached, and in order for team to determine additional information, logs are required to track that information. Our goal is to have logs for at least a year, and this tool will allow us to keep those logs, with security logs and event management built into the tool. Another reason for this tool is the goal to have the security team receive automated alerts when suspicious activities happen and block malicious activity.

Does this mean that therefore our employees can feel more secure in their data that may or may not be connected to our system? Answer: It will make them more secure; we have more to work on and we are taking the necessary steps to have data secured on all fronts.

Whenever we do something that is good for our employees, we should make sure to tell them.

Answer: We want to make sure we are following best practices for the network, so it is transparent to the users. This is not something in which everyone needs to be concerned. The IT department is handling this item and it will be reported to the Board if necessary, but they are working on ensuring the network is secure.

MOTION: Mr. Brodrick moved the Board of Education authorize administration to approve the proposal from Zones Inc., for the purchase of LogRhythm in the amount not to exceed \$170,000. The motion was seconded by Mr. Schumacher.

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

BF 31051

Sanneh Foundation Dreamline Program 2017-18SY

At the last meeting, we talked about some of the wonderful partnerships, and the Board stated that we would like to be well-informed about partnerships. This would be a great time to hear more about the explanation and good works of contracting with these partners. Dr. Gothard invited Dr. Battle, Assistant Superintendent of High Schools, and Dr. Gray-Akyea to share background information on this item.

The primary focus of this program is for freshman initiatives. At one of the schools, they do work with sixth graders. The district has completed an evaluation and the impact of this program on our youth within our schools.

Are we seeing any actual numbers that could be shared? Answer: The last evaluation for this program was at the end of the 2015-2016 school year. We did see favorable results. Approximately 475 students were served, identified, and received intervention. Those students enrolled with Sannah Dreamline program for grades received tutoring and mentoring. Those identified with attendance issues received mentoring. In terms of outcomes from evaluation, credits earned for student participants we saw a 67% of attempted credits. This is pretty favorable because these are students who are at-risk academically. Approximately 72% earned their credits in language arts courses. In terms of changes in grades, their A-grades increased 64%, B-grades increased, and importantly, the failing grades for this group of students decreased 18%. We saw favorable results for Hispanic and black students participating and a range of other favorable results across all buildings. Attendance was also positively correlated with the academic support. There was a strong correlation to the number of mentoring hours and attendance. For this program, we will conduct another evaluation for the 2016-2017 school year. We are quite pleased with the results. The Board also asked if this would be possible, but may be difficult with transiency of students, but would we be able to conduct a long-range follow-up on the success of the student? Answer: It is a complicated design for the process of evaluation, but it is something we could put into place. Recently, we have begun to look at college access programs. We have preliminary results of the effects. We are monitoring longitude designs. Preliminary results are favorable and programs like Sannah are leading to more students going to college.

MOTION: **Mr. Brodrick moved the Board of Education approve the services of Sannah Foundation Dreamline tutors in the aforementioned high schools and middle schools for the 2017-18SY (Battle Creek Middle (2), Como Senior High (2), Harding Senior High (2), Highland Senior High (2), Humboldt Senior (3), and Washington Technology (2)). Mr. Schumacher seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

BF 31052 Request for Permission to Contract with Saint Paul Youth Services (SPYS) for Behavioral Specialist Program Support

This program includes the Behavior Intervention Program, which provides support and staff at six schools to help improve behavior from students within those schools. They provide 13 staff to help our students improve behavior. While if students are choosing not to have positive behaviors, their staff works with those students to be able to improve those behaviors. They have very favorable results each year. The results have shown that 88% of SPYS students have improved behavior over the course of the year; 77% of student improved academic performance; 88% have improved their attendance record. The program continues to be successful. Administrators noted how the program has improved the overall climate of their schools; 96% of teachers surveyed say the program has been successful in improving climate in the schools and buildings. Dr. Asberry and the team do a great job at communicating with administration and aligning their model to our

strategy, including our move to the restorative practices model. She is working with her staff to align to that model.

The Board thanked Chief Turner for the information. Regarding the students who spoke during the Public Comment portion, there seemed to be a sense of disconcert regarding school resource officers (SROs). Does SPYS have a stance on SROs? Answer: There a couple things to note. Director of Security and Emergency Management, Laurie Olson, has spoken to Dr. Asberry and they plan to have her and her staff to incorporate some of those students into our SRO task force. The behavior intervention staff work closely with SROs in our buildings. We will reach out to Dr. Asberry to connect with those students to ensure their voices are heard on the SRO contract and the task force. Dr. Asberry encourages her students to speak freely. SPYS, however, does not have a formal stance on SROs.

MOTION: **Mr. Brodrick moved the Board of Education authorize the Superintendent (designee) to contract with the Saint Paul Youth Services for behavioral specialist support at six sites for SY 2017/2018; and to implement the services as specified in the contract. Mr. Schumacher seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

X. OLD BUSINESS - None

XI. NEW BUSINESS

BF 31053 Agreement with City of St. Paul Police Department for Shared Costs of School Resource Officers (SROs)

Superintendent Gothard started by stating that this partnership is not just between Saint Paul Public Schools and the Saint Paul Police Department; it is a partnership with schools and students. All partners need to join together to voice their concerns on questions for different ideas and what SROs mean to the school community. There needs to be expectations, with groups meeting frequently and consistently with conversation on the partnership with in-time adjustments. Through this process, he has learned there is great willingness on both parties, and the community as a whole. A special thanks to Chief Axtell to talk about this partnership. This work is complicated and we need to be good partners with each other. With tonight's recommendation, this partnership is a commitment to best practices, and also a shared understanding. The outcomes achieved by this partnership are ones that are very important. These issues are not going away; these are issues that need to be addressed by all parties affected under this partnership. The recommendation tonight will be to approve the 2017-2018 contract with a reduction in school officers from nine to seven. Director of Security and Emergency Management (SEM), Laurie Olson, will present the facts and recommendation to the board and the community. A special thanks to all those who have made this relationship a positive one.

Laurie will present year-end data, as well as proposals for the next contract. Juvenile Commander Kevin Casper from the Saint Paul Police Department will be available for questions to answer more specific to the police-side of any questions. The 2017-2018 contract will add new language and contract costs for this proposal.

The previous contract put into place more student centered practices, including a uniform with a softer look, positive interactions with students, open meetings and open door policies for students to talk with SROs. Students will say what they are thinking, and SROs have learned to lean in and listen to what they have to say. Sometimes those conversations are not great, but the beauty is that the conversations are happening.

Arrest data is on the right track, with 56 arrests last year compared to 5 this year. The criticism to these facts is that we are not holding students accountable, when we absolutely are holding them accountable. We come together with a student centered team approach with intervention and resources for long-term successful results. Everyone is meeting when a student is involved in a rights and responsibilities violation, but an arrest may not be the best practice in each and every case. Positive interactions with SROs include field trips, sledding, horseback riding, and fishing trips. Originally, the Police Activities League primarily involved elementary schools, but it has expanded to also include high schools. It is having that time outside school hours to build relationships and human interactions between the SROs and the students that will have a positive impact.

Regarding the use of force, in the previous school year, there were 9 incidents involving the use of pepper spray, whereas in the 2016-2017 school year, there was one. The data was not quantified for the use of handcuffs last year; in the 2016-2017 school year there were 19.

The team approach is working. There were 1171 Level 4/5 Violations that require or advise the use of police services. The team met to discuss, and there were 5 arrests from those violations; the others were offenses where the student could be arrested, but they were diverted to the school for discipline, meaningful interventions, and support.

The District Wide Advisory includes twelve members, and two teachers will be added for the 2017/2018 school year. There is a rubric in draft form of what violations go to a police matter, and which ones go to a school side matter. It is a tool to use to help to keep SROs out of the behavioral piece of student behavior. There was a review of National Best Practices, input into the new SRO Manual, and development of new language for the 2017/2017 contract. We will continue the work into the 2017-2018 school year with a long term vision for safe and welcoming schools, and increase in support and support models. Looking ahead, we want to determine our hopes for the next 1, 3, and 5 years in terms of teaming and funding.

The new contract will keep the student centered team approach. We want to build trust and integrity by building strong relationships with students and families. For those families that have angst towards SROs, our officers are giving them space to do that. There will be a clarification of roles and responsibilities with trainings with administration and SROs. Our officers are clear in the fact that they should not be involved in behavioral matters, and to advise on low-level offenses that can be diverted to the school for meaningful consequences, interventions, and support. Everyone will be at the table to determine the best interest, including the family.

The new contract will look at accountability. We do spend a great deal of money on this contract, and we are watching the way those dollars are spent. Officers will be paid for an eight-hour work day. They should be present 30 minutes before school starts and 30 minutes after the school day ends. We want the SROs to be present to feel the energy of the students as they may be getting off the bus. Other students can tell them of problems beforehand to use preventative measures. Vacation will be limited to three consecutive school days since we are working on building relationships with students.

We will continue to better refine and analyze data. Everyone has a different system, and Ramsey County has been a great partner in working on the rubrics and data. In terms of feedback, SPPS students and staff will have an opportunity to provide feedback on the SRO performance to the Juvenile Commander through an online or paper form, which will also be translated. A representative from SEM will be at interviews and provide feedback to the selection committee for any new openings to determine if a candidate would be a good fit for our schools. We are working with the Research, Evaluation, and Analysis Department to create a survey tool for students, families, and staff. The SEM Director and Juvenile Commander will meet a minimum of once a month to discuss the partnership to keep the dialogue open.

One of the things that sets SPPS SROs apart from those across the country is our training. Our SROs have the basic NASRO training, but we also provide training in racial equity, youth mental health, trauma informed practices, crisis intervention training, non-violent crisis intervention, understanding specialized services, reflective consultation, and more.

In terms of cost, we are proposed to reduce our SRO base to seven instead of nine from the previous year. The share for SPPS will be \$698,000, down from \$884,500 last year. The impact will be that schools will have a buddy system. The SRO at a specific high school will "buddy" with another school. If a need is requested at a buddy school, they will receive the help of that SRO instead of street squad police. We invest so much in our SROs that we want them to be able to

engage with students. If students in the lower grades see the same SRO from junior high to senior high, they will already know them. SROs are incredibly important; we also have more in addition to them. Community support liaisons, SEM personnel, and contract security also help to ensure our schools are safe.

QUESTIONS/DISCUSSION:

The Board requested more information on the positive interaction data and how that information is collected. Answer: That information is collected in a monthly report. It is self-reported data. As an example, the Harding High officer who organized a group of students to go horseback riding reported that interaction as positive and number of students involved.

And that goes for incidents as well? Answer: The advise and assist component is more of the Level 3, 4 and 5 rights and responsibilities violations where staff has asked the SRO for advice on that situation. A lot of times the SROs are experts on those questions where staff is uncertain. They advise capacity, not the arrest or citation. They can talk through routine; where administration has asked for help on those incidents.

Director Brodrick brought forth a proposed amendment. First, he wanted to thank Commander Casper and Director Olson for all their hard work. Also a thanks to Dr. Gothard for his remarks. He reiterated that he has been a long and strong supporter of the SRO program. From experience as a teacher in Saint Paul Public Schools, he has been able to see the positive influence this program brings to our district. He did voice his concern and disappointment about how the cost has been shared between the police department and the school district. He earnestly hopes that in next year's negotiations, we will be able to address this inequality and the city will assume a greater share. He recapped that we have heard wonderful things regarding the SROs in the past year. Our SROs were asked to adapt in several ways in order to service the move towards restorative practices, and other means for a safe and welcoming learning environment. The SROs, staff, and SPPD have done a wonderfully collaborative job in making the SRO role more clearly defined to the public. Some were skeptical of police officers in school buildings; as they watched the SROs, they became great believers in the program and the individuals. Over the last year, the SRO program has really proven itself to be a benefit to SPPS. Because of this collaborative work this year, with many of the people involved and described, and because of that long and wonderful relationship between SPPS and SPPD, he would like to maintain the current level of SROs and not reduce as proposed in the contract.

Mr. Brodrick proposed to maintain the current level of SROs for Saint Paul Public Schools at nine, and not reduce from nine to seven SROs for the 2017-2018 school year in the proposed contract.

The proposed amendment failed.

Director Ellis noted that for last year's contract, she abstained from voting for several reasons. There was not enough information and research on which to base her decision and the amount of money being spent did not make sense. She also wanted to honor and respect the students, staff, and community members who worked so diligently on the contract. However, there is still a lot of work to be done by the district. She wants students to feel safe in the buildings we provide, regardless of her feelings on the subject. Knowing that students are still being arrested or put into handcuffs - that is still on us as a district to fix. Regardless of the work that has been done, there is still so much to do. She struggled with the fact that alternatives to SROs have not been integrated into the plan. She questioned how often the advisory team met to discuss issues regarding the contract. If there was difficulty based on schedules or timing for having students involved in those conversations, the district is not doing work we need to do to ensure those voices are heard. She understands our long partnership with the SPPD and SROs, but noted that we need to think differently on this subject. Our school spaces need to feel safe for our students. Training for what we want to accomplish is helpful, but there is still so much for us to do. The work we are doing is leading, as problems happen not only in the schools, but also in the community and the world, but we are still at a place where alternative options are not presented. The work has not progressed, and there have been no updates on data to support the contract. At this point, we need to vote on the contract, but improvements need to be made regarding the SRO contract. There needs to be

more updates to the Board about progress, and we need to imagine how it will look for the district. We need to be clear about the end goal. In this contract, she doesn't see how it aligns with what we want to accomplish. She urged the district to think differently, think about our students, and not be stuck in a cycle of history. Police officers are still in our schools and the conversations around that are very important at this time.

Director Foster wanted to reiterate Director Ellis' statement. She wanted to add thanks to Laurie Olson for her conversations and help on this issue. This is our kids' space and they are the ultimate consumers of this program. We are working work hard to ensure different voices are heard in the decision-making process. We need to look at the district as a whole, instead of personal feelings on the subject. There is a lot of security in our schools – from staff with SEM, community service liaisons, and contract security guards, and still another year of getting data. Police with guns in our schools is a concern. There needs to be more students in the conversation and they are listened to on their thoughts and interactions with the SROs. She noted concerns on reporting data. There was an acknowledgement of the work happening, changes to move forward, to do better, and more engagement with this work, but it will be a tough decision. The biggest concern is that too often SROs are tied to school climate and school safety, and that's not the case; school climate and school safety need to start with environments and people. It starts with our leadership, our teachers, our kids, and our families. We need to look at those specific environments and what we can do differently, and what resources we have to leverage. Our partnership with SPPD is important, and we both need to be equally vested in the success of our kids and our community.

Director Marchese shared his concerns with his colleagues. He acknowledged that hard work has been done regarding this contract. He is proud of the district's ability to listen to the community and advances on the subject, but also noted that we have a long way to go on this subject. He echoed Director Foster's concerns that the conversation on SROs is a contract, but we are really talking about a climate for our students to learn. He noted the concern on the right people to reflect the values the district holds for our students and the way they are conducted in buildings. We need to keep asking ourselves who are the right people and what do we want them to do. He questioned if police officers in the building are the right people to do that job. Even the seemingly positive interactions – we need to ask if the SROs are the right people or are we missing out on those opportunities who could fulfill that role based on cost. Furthermore, on the cost issue, it is troubling that we have a contract where we are paying for full time officers for part time work when our schools are not in session year-round. In years to come, the district needs to look at the costs in the contract. The costs included in this contract are not a reflection of our partnership; we are not hiring a security firm, we are partnering with the Saint Paul Police Department.

He noted his appreciation of the training and investment in the SROs, however that is training being invested in SPPD staff, and not SPPS staff. The responsibility of protecting everyone in the city falls to the police department. When our students leave high school, they will reach the street squad police officers. That officer needs to be trained in how to react with these students outside of the school building with training done by the police department. He acknowledged that the work of the police is advancing, but we are also talking about school district resources. We should be prioritizing funding for SPPS staff to do this work.

He also expressed concerns about the standardization of data. He does not understand data collection within the district, or building to building difference. There needs to be more control over the data collection so that we can rely on the data and be clear on the meaning of each data point. The district needs to look at how our own staff is being trained. The contract puts the burden on staff, as it should, to reinforce rights and responsibilities, but there needs to be a clear building leadership and the support they need so staff does not look toward the SROs on issues that are not law enforcement questions. He requested more data, over the long term, on how staff are handling the increased responsibilities. This is a contract conversation; not a climate conversation involving the SROs. SEM and the Office of School Climate need to work together, reporting to each other, and collaborating with one another on this issue.

Finally, he also noted his concerns on the student voice in this issue. One of most important things regarding SROs in schools was listening to students. We need to hear from them, and his concern is that the district does not have that strong voice from students in this issue. These are the people in the buildings and he will be listening for that strong voice from students in this conversation.

The district needs a holistic process. The conversation on the contract, SROs, and a larger, comprehensive plan on buildings and how they operate needs to happen. Everyone needs to work together on this issue. A special thanks to Director Olson for the work of her office and time spent with the Board.

Director Vue noted that our SROs are the best in the country. But the community needs to know where we stand on the issue. The job of SPPS is to educate our students and the job of the police is to uphold the law; these two things are not in the same place. He echoed his colleagues in that community engagement needs to happen on where we want to go. In this economic climate, we need to ask ourselves where we could use these additional resources for other programs and initiatives. He encouraged the task force and district wide advisory team to have a deeper conversation with the community to perceive where we want to go on this issue; great work has been done so far, and positive data is being shown regarding SROs. The fact that we call them “school resource officers” is telling because their job is to police; our job is to educate. We need to figure out if we want police officers in our schools, or if we want to rely on other resources for security. A community discussion needs to happen and for the district to be able to lead in that conversation.

Director Vanderwert acknowledged the comments of her colleagues. She agreed that the costs within the contract need to be further analyzed. There is a partnership between SPPD and SPPS, and it should be 50/50. She supports negotiating future contracts for SROs. She also views the benefits of the SROs in schools; they are on-site to protect our students, and they are there to know what to do if someone with a gun enters a school, or someone with nefarious intents. She believes in the safety aspects of SROs with the environment in which we currently live. SROs will improve the way students view police in that they know police are there to protect them. It is an opportunity for students to see that SROs are not there to intimidate or incarcerate them, but to protect and support. SROs are a different resource that have benefits beyond safety for the community.

Director Schumacher acknowledged the reflections on the presentations which gave way to rich, difficult conversations. First and foremost, there are all our kids – this is our future. We believe in restorative practices and that no matter where they go, no one is outside the circle, and they never will be – but how do we best do that? We are a community and we need to figure this out with ongoing conversations. He acknowledged the respect for the Commander Casper, the police department, Director Olson, and everyone for the willingness to answer tough questions and have those difficult conversations on policing and education. We are all members of this community and it’s important to have those conversations where everyone participates; the police are part of the community. We need them to serve where appropriate or where they can best serve the community, which we have asked them to do; those conversations are ongoing. We all want to create a successful learning environment and confidence in the path that will lead us to that. He would like to thank everyone for their work on this subject and is really grateful for the conversations at this level. The work on this subject must continue; communities change and evolve. It comes to the responsibility of the Board for our kids and their education.

MOTION: Mr. Schumacher moved the Board of Education consider and authorize the Chair and Clerk to execute an agreement with the City of St. Paul Police Department to provide School Resource Officers for services to the Saint Paul Public Schools for the term July 1, 2017 through June 30, 2018 in accordance with all terms and provisions of said agreement. Mr. Brodrick seconded the motion.

The motion was approved with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Abstain
Ms. Foster	No
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

XII. BOARD OF EDUCATION

- A. Information Requests & Responses - None
- B. Items for Future Agendas
 - Mr. Brodrick requested the status of the personalized learning initiative, which is financed by the referendum and at the halfway point, at a Committee of the Board meeting. He requested to have representatives from Finance, Technology, and Office of Teaching & Learning to show our status in this initiative.
- C. Board of Education Reports/Communications - None

XIII. FUTURE MEETING SCHEDULE

MOTION: Mr. Schumacher moved the Board of Education schedule a Special Board Meeting on Saturday, September 23rd, 2017 for the purpose of a Board Retreat and to schedule Closed Board of Education Meetings for September 5, September 19, October 4, and October 17 for the purpose of discussion on Labor Negotiations. Ms. Ellis seconded the motion.

- A. Board of Education Meetings (6:05 unless otherwise noted)
 - August 16
 - Board Session | 4:00 p.m.
 - September 5
 - Closed Board Meeting
 - September 19
 - Closed Board Meeting
 - September 19
 - September 23
 - Board Retreat
 - October 4
 - Closed Board Meeting
 - October 17
 - Closed Board Meeting
 - November 14
 - December 19
 - January 9, 2018
 - Annual Meeting | 4:30 p.m.
 - January 23
 - February 20
 - March 20
 - April 24
 - May 22
 - June 12
 - Special | Non-Renewals
 - June 19
 - July 17
 - August 21
- B. Committee of the Board Meetings (4:30 unless otherwise noted)
 - September 12
 - October 3
 - November 7
 - December 5
 - January 9, 2018 - 5:00 p.m.
 - February 6
 - March 6
 - April 10
 - May 8
 - June 12
 - July 17

XIV. ADJOURNMENT

The Chair moved the meeting adjourn, the Vice Chair seconded the motion. It passed by acclaim.

The meeting adjourned at 8:46 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

**MEETING MINUTES
COMMITTEE OF THE BOARD MEETING
September 12, 2017**

PRESENT: Board of Education: J. Schumacher, S. Marchese (arrived at 4:37), Z. Ellis, J. Brodrick, M. Vanderwert, J. Foster (arrived at 4:35), C. Vue (arrived at 4:43 p.m.)

Staff: Superintendent Gothard, A. Collins, B. Kinder, Y. Vang, H. Ott, I. Davis, C. Baker, M. Gilbert, H. Kilgore, N. Cameron, J. Turner, E. Agbamu, L. Sayles-Adams, K. Wilcox-Harris, T. Battle, N. Faber, L. Cathey, M. Hoerth, C. Mahanay, J. Peterson, S. Theien-Collins, K. Blomberg, T. Parent, P. Barton, T. Stewart-Downey, T. Burr, L. Olson, K. Lombardi, B. McCammon, J. Yang, S. Davenport, H. Koury, J. Lott, R. King, L. Kabala, K. Kohn, E. Metz, M. McCollor, J. Statue-Allen, E. Dooley, S. Dahlke

Other: K. Peterson, K. McCauley, J. Kopp, J. Verges, T. Lonetree

I. CALL TO ORDER

The meeting was called to order at 4:34 p.m.

II. AGENDA

Restructuring School Start Times

- A. Community Partnerships and Steering Committee
 - a. Administration coordinated with several partners in the community, including Metro Transit, staff at Mayor Coleman's office, Saint Paul Parks and Rec., Saint Paul Library, and Sprockets
 - b. The community steering committee met several times in Spring 2016 to bring fresh perspectives to the issue. It included transportation experts, students, parents, principals, teachers and other school staff, and administrators.
 - c. Their work included reviewing sleep research, presentations from experts, discussions of SPPS transportation structure and Metro Transit partnership, review of SPPS community feedback, development of innovative start time change scenarios, review of implications of change scenarios, and determination of a recommendation to the Superintendent.
- B. Committee Recommendation
 - a. The committee used fresh ideas to develop and evaluate dozens of possible change scenarios.
 - b. The leading recommendation is:
 - i. **Move all secondary schools to an 8:30am start time**
 - ii. **Move elementary schools that currently start at 8:30am to 7:30am**
 - iii. **Keep all 9:30am elementary schools at their current start time**
 - c. The cost change implications are neutral if Washington no longer has an extra hour; there will be a cost increase of approximately \$2 million if Washington keeps the extra hour
- C. Rationale
 - a. Aligns with research
 - b. Cost implications are less substantial than earlier proposals

- c. Reduce disruption to students, families, and staff
- D. SPPS Plans for Restructuring School Start Times
 - a. Implement the recommendation starting school year 2019-2020 to align changes with implementation of next strategic plan
 - b. Rationale for this decision included that later start times for secondary students need to happen; we need to align with the research findings, as well as the strategic plan development may include changes to current systems. Changes to start times should happen at the same time to avoid multiple changes for families.
- E. Key challenges and responses for possible solutions were presented regarding childcare, early morning bus times, and athletics.
- F. Additional implications of change considered included impacts to evening hours for homework, employment, and family time, early mornings and sleep recommendations for elementary students, and implications to school choice and competition.
- G. A proposed timeline for next steps include:
 - a. Community feedback at the September 19, 2017 and October 17, 2017 Public Comment sessions
 - b. A Board vote at the October 17, 2017 Board of Education meeting
 - c. Community engagement to support students, schools, staff, and families, as well as planning and preparation with internal and external stakeholders, from October 2017-September 2019.

QUESTIONS/DISCUSSION:

- What happens to K-8 and 1-8 schools? Answer: They would move according to the structure proposed. A large challenge is that K-8 are some of our biggest schools. The proposed plan includes cost efficiencies which are based on balancing tiers for the number of buses, and by moving them we are able to keep that balance.
- Did the committee analyze the impact of regional and city-wide magnets and look at them differently from community schools? Answer: Yes, that was a proposal presented last year. The price tag was \$2.4 million with those tier changes. The committee did discuss, but it was not a proposal that rose to the top. Families also appreciate the community schools in their school choice process. Therefore, if all schools were placed into one tier, we were eliminating their choice and may be forcing them into magnet programs that were not the right fit for them.
- For the community schools, do they generally have a shorter bus route? If they have a 7:30 start time, they wouldn't necessarily need a 6:30 pick-up because there is a shorter geographic distance? Answer: Yes, with a 7:30 route, it was based on capacity, so there would be a number of buses that would not start at 6:30. Not every elementary school will start with a 6:30 bus pick-up based on this proposed structure.
- How has the conversation with Metro Transit evolved and how it is continuing? Answer: The conversation has continued frequently and consistently. In order to expand the partnership, there would be an additional 15-20 buses; these would be buses that would not run other routes; they would only support schools. Metro Transit also has significant financial challenges; fortunately, the 2017 legislative sessions have been a benefit to them and they are in better shape, but are not in great fiscal shape. However, they are still planning to continue to cut routes and increase fares and do not have the financial means to invest in our expanded partnership. An expansion bill was proposed in the legislature with \$23 million attached, but it was a non-starter and did not work. At this point, they are still experiencing challenging financial times, and it is currently unreasonable for us to expect a partnership expansion, but we will continue trying.
- The concern with Metro Transit is that as they are making decisions on their route structure, our conversations on our routes do not factor in with their conversations. We acknowledge that there are gaps in public transit. We know we have a need as a school district to partner with them and hope that the city and county can work together on the inequities in the transit system. It is not the responsibility of the school district to solve them, but to work together on a solution. There are savings and improvements when all participants work together to improve the transit of our citizens, including the students on the bus. We ask to continue to inform us on the

process because it is a bigger question. Answer: The district will not back off this issue; it has been very successful at Johnson and we hope to be able to serve all students in this way. Another thing to keep in mind is that there are other high schools serviced fine by the current routes, but it is the frequency of runs that are not working. The district tries to provide routes that are 45 minutes or less and no more than one transfer.

- Was a bus transit option considered to lessen the load? Answer: This was considered, but the buses are still running and purchasing Metro Transit passes would equal about the same cost per student as the yellow school bus. Those buses would still go to the same amount of bus stops, but they would pick up less kids. Most stops have a variety of grades.
- What is the phase-in time? Answer: There would be a complete system restructure in 2019-2020.
- Do we have the ability to think of start time choice for elementary schools by area? Answer: That was a proposal in 2015 and was a scenario contemplated by the committee. One of the concerns brought forth was equity and how to decide which schools within an area would get a certain start time. This was actually achieved naturally in the recommended proposal. There are options for 7:30, with magnet and other school options to start at 9:30. This will be achieved by this proposal.
- Could students be hired by the district to provide help in other spots like Discovery Club that may see an increase in participants from the new school start time for elementary students? Answer: With the restructure, the high school students would still be in schools when the elementary schools are dismissed. It can be discussed further. It would need to work with their schedules and the physical ability to travel to those sites.
- With worries about childcare from 2pm on, are we using childcare assistance to help support those families? Are we encouraging families to look into that option? Is there a sense of how many students would qualify? Answer: Families are encouraged to look into these support programs. A lot of students do qualify for this assistance, but there is a cap with childcare resources. Some are prioritized, but not everyone is approved and there is a cap of families that can use this program.
- With changes to Extended Day learning, what does that include? Answer: Currently, it is available two days per week with a certain number of hours. With the restructuring, EDL would be a fill-in for childcare. There are challenges, including student busing and into the same tier structure, and implications to the bus costs. There may also be staffing issues.
- Since a lot of students attend Rec Check and buses are going those location, what will happen since those schools will now be dismissing at 2:00pm and rec centers open at 3? What is the impact on the city and those conversations? Answer: Those are additional conversations that need to happen, including the awareness that rec centers and programs may need to open earlier. There will be challenges since many of college student employees may still be in class. There is time to work through these issues and think of solutions regarding this topic.
- What are conversations that happened with the Mayor's office on scholarships and grants in anticipating community need? Have we been talking with other districts and their effective solutions? Answer: It was not a specific topic that was discussed at the Mayor's office, but it will be. There has been conversation with Minneapolis Schools and their program options. They have 2 days of EDL, and families piece it together after that with similar programs to Discovery Club and FlipSide.
- Could you share more research on data, or anecdotal data, on the sleep research in students, particularly on the social aspects? Answer: While there are few studies on elementary students and start times, there are studies on sleep from infancy. Young children and adults are adaptable to sleep habits. For those adolescents and those in their mid-20s, the mind and melatonin are affected and not as adaptable and they are not able to go to sleep earlier to support the 7:30am start time. Anecdotally, we have heard from others that were afraid of the 7:30 start time, but once the students and families are in a system that works for them, they adapt to the changes. Some elementary students and families say the best time to learn is earlier in the day.
- The concern on bus stops was also noted. Generally, there is a maximum of 1/3 mile that students need to walk in order to get to their bus stop, with most within a block or block and a

half. There is also a concern that if older students need to walk the elementary siblings to a bus stop, it will defeat the purpose of the later start time for older students. Minnesota has extreme weather, and those considerations need to be discussed as well.

- Is there data or research from other districts if the change in school start times affect enrollment? Answer: It would be something to check into; Wayzata recently changed school start times, and while their size is smaller with less competition from charter schools, it would be a basis point. Research from the Council of the Great City School may be available.
- What will the impact of start time changes be in area of high poverty? Answer: The conversations will continue around that topic. With the highest population of mobile students, we want to continue to support our families.

Positive Behavioral Interventions & Supports (PBIS) and Restorative Practice

- A. Presented at the meeting was a video outlining the highlights of PBIS and Restorative Practice featuring schools, students, and staff.
- B. The framework for PBIS can be viewed as a “shopping cart” that varies by building; a few of the main components include a menu of systems and practices at each tier, a PBIS Team within each building, a school-wide discipline plan, an office discipline referral form, data-driven decision making, and SWIS DataLink
 - a. PBIS Team looks at data to determine what is needed in each school
- C. One of the items in the “PBIS Shopping Cart” is called the Tier Fidelity Inventory (TFI): a tool used to measure how the team is doing at implementing PBIS Framework. The data shows that big gains in schools that are being engaged in PBIS Framework. For Tier 1, the number of schools that took the TFI in 2016-2017 was 54, compared to 18 in 2015-2016. For Tier 2, the number of schools that took the TFI in 2016-2017 was 41, compared to 11 in 2015-2016. For Tier 3, the number of schools that took the TFI in 2016-2017 was 23, compared to 5 in 2015-2016. Tier 1 was the only one required. Schools are engaged in learning the tool; it allows schools to develop an action plan regarding implementation.
- D. Goals for 2017-2018 include increasing the number of schools completing the Tier 2 TFI from 41 to 54 by May 1, 2018, and increase the district average level of Tier 2 implementing from 66% to 75% by May 1, 2018. (PBIS research shows that a score of 70% or higher will show higher student outcomes.)
- E. Positive School Climate and PBIS
 - a. “A place where everyone can thrive.”
 - b. The Department of School Climate and Support organizes all support to schools into the PBIS framework.
 - c. Professional development and implementation of evidence-based strategies to meet the social emotional needs of students and staff.
- F. Restorative practice is essentially about with and in relationships. In a social discipline window, restorative practice finds anchors in high accountability and high support. There are myths that is a “less-than” model; it is actually a radical form of welcome, introduction, and relationships with students, families and educators.
- G. Pilot site work has included partnerships from SPFT and the Office of College and Career Readiness. The group of people working together is diverse, including teachers, social workers, counselors, and community experts, and community circle keepers.
- H. The origin in the indigenous roots of shared people and in our hearts; the true self in everyone is good, wise, and powerful. We need support to encourage and support those healthy relationships. There needs to be equal attention to students who are harmed and those who have harmed.
- I. In 2016-2017, there were 18 school applicants for the program, with 6 pilot sites. One aspect that was acknowledged was the partnership with the University of Minnesota; they have spearheaded our journey with the REA leaders. There are common components between our work in racial equity and restorative practices.
- J. Last spring, there were 13 applicants, and 3 were added to the pilot sites for 2017-2018.
- K. Schools and buildings are also implementing their own version of restorative practice, with 3 receiving direct financial support from a grant.

- L. Restorative Practice Year 1 Growth includes:
 - a. Students spent an average of 42 hours in community-building circles
 - b. Educators responded to an average of 1,500 minor incidents of misbehavior with restorative chats or affective RP statements
 - c. Site leads and RP facilitators responded to at least 1,156 incidents of harm using restorative practices.
- M. Restorative practice hopes and dreams include:
 - a. Continue funding pilot sites and capacity building model
 - b. Continue to collaborate and learn with allies and community partners using multiple perspectives
 - c. Expanding our community and school collaboration to create additional spaces where we all can thrive.

QUESTIONS/DISCUSSION:

- What does sustainability look like for this program? Answer: In pilot sites, educators experienced 800 hours of PD; district-wide, there has been 3300 hours of professional development. At least one person in every building has experienced some sort of restorative practice training. Anchors have grounding in restorative values and community circles so there are spaces to return to. With the different ebb and flows of students and teachers in buildings, three years is a minimum point at which MDE wants to hold a school in that journey place, with 3-5 years in a larger scope. Sustainability means a radical welcome to any teacher and any student, each with their dynamic stories. Sustainability is also connected to the strategic planning process to listen, learn, and lead. Three years is the minimum amount of time needed to see the trends, and after that third year, we should have a good idea on the next steps. There is also an ongoing piece of those schools on the waiting list that have not been selected yet and the conversations on the plan for those schools.
- Why are restorative practices and school climate work separate from academic work? Social emotional well-being is integral to achievement, and wondering what work is being done to use that as a base for instruction and how to work together to build into the overall culture. Answer: Restorative practices are used for building relationships with administration, staff, teachers, students, and families. It starts with community building circles and to build community in classrooms. Some teachers take it to the next step with teaching in circles for academics. With the tougher situations, it's also about having conversations with students and staff. The beauty is understanding of building a strong foundation in community circles. Each person brings a set of gifts and perspectives into that shared space. It allows students to speak with their heart. It gives students and teachers a voice and power to speak their truth.
- It was noted to show the results of the process. When we hear concerns about climate in buildings, the community is less focused about the process, but more concerned about the difference it makes. It's important to talk about how to raise up the process and the results and experiences to show the results in each building. With PBIS, show the difference in each building and what PBIS is doing. Show the climate one can expect. Explain to community members what it looks like and daily experiences with these programs. Push to be more concrete on the process outcomes.
- How are we communicating restorative practices and PBIS to families in buildings? We acknowledge that the origins of restorative practice in SPPS are rooted in the harm that did occur. Eighteen schools shared their stories on their applications. The Office of College and Career Readiness recently met with the Communications Department to review the next steps for a strategic communications plan, how those stories unite and are uniquely separate, as well as how it is communicated to the community about how it looks, sounds, and feels. It was also recommended to add how it relates to academic achievement.
- Do we have data around the academics of the program? Answer: Year 1 did not involve measuring grades. Years 2 and 3 will expand on measuring more school climate activities. We are using the Minnesota Student survey, which happens every three years to capture some of this data. There is anecdotal data from teachers about academics and using restorative practices. To expand on that, restorative practices is also about culture. Part of the culture that has not been established is the academic culture that we wish to have. There are questions to answer, and we can build support systems around those questions, including the prioritization of what those will be.

- Could you tell us about how it works in the reality of the school? When a parent walks in, what do they see? What goes into ensuring that teachers can teach and students can learn? If something happens, what is the real restorative process? Answer: From a school perspective and the repair of harm, the student needs to have a relationship and care about the classroom. School wide pro-social community circles have been regularly implemented at some schools. The student and teacher need to care, and they need to have a desire to repair the situation. If a student needs to step out, they meet with their grade's behavioral specialist to train and discuss on how they can repair the situation with the teacher, or other student. There is a larger repair process that needs to happen. Every time a child does something in a school community, there is a restorative reflection. There is work with the student and the teacher in order for the student to re-enter that community while reflecting on what happened, what they did wrong, and how it affected them, the community, and others.
- Do we understand that teachers have flexibility for behaviors in their classroom? Answer: In the community building circles, it sets up an opportunity to share voices and everyone hears that voice. Teachers are a part of this. Each classroom may have its own style, yet there are community expectations that everyone shares. There is a common community language, and when those expectations are harmed, then restorative repair occurs. It has grounds in being responsible, respectable and safe.

Proposed Pay18 Levy

- As a note, all figures included in the report are based on the Administration's best estimates using the statutory authorized amounts. MDE provided preliminary Pay18 levy calculations on September 8th, and continue to make adjustments to SPPS number through September.
 - Most districts certify their maximum levy because it can be lowered, but cannot be increased once it is set. The levy can only move down after October 1.
- The school levy authority is established by law. School budgets are a combination of state, federal and local funding, including the voter approved referendum.
- The Pay18 school levy funds the 2018-2019 school year. It contributes approximately 20% of the SPPS budget. The estimated maximum levy ceiling for the Pay18 levy is 6.95%.
- Property tax is determined by state legislature, taxing jurisdictions, and the county assessor. The major factors impacting property taxes were reviewed.
- Factors impacting the Saint Paul Levy are:
 - Overall estimated market values are up 9.8% from prior year and may reach 2008 levels
 - Double digit increases for a number of commercial, industrial, and apartment properties
 - Residential areas are more moderate
 - School portion of fiscal disparities aid increasing
 - Changes to Saint Paul right of way/street maintenance programs
- Factors impacting school levies include:
 - Changes in pupil counts
 - Legislative changes to education formulas
 - Referendum inflationary increase
 - Pension contribution changes required by law
 - OPEB obligations
 - Employment changes that drive severance and unemployment levies
 - Capital bonding, refunding of bonds, abatements, long term maintenance, health and safety projects, and lease costs
- The proposed estimated Pay18 Levy Ceiling was presented with Pay17 compared to the estimated Pay18 levy ceiling.
- The estimated annual property tax impact for homes from 2017 to 2018 (assuming a 0% increase in market value) was presented with estimated change at 4.0% ceiling, 5.0% ceiling, 6.0% ceiling, and the estimated change at the estimated max levy of 6.95%.

- I. The estimated annual property tax impact for homes from 2017 to 2018 (assuming a 7.7% increase in market value) was presented with estimated change at 4.0% ceiling, 5.0% ceiling, 6.0% ceiling, and the estimated change at the estimated max levy of 6.95%.
- J. The estimated annual property tax impact for commercial/industrial from 2017 to 2018 (assuming a 17%% increase in market value) was presented with estimated change at 4.0% ceiling, 5.0% ceiling, 6.0% ceiling, and the estimated change at the estimated max levy of 6.95%.
- K. A Pay18 Levy calendar was presented with the Board of Education to set the ceiling for the Pay18 levy at the September 19, 2017 Board of Education Meeting, and certifying it at the December 19, 2017 Board Meeting.

A requested action for the Board to certify the maximum Pay18 levy ceiling at the September 19, 2017 meeting was proposed and passed.

2016-2017 Indian Education Parent Committee Response Letter

- A. A letter from the Indian Education Parent Committee was read, which officially acknowledged and accepted the Administration Response to the 2016-2017 Parent Committee Resolution of Non-Concurrence. Although the Parent Committee is not completely satisfied with the Administrative response and feel there is more the district could do to ensure the success of American Indian students, they do acknowledge the positive working relationship with the district and look forward to continuing the collaboration for the new academic school year.

Work Session

- A. A work session highlighting details of the Facilities Maintenance Plan and a report on solar energy were presented following the adjournment of the Committee of the Board meeting.

III. ADJOURNMENT II

Mr. Schumacher moved, seconded by Mr. Marchese to adjourn the meeting. The motion passed by acclaim.

The meeting adjourned at 7:12 p.m.

Respectfully submitted,

Sarah Dahlke
Assistant Clerk

HUMAN RESOURCE TRANSACTIONS
August 1, 2017 through August 31, 2017
September 19, 2017

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Allen, A.	Classroom Teacher	08/19/2017	\$43.31	American Indian Magnet
Allender, B.T.	Classroom Teacher	08/19/2017	\$26.64	Obama Service Learning
Andersen, D. L.	Classroom Teacher	08/19/2017	\$53.02	Boys Totem Town
Anderson, D. L.	Classroom Teacher	08/19/2017	\$27.58	Hazel Park Preparatory
Armstrong, J. K.	Classroom Teacher	08/19/2017	\$52.04	Central Senior High
Bader, A.M.	Classroom Teacher	08/19/2017	\$46.68	Humboldt Secondary
Bartholf, A. L.	Classroom Teacher	08/19/2017	\$30.96	Johnson Achievement Plus
Bausman-Watkins, M. F.	Classroom Teacher	08/19/2017	\$43.31	Central Senior High
Benitez, I.	Classroom Teacher	08/19/2017	\$44.00	Riverview School
Bill, L. M.	Classroom Teacher	08/19/2017	\$27.58	Creative Arts Secondary
Boulanger, G. J.	Classroom Teacher	08/19/2017	\$50.78	Open World Learning
Burkhardt, B. J.	Classroom Teacher	08/19/2017	\$49.06	Homecroft Early Learning Ctr
Buuck, A. M.	Classroom Teacher	08/19/2017	\$30.83	Frost Lake Elementary
Carrillo, E.	Classroom Teacher	08/19/2017	\$27.01	Wellstone Elementary
Catalano, C. A.	Classroom Teacher	08/19/2017	\$29.68	Central Senior High
Chartrand, C.J.	Classroom Teacher	08/19/2017	\$27.58	Highwood Hills Elem
Davis, J. A.	Classroom Teacher	08/19/2017	\$53.02	St. Paul Music Academy
DeBoer, A. J.	Classroom Teacher	08/19/2017	\$30.19	Mississippi Creative Arts
Engelhart, E. A.	Classroom Teacher	08/19/2017	\$46.94	1780 W. 7th Street

HUMAN RESOURCE TRANSACTIONS
August 1, 2017 through August 31, 2017
September 19, 2017

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Evers, R.	Classroom Teacher	08/19/2017	\$30.96	Como Park Senior High
Gilreath, G. J.	Classroom Teacher	08/19/2017	\$46.68	Hazel Park Preparatory
Gould, P.	Classroom Teacher	08/19/2017	\$30.96	Homecroft Early Learning
Grove, P. H.	Classroom Teacher	08/19/2017	\$33.25	Homecroft Early Learning
Huang, H.	Classroom Teacher	08/19/2017	\$32.27	Jie Ming Mandarin Immr
Inkala, R.	Classroom Teacher	08/19/2017	\$26.64	Parkway Montessori
Isabell, K. D.	Classroom Teacher	08/19/2017	\$49.62	271 Belvidere Bldg
Jentz, M.	Classroom Teacher	08/19/2017	\$28.24	Humboldt Secondary
Johnson, T. M.	Classroom Teacher	08/19/2017	\$29.68	Benjamin Mays/Museum
Kasahara, S. M.	Classroom Teacher	08/19/2017	\$29.68	Humboldt Secondary
Kolosso, C. R.	Classroom Teacher	08/19/2017	\$29.68	Horace Mann School
Kropuenske, C. C.	Classroom Teacher	08/19/2017	\$37.35	Cherokee Heights Elem
Landt, M. C.	Classroom Teacher	08/19/2017	\$27.58	Highwood Hills Elem
Ledin, S.G.	Classroom Teacher	08/19/2017	\$26.64	American Indian Magnet
Lund, J. L.	Classroom Teacher	08/19/2017	\$28.07	Ronald M Hubbs Center
Lunning, C. P.	Classroom Teacher	08/19/2017	\$26.64	Capitol Hill Magnet
McCully, M. A.	Classroom Teacher	08/19/2017	\$29.68	Ronald M Hubbs Center
Mercer, L. K.	Classroom Teacher	08/19/2017	\$49.06	Creative Arts Secondary
Nelson, P. L.	Classroom Teacher	08/19/2017	\$31.33	Jie Ming Mandarin Immr
Olson, M. K.	Classroom Teacher	08/19/2017	\$26.64	Obama Service Learning
Payan, M. Z.	Classroom Teacher	08/19/2017	\$30.05	Adams Spanish Immersion
Pitts, S. D.	Classroom Teacher	08/19/2017	\$37.47	Farnsworth Aerospace Upper
Rodriguez, D. E.	Classroom Teacher	08/19/2017	\$28.90	Homecroft Early Learning
Romero, N.	Classroom Teacher	08/19/2017	\$28.44	Harding Senior High
Sawatzke, L. K.	Classroom Teacher	08/19/2017	\$26.64	Parkway Montessori

HUMAN RESOURCE TRANSACTIONS
August 1, 2017 through August 31, 2017
September 19, 2017

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Simons, J. R.	Classroom Teacher	08/19/2017	\$49.62	Como Park Senior High
Stein, M. K.	Classroom Teacher	08/19/2017	\$46.68	Farnsworth Aerospace Upper
Steinbach, M. K.	Classroom Teacher	08/19/2017	\$30.83	Bruce F Vento Elementary
Tretter, A. J.	Classroom Teacher	08/19/2017	\$27.58	Galtier Elementary
Turner, N. L.	Classroom Teacher	08/19/2017	\$38.40	Central Senior High
Vang, H.	Classroom Teacher	08/19/2017	\$32.03	Phalen Lake Hmong
Weninger, S. M.	Classroom Teacher	08/19/2017	\$32.64	Hazel Park Preparatory
West, P.	Classroom Teacher	08/19/2017	\$26.64	Parkway Montessori
Williams, M. R.	Classroom Teacher	08/19/2017	\$29.68	Obama Service Learning
Wilson, R. P.	Classroom Teacher	08/19/2017	\$26.64	Humboldt Secondary
Wymore, K. M.	Classroom Teacher	08/19/2017	\$39.87	Johnson Senior High
Dorman, R. M.	Classroom Teacher	08/19/2017	\$29.68	Johnson Senior High
Herzi, R.M.	Classroom Teacher	08/19/2017	\$26.64	Linwood Monroe Arts Upper
Pearl, A. E.	Classroom Teacher	08/19/2017	\$31.94	Jie Ming Mandarin Immr
Wielgos, J. F.	Classroom Teacher	08/19/2017	\$26.64	Como Park Senior High
Xiong, X.	Classroom Teacher	08/19/2017	\$34.62	Highland Park Senior
Cragin, M.M.	Classroom Teacher	08/19/2017	\$28.90	Mississippi Creative Arts
Hennessey, K. J.	Classroom Teacher	08/19/2017	\$26.64	Benjamin Mays/Museum
Hurry, H. L.	Classroom Teacher	08/19/2017	\$28.44	Benjamin Mays/Museum
Mays, A. A.	Classroom Teacher	08/19/2017	\$26.64	Benjamin Mays/Museum
Mustafa, G. K.	Classroom Teacher	08/19/2017	\$26.64	Benjamin Mays/Museum
Pemberton, M. J.	Classroom Teacher	08/19/2017	\$26.64	Benjamin Mays/Museum

HUMAN RESOURCE TRANSACTIONS
August 1, 2017 through August 31, 2017
September 19, 2017

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Reidy, K. A.	Classroom Teacher	08/19/2017	\$26.64	Benjamin Mays/Museum
Heisdorffer, J. C.	Classroom Teacher	08/19/2017	\$35.19	Randolph Heights Elem
Hoglund, A.M.	Classroom Teacher	08/19/2017	\$44.74	Student Placement Center
Jarosch, T.D.	Classroom Teacher	08/19/2017	\$31.46	Crossroads Montessori
Kumher, R. A.	Classroom Teacher	08/19/2017	\$38.95	Farnsworth Aerospace Lower
Osman, S. M.	Classroom Teacher	08/19/2017	\$29.43	Mississippi Creative Arts
Palmer, N. L.	Classroom Teacher	08/19/2017	\$26.64	Four Seasons A+
Anderson, M. A.	Classroom Teacher	08/19/2017	\$38.42	Crossroads Montessori
Hanson, C. M.	Classroom Teacher	08/19/2017	\$41.33	Galtier Elementary
Lucas, C.	Classroom Teacher	08/19/2017	\$46.09	Como Park Elementary
Scheller, D. M.	Classroom Teacher	08/19/2017	\$33.42	Como Park Elementary
Springborg, H.	Classroom Teacher	08/19/2017	\$53.02	Como Park Elementary
Hilmoe, A.	Classroom Teacher	08/19/2017	\$44.22	Journey's Secondary
King, L.E.	Classroom Teacher	08/19/2017	\$34.99	Central Senior High
Fell, R. J.	Classroom Teacher	08/19/2017	\$29.68	Wellstone Elementary
Hauser, C. M.	Classroom Teacher	08/19/2017	\$27.58	Hazel Park Preparatory
Hischer, M. E.	Classroom Teacher	08/19/2017	\$29.68	Mississippi Creative Arts
Limond, S. M.	Classroom Teacher	08/19/2017	\$46.68	Ramsey Middle School
Radtke, W. F.	Classroom Teacher	08/19/2017	\$34.62	Focus Beyond (18-Adult)
Wells, I.	Classroom Teacher	08/19/2017	\$26.64	Parkway Montessori

HUMAN RESOURCE TRANSACTIONS
August 1, 2017 through August 31, 2017
September 19, 2017

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Abdi, Y.	Classroom Teacher	08/19/2017	\$32.14	271 Belvidere Bldg
Good Borja, S.	Classroom Teacher	08/19/2017	\$50.59	271 Belvidere Bldg
Larson, S. A.	Classroom Teacher	08/19/2017	\$53.02	Frost Lake Elementary
Manderfield, M.	Classroom Teacher	08/19/2017	\$34.25	Hazel Park Preparatory
Prokopowicz, K. R.	Classroom Teacher	08/19/2017	\$31.40	Benjamin Mays/Museum
Dimmel, K.	School/Community Professional	08/30/2017	\$20.96	Plato Admin Offices
Xiong, M.	School/Community Professional	08/28/2017	\$22.84	Phalen Lake Hmong
Brant, A. N.	Education Assistant	08/28/2017	\$18.19	Creative Arts Secondary
Kenney, D. P.	Education Assistant	09/05/2017	\$20.43	Parkway Montessori
Kopas, S. M.	Education Assistant	08/28/2017	\$19.11	Murray Middle School
Mena, E. M.	Education Assistant	08/28/2017	\$19.96	Washington Tech Sec
Payton, C.	Education Assistant	08/28/2017	\$16.12	Focus Beyond (18-Adult)
Thomas, L. A.	Education Assistant	08/28/2017	\$16.78	Focus Beyond (18-Adult)
Zar, E.	Education Assistant	08/28/2017	\$22.37	Colborne Admin Offices
Ali, H. F.	Teaching Assistant	09/05/2017	\$14.19	Central Senior High
Armajani, J. C.	Teaching Assistant	09/05/2017	\$13.45	The Heights Community
Battaglia, S.M.	Teaching Assistant	08/23/2017	\$14.07	Plato Admin Offices
Black, J.	Teaching Assistant	09/05/2017	\$15.76	Parkway Montessori
Burlingame, D. M.	Teaching Assistant	09/02/2017	\$13.83	Frost Lake Elementary
Church, P.J.	Teaching Assistant	09/05/2017	\$14.07	Benjamin Mays/Museum
Engelking, J. M.	Teaching Assistant	09/05/2017	\$12.83	The Heights Community

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NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Glass, C. J.	Teaching Assistant	09/02/2017	\$14.19	Randolph Heights Elem
Hinschberger, C.J.	Teaching Assistant	09/05/2017	\$13.52	L'Etoile du Nord Upper
Jakubic, K.	Teaching Assistant	09/05/2017	\$15.00	The Heights Community
Ledesma, J.	Teaching Assistant	09/05/2017	\$14.07	Four Seasons A+
Mahasongkham, T.J.	Teaching Assistant	09/05/2017	\$15.19	Harding Senior High
Reyes Sanchez, E.	Teaching Assistant	09/05/2017	\$13.45	Battle Creek Middle
Rivera, R.C.	Teaching Assistant	09/05/2017	\$14.45	Harding Senior High
Smith, K. D.	Teaching Assistant	09/05/2017	\$15.00	Bridge View
Smith-Pugh, Q.	Teaching Assistant	09/05/2017	\$15.00	Murray Middle School
Tallen, K.M.	Teaching Assistant	09/05/2017	\$14.45	Expo for Excellence
Vang, M.	Teaching Assistant	09/05/2017	\$12.87	Phalen Lake Hmong
Wesenberg, A.	Teaching Assistant	09/05/2017	\$13.45	Farnsworth Aerospace Lower
White, C.	Teaching Assistant	09/05/2017	\$13.45	Harding Senior High
White, J. L.	Teaching Assistant	09/05/2017	\$14.76	Washington Tech Secondary
Wright, T. D.	Teaching Assistant	09/05/2017	\$15.19	Harding Senior High
Bachhuber, M. E.	School Bus Driver	08/29/2017	\$18.88	Transportation Services
Friedrich, A. M.	School Bus Driver	08/28/2017	\$18.88	Transportation Services
Jordan, S. J.	School Bus Driver	08/29/2017	\$18.88	Transportation Services
Tamayo Munoz, E.	School Bus Driver	08/28/2017	\$18.88	Transportation Services
Barnes, S. D.	Clerical	08/14/2017	\$20.78	Parkway Montessori
Hansen, V. L.	Clerical	08/22/2017	\$16.32	Johnson Senior High

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NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Loeschke, C. C.	Clerical	08/07/2017	\$19.96	Riverview School
Yang, M.	Clerical	08/28/2017	\$19.34	Frost Lake Elementary
Comiskey, K.	Custodian	08/14/2017	\$16.38	Como Service Center
Fairbanks, C. P.	Custodian	09/05/2017	\$16.38	Harding Senior High
Grue, J.D.	Custodian	08/19/2017	\$16.38	Highland Park Senior
Murphy, J. S.	Custodian	08/14/2017	\$26.32	Washington Tech Sec
Nelson, M. H.	Custodian	09/05/2017	\$16.38	Como Service Center
Buege, C. M.	Nutrition Services Personnel	08/24/2017	\$11.66	Harding Senior High
Givins, J.	Nutrition Services Personnel	08/24/2017	\$11.66	Highland Park Senior
Kabeto, N.M.	Nutrition Services Personnel	08/24/2017	\$11.66	Jackson Preparatory Elem
Courville, A. R.	Professional Employee	08/28/2017	\$26.16	Colborne Admin Offices
Holbrook, J. T.	Professional Employee	08/14/2017	\$39.73	Como Service Center

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bofferding, S.	Assistant Principal From: Classroom Teacher	08/05/2017	\$53.44	Focus Beyond (18-Adult)
Smith, J.R.	Assistant Principal From: Classroom Teacher	08/05/2017	\$49.90	RiverEast Elem/Secondary
Jonassen, J.	Superintendency Career Progression	07/01/2017	\$48.08	Colborne Admin Offices
Hitchens, L.	Central Administrator From: Classroom Teacher	08/05/2017	\$55.49	Colborne Admin Offices
Borstelmann, J. M.	Classroom Teacher From: Teaching Assistant	08/19/2017	\$26.64	Linwood Monroe Arts Plus Lower

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PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Kangas, T.	Classroom Teacher From: Teaching Assistant	08/19/2017	\$33.27	Washington Tech Sec :
Messmer, S. A.	Classroom Teacher From: Temporary Employee	08/19/2017	\$28.69	Murray Middle School
Nelson, A. M.	Classroom Teacher From: School/Community Professional	08/19/2017	\$35.80	Chelsea Heights Elem
Siebenaler, A. A.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Groveland Park Elementary
Sundance, S.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Humboldt Secondary
Vieth, M. D.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Benjamin Mays/Museum
Wagner, M.J.	Classroom Teacher From: Temporary Employee	08/19/2017	\$22.21	Crossroads Science
Xiong, T. L.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	American Indian Magnet
Yang, K. Y.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	American Indian Magnet
Yang, K. T.	Classroom Teacher From: School/Community Professional	08/19/2017	\$27.50	Como Park Senior High
Thao, K.	Classroom Teacher From: Teaching Assistant	08/19/2017	\$33.25	Highwood Hills Elementary
Xiong, K. Z.	Classroom Teacher From: Teaching Assistant	08/19/2017	\$29.68	Humboldt Secondary
Boyle, Z. L.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.01	RiverEast Elem/Secondary
Del Main-Appelhans, J. C.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	RiverEast Elem/Secondary
Giles, N. L.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Highland Park Senior
Jackson, T.G.	Classroom Teacher From: Temporary Employee	08/19/2017	\$26.64	Murray Middle School

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PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Lingel, J. A.	Classroom Teacher From: Teaching Assistant	08/19/2017	\$27.01	Journey's Secondary
Jones, I.O.	Classroom Teacher From: Teaching Assistant	08/19/2017	\$26.64	Wellstone Elementary
Luna, M. J.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Humboldt Secondary
Pharaoh, T. P.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Johnson Senior High
Pierson, R. L.	Classroom Teacher From: Temporary Employee	08/19/2017	\$28.24	Boys Totem Town
Rotegard, T. B.	Classroom Teacher From: Teaching Assistant	08/19/2017	\$29.68	Battle Creek Elementary
Thao, E.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Bruce F Vento Elementary
Zangs, I. P.	Classroom Teacher From: Temporary Employee	08/19/2017	\$27.50	Como Park Senior High
Day, T.	School/Community Career Progression	08/28/2017	\$34.47	Parkway Montessori
Gee, P. A.	School/Community Professional From: Teaching Assistant	08/28/2017	\$20.61	Murray Middle School
McWhorter, C. L.	School/Community Professional From: Teaching Assistant	08/28/2017	\$19.91	Daytons Bluff Achievement
Stewart, C. S.	School/Community Professional From: Teaching Assistant	08/28/2017	\$23.89	RiverEast Elem/Secondary
Benedict, A.L.	Education Assistant From: Teaching Assistant	08/28/2017	\$16.12	Focus Beyond (18-Adult)
Buckley, R.	Education Assistant Career Progression	08/28/2017	\$23.84	Focus Beyond (18-Adult)

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PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Jakoher, T.	Education Assistant Career Progression	08/28/2017	\$24.27	Focus Beyond (18-Adult)
Kiefer, A. B.	Education Assistant From: Teaching Assistant	08/28/2017	\$22.17	Focus Beyond (18-Adult)
Knotz, E.R.	Education Assistant From: Teaching Assistant	08/28/2017	\$23.45	International Academy - LEAP
Lewis, D. C.	Education Assistant From: Teaching Assistant	08/28/2017	\$15.83	Maxfield Elementary
Tufte, J. N.	Education Assistant From: Teaching Assistant	08/28/2017	\$18.19	Johnson Senior High
Harper, M. A.	Teaching Assistant Career Progression	09/05/2017	\$22.53	Expo for Excellence Elem
Smolik, B. M.	Custodian Career Progression	08/14/2017	\$25.45	Como Service Center
Williams, M.T.	Custodian Career Progression	07/31/2017	\$26.32	Humboldt Secondary

TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Elias Morse, D. J.	Classroom Teacher	08/19/2017	\$29.68	Linwood Monroe Arts Plus Lower
Elliott, S. K.	Classroom Teacher	08/19/2017	\$33.25	Highland Park Middle
Evans, S. L.	Classroom Teacher From: Teaching Assistant	08/21/2017	\$26.64	Wellstone Elementary
Lee, J. S.	Classroom Teacher	08/19/2017	\$26.64	Jackson Preparatory Elem
Liou, Y. R.	Classroom Teacher	08/19/2017	\$28.90	Jie Ming Mandarin Immr
Meyers, K.	Classroom Teacher	08/19/2017	\$26.64	Linwood Monroe Arts Plus Upper
Runsewe, C. M.	Classroom Teacher	08/19/2017	\$28.90	Harding Senior High
Russell, B J.	Classroom Teacher	08/19/2017	\$29.68	Highland Park Senior

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TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Wang, J.-C. K.	Classroom Teacher	08/19/2017	\$37.47	Highland Park Senior
Sundermeyer, H. T.	Classroom Teacher	08/19/2017	\$29.68	Washington Tech Secondary
Grahek, K.L.	Classroom Teacher	08/19/2017	\$27.58	Hamline Elementary
Roberts, A. T.	Classroom Teacher	08/19/2017	\$26.64	Ramsey Middle School
Zacho, A. R.	Classroom Teacher	08/19/2017	\$26.64	Wellstone Elementary
Voermans, E. A.	Classroom Teacher	09/26/2017	\$30.66	Wellstone Elementary

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Hakseth, A.	Classroom Teacher	08/19/2017	Farnsworth Aerospace Lower
Husie, A.C.	Classroom Teacher	08/21/2017	Wellstone Elementary
Warde, K. V.	Classroom Teacher	09/25/2017	L'Etoile du Nord Upper
Herman Hill, K. M.	Classroom Teacher	09/14/2017	Washington Tech Secondary
Campbell, E. M.	Classroom Teacher	08/31/2017	Expo for Excellence Elem
Cutshall, P. R.	Classroom Teacher	09/11/2017	Agape High school (ALC)
Bertelsen, J. C.	Classroom Teacher	08/19/2017	RiverEast Elem/Secondary
Rounds, T. L.	Classroom Teacher	08/30/2017	Washington Tech Secondary
Dyslin, J. E.	Teaching Assistant	09/05/2017	Como Park Elementary
Theodis, B.L.	Teaching Assistant	08/28/2017	Eastern Heights Elem
Garcia, L. L.	Nutrition Services Personnel	07/13/2017	Crossroads Science

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REINSTATEMENT AFTER LAYOFF

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Xiong, W. N.	Teaching Assistant	09/05/2017	\$14.07	Nokomis Montessori South
Vang, A. L.	Clerical	08/14/2017	\$26.53	Johnson Senior High

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Guillickson, J.	Classroom Teacher	08/19/2017	\$50.78	Highland Park Senior
Harris, S. B.	Classroom Teacher	08/19/2017	\$52.62	Washington Tech Secondary
Kaufenberg, A.C.	Classroom Teacher	08/19/2017	\$34.99	L'Etoile du Nord Upper
Lema, C. C.G.	Classroom Teacher	08/19/2017	\$49.80	Johnson Achievement Elem
McDonald, R.R.	Classroom Teacher	08/19/2017	\$37.47	Ramsey Middle School
McQuiston, L. J.	Classroom Teacher	08/19/2017	\$40.60	JJ Hill Montessori Magnet
Schmitz, T. S.	Classroom Teacher	08/19/2017	\$41.55	Nokomis Montessori North
Scully, J. M.	Classroom Teacher	08/19/2017	\$41.08	Homecroft Early Learning
Sherwood, A.N.	Classroom Teacher	08/19/2017	\$41.55	Galtier Elementary
Unowsky, V. J.	Classroom Teacher	08/14/2017	\$47.06	Title I Fed Program
Wilson, B. E.	Classroom Teacher	08/19/2017	\$29.51	Riverview School
Fernandez, M.	Classroom Teacher	08/19/2017	\$33.25	Humboldt Secondary
Foroozan-Yazdani, A.M.	Classroom Teacher	08/19/2017	\$29.68	Central Senior High
Ly, S. M.	Classroom Teacher	08/19/2017	\$29.43	Johnson Senior High
Mulligan, C. A.	Classroom Teacher	08/19/2017	\$28.24	Harding Senior High
Vallafskey, M. L.	Classroom Teacher	08/19/2017	\$29.51	Harding Senior High
Lindell, E. K.	Classroom Teacher	08/19/2017	\$29.68	L'Etoile du Nord Lower
Pryor, S. E.	Classroom Teacher	08/19/2017	\$27.58	Adams Spanish Immersion

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REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Brennan, C. V.	Classroom Teacher	08/19/2017	\$31.42	Como Park Senior High
Fairrow, G. D.	Classroom Teacher	08/19/2017	\$26.64	Obama Service Learning
Fleischhacker, B.	Classroom Teacher	08/19/2017	\$38.40	Boys Totem Town
Moore, Y. I.	Classroom Teacher	08/19/2017	\$29.68	Four Seasons A+
Turan, E. G	Classroom Teacher	08/19/2017	\$28.69	271 Belvidere Bldg
Wilkie, J.S.	Classroom Teacher	08/19/2017	\$34.25	Bridge View
Woodward, B. H.	Classroom Teacher	08/19/2017	\$44.74	Harding Senior High
Nielsen, J.	Classroom Teacher	08/19/2017	\$49.80	Nokomis Montessori South
Espinoza-Day, P.	School/Community Professional	08/21/2017	\$26.02	RiverEast Elem/Secondary
Leko, J.M.	School/Community Professional	08/29/2017	\$27.71	The Heights Community
New, K. E.	School/Community Professional	08/23/2017	\$30.63	Humboldt Secondary
Lee, Z. L.	Education Assistant	08/28/2017	\$32.75	Homecroft Early Learning
Yang, K.	Education Assistant	08/28/2017	\$16.78	Battle Creek Middle
Furlong, A. I.	Teaching Assistant	09/02/2017	\$14.07	Johnson Achievement
Phenow, J.P.	Teaching Assistant	09/05/2017	\$15.76	RiverEast Elem/Secondary

RESCISSION OF SUSPENSION WITHOUT PAY

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
F., A.	Teaching Assistant	01/20/2017

REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Alexander, V. L.	Classroom Teacher	08/19/2017	1780 West 7 th Street
Bollom, D. D.	Classroom Teacher	08/19/2017	Benjamin E. Mays School
Dachel, A. L.	Classroom Teacher	07/17/2017	Crossroads Montessori

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REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Hwang, K.	Classroom Teacher	08/19/2017	Highwood Hills Elem.
Faltesek, A. L.	Classroom Teacher	08/19/2017	L'Etoile du Nord Lower
Feland, S.M.	Classroom Teacher	08/19/2017	Bruce F Vento Elementary
Gustafson, A. S.	Classroom Teacher	07/31/2017	Crossroads Montessori
Higuera, M. B.	Classroom Teacher	08/07/2017	271 Belvidere Bldg
Kour, R.	Classroom Teacher	08/19/2017	Mississippi Creative Arts
Lawson, J.I.	Classroom Teacher	08/19/2017	Daytons Bluff Achievement
Leba, M.B.	Classroom Teacher	08/19/2017	Open World Learning
Lee, C. K.	Classroom Teacher	08/19/2017	Farnsworth Aerospace Upper
McCloud, M.D.	Classroom Teacher	08/19/2017	Humboldt Secondary
McKeown, A.	Classroom Teacher	08/19/2017	Central Senior High
Montgomery, S. K.	Classroom Teacher	08/19/2017	Johnson Senior High
Murch, K.	Classroom Teacher	08/07/2017	271 Belvidere Bldg
Nakatani, H.	Classroom Teacher	08/19/2017	American Indian Magnet
Nordby, B. E.	Classroom Teacher	08/19/2017	Adams Spanish Immersion
Paradise, M. J.	Classroom Teacher	08/19/2017	Johnson Achievement Plus
Peters, K. T.	Classroom Teacher	08/19/2017	Central Senior High
Priester, M. A.	Classroom Teacher	08/19/2017	St. Paul Music Academy

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REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Schultz, K. A.	Classroom Teacher	08/19/2017	Highland Park Senior
Shank, A. M.	Classroom Teacher	08/19/2017	Ronald M Hubbs Center
Shasky, K. V.	Classroom Teacher	08/19/2017	Expo for Excellence Elem
Vang, M.	Classroom Teacher	08/19/2017	Jackson Preparatory Elem
Yang, K.Y.	Classroom Teacher	08/19/2017	Mississippi Creative Arts
Johnson, J. W.	Classroom Teacher	08/19/2017	Parkway Montessori
Yang, P. M.	Classroom Teacher	08/19/2017	Cherokee Heights Elem
Murray, K. M.	Classroom Teacher	08/19/2017	Four Seasons A+
Nieman, K. A.	Classroom Teacher	08/19/2017	Battle Creek Middle
Pultz, J. E.	Classroom Teacher	08/19/2017	Frost Lake Elementary
Ogitchida, M.	School/Community Professional	08/19/2017	Harding Senior High
Sims, L.D.	School/Community Professional	08/07/2017	Parkway Montessori
Xiong, T.A.	Education Assistant	08/28/2017	Linwood Monroe Arts Plus Upper
Yang, Ti.	Education Assistant	08/28/2017	St. Paul Music Academy
Dean, J.P.	Carpenter	08/30/2017	Como Service Center
Garcia, L. L.	Nutrition Services Personnel	07/19/2017	Crossroads Science

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REHIRE AFTER TERMINATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Jaco, T.J.	Teaching Assistant	06/10/2017	\$17.25	Wellstone Elementary

VOLUNTARY REDUCTION IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Childs, G. T.	Classroom Teacher	08/05/2017	\$40.22	Crossroads Science
Evans, A. L.	Teaching Assistant	09/05/2017	\$14.07	Nokomis Montessori North

CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Dols Klingel, M.	Superintendency From ASAP	09/20/2017	\$62.50	Colborne Admin. Offices
Mason, R. L.	Classroom Teacher From: Temporary Employee	08/19/2017	\$30.41	Johnson Senior High
Swan, E. A.	Classroom Teacher Career Progression	08/19/2017	\$46.68	Creative Arts Secondary
Vang, A. L.	Clerical Career Progression	08/14/2017	\$25.83	Johnson Senior High

SUSPENSION WITHOUT PAY

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	
C.-R., S.	Teaching Assistant	09/04/2017	-
C.-R., S.	Teaching Assistant	10/04/2017	
C.-R., S.	Teaching Assistant	11/23/2017	
C.-R., S.	Teaching Assistant	11/02/2017	
C.-R., S.	Teaching Assistant	01/15/2018	
C.-R., S.	Teaching Assistant	02/19/2018	
C.-R., S.	Teaching Assistant	03/06/2018	
C.-R., S.	Teaching Assistant	04/18/2018	
C.-R., S.	Teaching Assistant	05/28/2018	
J., T.	Teaching Assistant	11/23/2017	
J., T.	Teaching Assistant	11/24/2017	
J., T.	Teaching Assistant	01/15/2018	

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SUSPENSION WITHOUT PAY

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
F., A.	Teaching Assistant	09/13/2017
F., A.	Teaching Assistant	09/20/2017
F., A.	Teaching Assistant	09/27/2017
W., T.	Teaching Assistant	09/05/2017
W., T.	Teaching Assistant	09/06/2017
W., T.	Teaching Assistant	09/07/2017
W., T.	Teaching Assistant	09/08/2017
W., T.	Teaching Assistant	09/11/2017

RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Gierok, D. M.	Classroom Teacher	11/16/2017	Frost Lake Elementary
McBride-Bibby, J. M.	Clerical	11/01/2017	Colborne Admin Offices
Tompkins, P. L.	Custodian	11/01/2017	Highland Park Elementary

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Rice, M. W.	Professional Employee	09/02/2017	Como Service Center
Myles, C.	Professional Employee	09/02/2017	1780 W. 7th Street
Gonzalez, G. E.	Supervisory	08/19/2017	Como Service Center
Burgess, J.M.	Technical	08/25/2017	Como Service Center
Adan, A.S.	Classroom Teacher	06/13/2017	Humboldt Secondary
Anderson Eggen, I. S.	Classroom Teacher	08/05/2017	Parkway Montessori
Bader, A.	Classroom Teacher	09/02/2017	Humboldt Secondary
Boreen, B.J.	Classroom Teacher	08/05/2017	Battle Creek Middle
Cornelius, S. P.	Classroom Teacher	08/05/2017	American Indian Magnet
Donzo, V. E.	Classroom Teacher	07/28/2017	Ramsey Middle School
Drummond, J. M.	Classroom Teacher	08/26/2017	271 Belvidere Bldg

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RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Gattman, A. M.	Classroom Teacher	08/02/2017	Crossroads Montessori
Haight, W.	Classroom Teacher	08/01/2017	Washington Tech Sec
Hunziker, K. R.	Classroom Teacher	08/03/2017	Murray Middle School
Justice, M.J.	Classroom Teacher	08/05/2017	Johnson Senior High
Kneeland, C. R.	Classroom Teacher	08/05/2017	Hazel Park Preparatory
Lucca, B. M.	Classroom Teacher	08/23/2017	Johnson Senior High
Mercer, L. K.	Classroom Teacher	08/20/2017	Creative Arts Secondary
Mog, J. L.	Classroom Teacher	05/26/2017	Hazel Park Preparatory
Nelson, C. J.	Classroom Teacher	06/14/2017	Bruce F Vento Elementary
Schaetzke, E. J.	Classroom Teacher	08/05/2017	Chelsea Heights Elementary
Vinson, K.E.	Classroom Teacher	08/02/2017	Adams Spanish Immersion
Korynta, L. M.	Classroom Teacher	08/05/2017	Highwood Hills Elementary
Mercer, L. K.	Classroom Teacher	08/20/2017	Creative Arts Secondary
Mieczewski, S. L.	Classroom Teacher	08/05/2017	Frost Lake Elementary
Pearl, A. E.	Classroom Teacher	08/20/2017	Jie Ming Mandarin Immr
Palmer, N. L.	Classroom Teacher	08/20/2017	Four Seasons A+
Craig, L.	Classroom Teacher	10/07/2017	Eastern Heights Elementary
Dilla, R. C.	Classroom Teacher	08/05/2017	Battle Creek Elementary
Myers, J. J.	Classroom Teacher	08/05/2017	Daytons Bluff Achievement
Peulen, R. G.	Classroom Teacher	07/15/2017	Bridge View
Staves, L.	Classroom Teacher	08/05/2017	Highwood Hills Elementary
Williams, K. K.	Classroom Teacher	08/05/2017	Crossroads Science
DeLong, D.M.	School/Community Professional	07/11/2017	Creative Arts Secondary
Aggen, M. L.	Education Assistant	08/23/2017	1780 W 7th Street
Bixby, R.A.	Education Assistant	08/26/2017	Highwood Hills Elementary
Doubek, J.	Education Assistant	07/22/2017	1780 W 7th Street

HUMAN RESOURCE TRANSACTIONS
August 1, 2017 through August 31, 2017
September 19, 2017

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Jimenez, O.	Education Assistant	08/12/2017	1780 W 7th Street
Lee, Z.L.	Education Assistant	08/29/2017	Homecroft Early Learning
Matthews Long, K.	Education Assistant	06/13/2017	Homecroft Early Learning
Payton, C.	Education Assistant	08/28/2017	Focus Beyond (18-Adult)
Beck, R.	Teaching Assistant	08/25/2017	Frost Lake Elementary
Bell, T. J.	Teaching Assistant	07/22/2017	Galtier Elementary
Sherod, F.	Teaching Assistant	10/06/2017	Jackson Elementary
Bouissieres, J. A.	Teaching Assistant	06/10/2017	L'Etoile du Nord Lower
Brown, Eric A.	Teaching Assistant	08/26/2017	1780 W 7th Street -
Carter, Brittany A.	Teaching Assistant	08/25/2017	Cherokee Heights Elem
Christensen, P. A.	Teaching Assistant	08/05/2017	Focus Beyond (18-Adult)
Davis, L. N.	Teaching Assistant	08/28/2017	Obama Service Learning
Fields, C. R.	Teaching Assistant	08/19/2017	Highland Park Senior
Harris, M. L.	Teaching Assistant	08/14/2017	Ramsey Middle School
Hirte-Runtsch, S.D.	Teaching Assistant	08/26/2017	Cherokee Heights Elem
Htoo, S.E.T.T.	Teaching Assistant	08/29/2017	Phalen Lake Hmong
Hungiapuko, M. M.	Teaching Assistant	06/10/2017	Frost Lake Elementary
Khang, Y.	Teaching Assistant	06/10/2017	Jackson Preparatory Elem
Kostman, T. B.	Teaching Assistant	07/30/2017	L'Etoile du Nord Lower
Logan, S.	Teaching Assistant	08/08/2017	Linwood Monroe Arts Plus Upper
Martin, J.A.	Teaching Assistant	08/19/2017	St. Paul Music Academy
Mekha, L. A.	Teaching Assistant	08/12/2017	Johnson Achievement Elem
Miller, C.E.	Teaching Assistant	09/02/2017	Frost Lake Elementary
Moua, P. K.	Teaching Assistant	08/01/2017	Nokomis Montessori South
Ogunkunle, K. S.	Teaching Assistant	08/19/2017	Highland Park Senior

HUMAN RESOURCE TRANSACTIONS
August 1, 2017 through August 31, 2017
September 19, 2017

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Reed, C. M.	Teaching Assistant	08/22/2017	Obama Service Learning
Salween, D.	Teaching Assistant	08/28/2017	Phalen Lake Hmong
Syring, V. F.	Teaching Assistant	08/24/2017	The Heights Community
Vang, G.	Teaching Assistant	08/19/2017	Highwood Hills
Vang, P.	Teaching Assistant	07/27/2017	Farnsworth Aerospace
N., N. M.	Teaching Assistant	08/01/2017	Riverview School of Excel
Linaman, T.J.	School Bus Driver	09/05/2017	Transportation Services
Jenkins, C. D.	Clerical	08/15/2017	Colborne Admin Offices
Jones Arko, M.	Clerical	09/15/2017	Colborne Admin Offices
Yang, J.	Clerical	07/27/2017	Como Park Senior High
Comiskey, K.	Custodian	08/17/2017	Como Service Center
McCurdy, J. T.	Custodian	08/19/2017	Crossroads Science
Givens, O.	Nutrition Services Personnel	08/24/2017	Como Park Elementary
Granados, D.	Nutrition Services Personnel	08/16/2017	Central Senior High
Williams, S.	Nutrition Services Personnel	08/11/2017	Johnson Senior High
Win, K. B.	Nutrition Services	09/01/2017	Rondo Education Center
Wingo, J.	Nutrition Services Personnel	08/01/2017	Rondo Education Center

DISCHARGE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
C., R. R.	Custodian	08/25/2017

TERMINATION OF TEMPORARY EMPLOYMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Dominguez, M. A.	Classroom Teacher	08/05/2017	Adams Spanish Immersion
Mitchell, B. A.	Classroom Teacher	08/05/2017	Creative Arts Secondary

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

DATE: September 19, 2017

TOPIC: Request for Permission to Accept a Grant from the Amherst H. Wilder Foundation

A. PERTINENT FACTS:

1. The Amherst H. Wilder Foundation provides grants to programs that promote the social welfare of persons resident or located in the greater Saint Paul metropolitan area.
2. The Department of Alternative Education prepared an application and received a grant for approximately \$75,000 to finance staffing expenses to support families and children at the Rondo Freedom School site for the 6 weeks it is in session.
3. This project will meet the District strategic plan goal of Achievement.
4. This item is submitted by Jon Peterson, Executive Director, Office of Career and College Readiness; Kate Wilcox-Harris, Chief Academic Officer; and Marie Schrul, Chief Financial Officer.

B. RECOMMENDATION:

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

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

DATE: September 19, 2017

TOPIC: Request for Permission to Accept Grants from the Ecolab Foundation's Visions for Learning Program

A. PERTINENT FACTS:

1. The Ecolab Foundation awards grants to school educators (teachers, paraprofessionals, administrators and other licensed staff) to encourage and reward individual educators' creativity and innovation in classroom learning by providing opportunities that will motivate and challenge students intellectually, raise student achievement, and increase their understanding of academic content and the connection between school and life.
2. More than 150 teachers in Saint Paul Public Schools have been awarded grants of up to \$3,000 each. Saint Paul Public Schools will serve as fiscal agent for these projects. The total grant is for approximately \$244,000. All schools were informed of this grant opportunity.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Jackie Allen, Asst. Director Strategic Planning & Policy; Jackie Turner, Chief Engagement Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept multiple grants from the Ecolab Foundation's Visions for Learning program; to accept funds, and to implement the projects as specified in the award documents.

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

DATE: September 19, 2017

TOPIC: Request for Permission to Submit a Grant to the Minnesota Department of Education, State Library Services

A. PERTINENT FACTS:

1. The Minnesota Department of Education, State Library Services is currently accepting grant applications for projects that expand access to library services for learning and high-quality information resources for all Minnesotans.
2. Saint Paul Public Schools Library Services has prepared an application for funds to increase library engagement among middle school students. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$100,000. Staff at the program researched this grant opportunity.
3. This project will meet the District strategic plan goals of achievement.
4. This item is submitted by Jackie Statum Allen, Assistant Director, Policy and Planning; Hans Ott, Assistant Superintendent, Teaching and Learning; and Dr. Kate Wilcox-Harris, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education for funds to increase library engagement among middle school students; 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: September 19, 2017

TOPIC: Request for Permission to Accept a Grant from the National Association for College Admission Counseling

A. PERTINENT FACTS:

1. National Association for College Admission Counseling is dedicated to serving students as they make choices about pursuing postsecondary education.
2. Multiple Saint Paul Public Schools prepared applications and received grants for approximately \$900 to fund transportation services for students to visit college campuses. Saint Paul Public Schools will serve as fiscal agent for the project.
3. This project will meet the District strategic plan goal of Achievement.
4. This item is submitted by Jon Peterson, Executive Director, Office of College and Career Readiness; and Dr. Kate Wilcox-Harris, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from the National Association for College Admission Counseling to fund transportation services for students to visit college campuses; and to implement the project as specified in the award documents.

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

DATE: September 19, 2017

TOPIC: Request for Permission to Accept a Grant from Tides Center

A. PERTINENT FACTS:

1. Tides Center, in partnership with the Maker Education Initiative, the Children's Museum of Pittsburgh and Google provides funding for projects that recognize and celebrate every learner's ability to experience and influence their world, especially through Making. Maker education embodies these core values and goals: empowerment, access, process, and community.
2. Harding High School prepared an application and received a grant for approximately \$700 to purchase supplies for a maker space. Saint Paul Public Schools will serve as fiscal agent for the project.
3. This project will meet the District strategic plan goal of Achievement
4. This item is submitted by Doug Revsbeck, Principal, Harding Senior High School; and Marie Schrul, Chief Financial Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from Tides Center to purchase supplies for a maker space in SPPS; and to implement the project as specified in the award documents.

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

DATE: September 19, 2017

TOPIC: Request for Permission to Accept Grants from United States Tennis Association (USTA) Northern

A. PERTINENT FACTS:

1. The United States Tennis Association Northern offers grants to initiate or expand community tennis activities.
2. Saint Paul Public Schools has been awarded grants for secondary schools to purchase tennis equipment and uniforms. Saint Paul Public Schools will serve as fiscal agent for this project. Each grant is for approximately \$500. Staff in the program researched this opportunity.
3. This project will meet the District strategic plan goal of sustainability.
4. This item is submitted by Theresa Battle, Assistant Superintendent; and Marie Schrul, Chief Financial Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept grants from the USTA Northern; to accept funds, and to implement the projects as specified in the award documents.

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

DATE: September 11, 2017

TOPIC: Request for Permission to Submit a Grant to the Viva Musica Music/Art Grant Program

A. PERTINENT FACTS:

1. Viva Musica is currently accepting grant applications for projects that help Minnesota music or art teachers or programs in need.
2. Saint Paul Public Schools Adams Spanish Immersion has prepared an application for funds to purchase 15 new Orff instruments. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$10,471. Staff at the program researched this grant opportunity.
3. This project will meet the District strategic plan goals of Achievement.
4. This item is submitted by Heidi Bernal, Principal; Dr. Efe Agbamu, Assistant Superintendent; and Dr. Kate Wilcox-Harris, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Viva Musica for funds to purchase 15 new Orff instruments; 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: September 19, 2017

TOPIC: Spring 2017 & Spring 2018 ACT Testing

A. PERTINENT FACTS:

1. The District offered the ACT Plus Writing exam to all 11th graders during the Spring of 2017, and 2,091 students at 14 schools took the exam on Wednesday April 19, 2017.
2. The District will offer the ACT Plus Writing exam to all 11th graders during the Spring of 2018. Per the agreement, an estimated 1,800 students will take the exam, for an estimated cost of \$110,700.
3. The administration of the ACT Plus Writing exam meets, in part, State of Minnesota graduation assessment requirements for students who have yet to meet those requirements. It also supports the district's efforts to ensure college and career readiness for all students.
4. Per its invoice of July 26, 2017, ACT required payment of \$122,323.50 for materials, services and support related to this administration of the ACT Plus Writing exam.
5. Funding for the administration of the ACT Plus Writing exam is budgeted into the general fund for Research, Evaluation and Assessment under code 01-005-190-000-6305-0000.
6. The Minnesota Department of Education will reimburse the District for the full cost of the 2017 exam for all students who need it to meet Minnesota graduation requirements. In 2018, MDE will only reimburse the District for those students who qualify for free or reduced lunch. The District will pay the exam fees for those students who do not qualify.
7. This project will meet the District target area goals by ensuring high academic achievement for all students.
8. This item is submitted by Stacey Gray Akyea, Director of Research, Evaluation and Assessment; Theresa Battle, Assistant Superintendent; and Kate Wilcox-Harris, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize payment of \$122,323.50 to ACT for administration of the 2017 ACT Plus Writing exam, and approximately \$110,700 for the 2018 exam.

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

DATE: September 19, 2017

TOPIC: GAP/Community School Collaborative Services in SPPS

A. PERTINENT FACTS:

1. This recommendation reflects new contracts with GAP/Community School Collaborative in which the total amount exceeds \$100,000. GAP/Community School Collaborative will provide site-based mental health clinics at 7 St. Paul Public Schools' sites: Gateway to College, Journeys, River East, Battle Creek Elementary, Adams Spanish Immersion, Highland Park High School, and American Indian Magnet School during the 2017-18 school year.
2. With parent/guardian consent, GAP/Community School Collaborative will provide the following services to students: Consultation with school staff regarding the social emotional and mental health needs of students on their caseload; Diagnostic Assessments (DA); Individual Treatment Plans (ITP); Psychotherapy (individual, family, group); Skills Training (individual, family, group); and Crisis Assistance. Some services may be provided during the Extended Learning (EDL).
3. The collaboration supports the critical relationship needed between home, school and community that allows the district to meet the needs of students experiencing social emotional barriers to learning and mental health challenges.
4. This item is submitted by Dr. Leiataua Jon Peterson, Executive Director, Office of College and Career Readiness (OCCR).

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to approve the expending of ALC, Gateway to College, and Special Education funds in an amount not to exceed \$200,000 for site-based mental health services provided by GAP/Community School Collaborative. This amount reflects site-based mental health services at 7 SPPS sites.

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

DATE: September 19, 2017

TOPIC: Approval to Enter into a Contract with Middle English, Inc. to Provide American Sign Language Interpreting Services for the 2017-18 School Year

A. PERTINENT FACTS:

1. Special Education wishes to enter into a contract with Middle English Inc. in the amount of \$150,000 to provide American Sign Language interpreting for both students and for parents involved with afterschool school activities and for conferences for the 2017-18 school year.
2. The services of this contract will meet the District strategic plan goals of Achievement and Sustainability through supporting programs to enhance student learning and promoting sportsmanship and team playing.
3. The contract costs are to be paid for by Special Education for interpreting services needed for students participating in afterschool activities (01-005-405-740-6394-0000) and by the schools for interpreting services needed for parents for conferences.
4. This item is submitted by Gail Ghere, Interim Special Education Director, Office of Specialized Services and Kate Wilcox-Harris, Chief Academic Officer

B. RECOMMENDATION:

That the Board of Education authorizes the Superintendent (designee) to enter into a contract with Middle English for \$150,000 to provide American Sign Language interpreting for students and parents as needed for the 2017-18 school year to be paid by Special Education and by the schools.

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

DATE: September 19, 2017

TOPIC: Request for Permission to Enter into a Contract with Saint Paul College for PSEO by Contract Services for the Youth Career Connect (YCC) Grant

A. PERTINENT FACTS:

1. The Youth Career Connect grant (YCC) through the U.S. Department of Labor, provides students in the Academy of Finance (AOF) at Como Park HS and Academy of Information Technology (AOIT) at Humboldt HS, with the opportunity to earn articulated college credits from Saint Paul College.
2. During school year 2017-18 of the grant, students in the Academy of Finance (AOF) have the opportunity to earn college credits through a concurrent class taught by a Saint Paul College instructor.
3. Saint Paul Public Schools' YCC grant will provide Saint Paul College with up to \$40,000 to teach up to 4 sections of business classes. Budget code: 29-005-710-599-000-6305-3572
4. This project will meet the District strategic plan goals of Increasing the number of students who earn dual credits while in high school.
5. This item is submitted by Daniel Mesick, Principal on Special Assignment; Jon Peterson, Executive Director, Office of College and Career Readiness; and Kate Wilcox-Harris, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (or Designee) to enter into a contract with Saint Paul College to hire a Youth Career Connect (YCC) College Navigator.

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

DATE: September 19, 2017

TOPIC: District Rooftop Lease (Cell Tower) at L'Etoile Du Nord Upper Campus

A. PERTINENT FACTS:

1. T-Mobile Central LLC desires to establish a cell tower Lease Agreement with the District at the at L'Etoile Du Nord Upper Campus (Prosperity).
2. The administration is agreeable to the cell tower Lease Agreement with T-Mobile Central LLC.
3. Terms and conditions of the Lease Agreement will be provided to the Board of Education.
4. The District was assisted in this project by Minnesota Partnerships, LLC.
5. This project will meet the District Strategic Plan goals by aligning 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 Superintendent or Designee to execute the Lease Agreement between the District and T-Mobile Central LLC for a cell tower at L'Etoile Du Nord Upper Campus (Prosperity).

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

DATE: September 19, 2017

TOPIC: Agreement to Transfer Overdrive Digital Content to the Saint Paul Public Library

A. PERTINENT FACTS:

1. In November of 2016, the Saint Paul Public Schools and the Saint Paul Public Library launched the Library Go agreement. That agreement provides Saint Paul Public School students access to all of Saint Paul Public Library's digital resources.
2. In the spring of 2017, Saint Paul Public Library launched a Teen and Children's launch page for Overdrive to help students find eBooks.
3. SPPS students are already using the Saint Paul Public Library Overdrive. From November 2016-May 2017, SPPS students checked out about 20,000 eBooks from the Saint Paul Public Library.
4. The Office of Teaching and Learning does not have the budget capacity to continue investing in an Overdrive collection to the level that is required to maintain a robust collection.
5. Overdrive, Inc has agreed to transfer Saint Paul Public School's Overdrive owned collection to the Saint Paul Public Library's Overdrive portal, and Saint Paul Public Library is willing to accept the collection and provide access to it by SPPS students.
6. The transfer of this collection will provide ongoing access to the eBook content for Saint Paul Public School students at no cost to SPPS.
7. This agreement supports the District's strategic plan of achievement.
8. This item is submitted by Superintendent Joe Gothard, Chief Academic Officer Kate Wilcox-Harris, Assistant Superintendent, Office of Teaching Hans Ott, and Chief Financial Officer Marie Schrul

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into necessary agreements to transfer Saint Paul Public Schools' Overdrive collection to the Saint Paul Public Library.

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

DATE: September 19, 2017

TOPIC: Addendum to Lease Agreement with West Side Community Organization

A. PERTINENT FACTS:

1. The West Side Community Organization (WSCO) and Saint Paul Public Schools desires to revise the lease agreement to allow the District to utilize the vacant lot located at the northwest corner of Livingston Avenue and Baker Street East, Saint Paul, MN 55107.
2. The District's use of the premise is for the purpose of contractor vehicle parking and staging of minimal construction materials.
3. Terms and conditions of the Lease Agreement include the following:
 - a. The lease term will be twenty-four (24) months commencing October 1, 2017 and terminating September 30, 2019, with two (2) – one (1) year extensions.
 - b. The District's use of the premise is for the purpose of contractor vehicle parking and staging of minimal construction materials.
 - c. Landlord and Tenant agree, for the term of this Addendum, rent due for the Tenant's lease at the Baker Center shall be Zero dollars (\$0.00) in exchange for use of said Premises.
4. This lease agreement meets the District Strategic Plan goals by aligning resource allocation to district priorities.
5. This item has been reviewed and approved by accounting.
6. This item is submitted by Tom Parent, Director of Facilities, and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATIONS:

That the Board of Education authorize the Superintendent to execute the Addendum to the Lease Agreement between the District and West Side Community Organization to exchange space at the vacant lot located at the northwest corner of Livingston Avenue and Baker Street East, Saint Paul, MN 55107 for rent at the Baker Center.

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

DATE: September 19, 2017

TOPIC: Facilities Department FY18 Purchases over \$100,000

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 \$100,000 throughout the fiscal year.
2. The following list indicates said purchases:

Vendor	Description	Amount	State Contract ID Or Bid Number
Wheeler Hardware	Building Hardware	\$145,000	Bid #A211172-A
All Furniture Commercial Services	Furniture Moves at Various Sites	\$110,000	U209.8
General Office Products	Furniture Acquisition	\$570,000	U42.106
Intereum Inc.	Furniture Acquisition	\$950,000	VS916
Interiors by Innovative	Furniture Acquisition	\$2,280,000	O-86(5)

3. The purchases have been approved by Bradley Miller, Purchasing Manager.
4. Funding will be provided from the approved Facilities Department Fiscal Year 2018 budget.
5. The purchases meet the District Strategic Plan goals by aligning 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 \$100,000.

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

DATE: September 19, 2017

TOPIC: Settlement of Uninsured Claim

A. PERTINENT FACTS:

1. An employee has made an uninsured claim against the School District.
2. Employee is willing to settle the claim for a \$5,000 payment and retention of 40 hours of accrued vacation.
3. This settlement supports the District's strategic plan goal of alignment.
4. This item is submitted by Nancy L. Cameron, General Counsel; Lauren Cathey, Executive Director of Human Resources; and Dr. Joseph Gothard, Superintendent.

B. RECOMMENDATION:

That the Board of Education approve the settlement of the above referenced claim and authorize School District administration to issue payment.

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

DATE: September 19, 2017

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.

B. RECOMMENDATIONS:

1. That the Board of Education approve and ratify the following checks and wire transfers for the period July 1, 2017- July 31, 2017.

(a) General Account	#680274-681177 #0002629-0002652 #7002411-7002439 #0001654-0001705	\$38,318,717.17
(b) Debt Service	-0-	\$5,050,723.32
(c) Construction	-0-	\$4,246,451.30
		\$47,615,891.79

Included in the above disbursements are 2 payrolls in the amount of \$19,151,503.17 and overtime of \$48,815.77 or 0.25% 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, 2017.

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

DATE: September 15, 2017

TOPIC: Employee Long-Term Disability Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District will enter year three of a four-year rate guarantee for employee long-term disability insurance lasting through December 31, 2019. The current carrier is VOYA.
2. The covered payroll for the District is approximately \$25,811,000. The current rate is \$0.30/month per \$100 of covered payroll.
3. The current total annual cost to the District for long-term disability insurance is approximately \$1,470,000.
4. The Benefits Labor Management Committee recommends acceptance of this renewal with Voya at a no rate increase.
6. This item will meet the District target area goal of alignment.
7. This item is submitted by Joyce Victor, Benefits Manager; Laurin Cathey, Executive Director of Human Resources; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education continues the District's employee long-term disability contract with VOYA for calendar year 2018 with no change in premium renewal rates.

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

DATE: September 15, 2017

TOPIC: Employee Life Insurance Renewal

A. PERTINENT FACTS:

1. The School District will enter the third year of a 3-year rate guarantee for employee life insurance starting January 1, 2018 and continuing through December 31, 2018. The current carrier is Minnesota Life Insurance Company.
2. The volume of life insurance coverage for the District is approximately \$298,439,166.00. The current rate is \$0.097 per \$1,000 of coverage.
3. The current total cost to the District for life insurance is approximately \$356,335.00 per year.
4. Minnesota Life recommends no rate change for 2018.
5. The Benefits Labor Management Committee recommends approval of this rate and continued coverage with Minnesota Life Insurance Company.
6. This agreement will meet the District target area goal of alignment.
7. This item is submitted by Joyce Victor, Benefits Manager; Laurin Cathey, Executive Director of Human Resources; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approves the contract for employee life insurance with Minnesota Life with no change in premium renewal rates for 2018.

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

DATE: September 15, 2017

TOPIC: Employee Short-Term Disability Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District provides short-term disability insurance coverage for approximately 21 administrators. The District's current cost is approximately \$12,000 annually. The District also offers optional employee paid short-term disability coverage to all regular employees who work 20 or more hours per week.
2. The District purchases this coverage from VOYA. VOYA has proposed a renewal with a two-year rate guarantee from January 1, 2018 through December 31, 2019. The rates are as follows:

Current rates:

Short Term - Class I, \$1.36 per \$100 of monthly benefit

Short Term - Class II, \$1.25 per \$100 of monthly benefit

Supt. Non-Contributory Short Term Disability, \$0.418 per \$100 of covered payroll

Renewal rates:

Short Term - Class I, \$1.496 per \$100 of monthly benefit

Short Term - Class II, \$1.375 per \$100 of monthly benefit

Supt. Non-Contributory Short Term Disability, \$0.46 per \$100 of covered payroll

3. The Benefits Labor Management Committee recommends acceptance of this renewal with VOYA.
5. This item will meet the District target area goal of alignment.
6. This item is submitted by Joyce Victor, Benefits Manager; Laurin Cathey, Executive Director of Human Resources; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approves the contract for employee short-term disability coverage with VOYA at the renewal rates.

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

DATE: September 15, 2017

TOPIC: Optional Vision Insurance for Active Employees Annual Renewal

A. PERTINENT FACTS:

1. The School District will enter the third year of a 4-year agreement starting January 1, 2016 and continuing through December 31, 2019 for Optional Vision Insurance for Active Employees.
2. The School District provides this optional coverage through HealthPartners for approximately 2, 555 employees. There is no cost to the District.
 - a) Term of agreement is for four years.
 - b) The plan will provide coverage for materials (eyeglasses –frames and lenses and contact lenses). The High Plan has a \$200 allowance for frames and \$200 for contact lenses.
 - c) This plan will be voluntary and employees will pay the entire monthly premium. Employees who are eligible for flex credits may, after the purchase of core coverage, use excess credits to pay for this benefit.
3. This item is submitted by Joyce Victor, Benefits Manager; Laurin Cathey, Executive Director of Human Resources; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the contract for active employee vision insurance coverage with EyeMed effective January 1, 2018.

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

DATE: September 15, 2017

TOPIC: Employee Dental Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District will enter the fourth year of a 5-year rate guarantee for active employee dental insurance starting January 1, 2018 and continuing through December 31, 2018.
2. The District provides dental insurance coverage through HealthPartners for approximately 5,024 active employees. This is a fully-insured plan. The current cost is approximately \$3,294,000 which includes the employee's portion for family coverage. The current plan offerings and monthly premiums for 2017 are \$30.00/ single and \$100.44/ family.
3. The District offers employees a tiered plan design with a richer benefit if a member chooses to utilize a HealthPartners dental clinic.
4. HealthPartners proposed a 3% rate increase for 2018: \$31.83/ single and \$103.45/ family.
5. The District's annual cost for calendar year 2018 will increase approximately \$99,000 for an estimated annual cost of \$3,393,000.
6. The District's Benefits Labor Management Committee recommends acceptance of this rate renewal.
6. This item will meet the District target area goal of alignment.
7. This item is submitted by Joyce Victor, Benefits Manager; Laurin Cathey, Executive Director of Human Resources; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the contract for active employee dental insurance coverage with HealthPartners effective January 1, 2018, at the proposed renewal rates.

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

DATE: September 15, 2017

TOPIC: Post Age-65 Retiree Health Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District provides health insurance coverage for post-age 65 retirees through HealthPartners for approximately 2,585 retirees. The District's cost for calendar year 2017 is approximately \$10,706,850.
2. The District covers Medicare-eligible retirees who reside in Minnesota with the HealthPartners Freedom Plan. Retirees who are non-Medicare eligible or who reside outside of Minnesota are covered by the HealthPartners National One Plan or the HealthPartners Retiree Medical Plan. Current monthly premiums are:

	<u>Single</u>	<u>Family</u>
HealthPartners Freedom Plan	\$279.70	\$559.40
HealthPartners National One Plan	\$652.72	\$1,565.42
HealthPartners Retiree Medical Plan	\$279.70	\$559.40

3. HealthPartners has proposed no increase for the Freedom Plan for 2018. The National One Plan for 2018 incurred an approximate 8.24%. The following are the proposed rates for calendar year 2018:

	<u>Single</u>	<u>Family</u>
HealthPartners Freedom Plan	\$279.70	\$559.40
HealthPartners National One Plan	\$708.20	\$1,698.48
HealthPartners Retiree Medical Plan	\$279.70	\$559.40

4. The District's annual cost for calendar year 2018 will increase approximately \$882,244 for an estimated annual cost of \$11,589,000.
5. This agreement supports the District's target area goal of alignment.
6. This item is submitted by Joyce Victor, Benefits Manager; Laurin Cathey, Executive Director of Human Resources; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approves the contracts for retiree health insurance coverage with HealthPartners effective January 1, 2018, at the proposed premium rates.

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

DATE: September 15, 2017

TOPIC: Active Employee and Early Retiree Health Insurance

A. PERTINENT FACTS:

1. The School District will enter the fourth year of a 4-year rate guarantee for active employee and early retiree health insurance starting January 1, 2018 and continuing through December 31, 2018.
2. The School District provides health insurance coverage through HealthPartners for approximately 5,024 active employees and 545 early retirees. The District's current cost is approximately \$51,712,000 for active employees and \$4,600,000 for early retirees.
3. The District currently offers active employees and early retirees who are not yet Medicare-eligible three HealthPartners plan options. The current plan offerings and monthly premiums are shown below:

	<u>Single</u>	<u>Single Plus One</u>	<u>Family</u>
HP Distinctions II	\$656.00	\$1477.00	\$1713.00
HP Empower HRA National One*	\$590.00	\$1292.00	\$1508.00
HP Empower HSA National One	\$496.00	\$1117.00	\$1295.00

4. HealthPartners has proposed an approximate 8.5% increase for the medical plans for 2017. The following are the proposed rates for calendar year 2017:

	<u>Single</u>	<u>Single Plus One</u>	<u>Family</u>
HP Distinctions II	\$748.00	\$1684.00	\$1953.00
HP Empower HRA National One*	\$641.00	\$1407.00	\$1643.00
HP Empower HSA National One	\$532.00	\$1196.00	\$1387.00

*Premium includes the account administrative fee and dollar value of the account.

5. The District's annual cost for calendar year 2018 will increase approximately \$4,786,000 for an estimated annual cost of \$56,498,000.
6. This agreement supports the District's target area goal of alignment.
7. This item is submitted by Joyce Victor, Benefits Manager; Laurin Cathey, and Executive Director of Human Resources and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve a contract for active employee and early retiree health insurance coverage with HealthPartners, effective January 1, 2018, at the proposed premium renewal rates.

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

DATE: September 19, 2017

TOPIC: Request for Approval to Process an Upgrade: Based on Job Study

A. PERTINENT FACTS:

1. Toya Stewart Downey, Interim Director of Communication requested that Human Resources complete a job study of the current Communications Specialist position. The review revealed this position has taken on greater responsibility than assigned to the role when it was originally introduced.
2. Examples of the responsibilities now required and performed by the current incumbent include the following:
 - a. Leading the crisis and emergency response communication processes for all schools with the District.
 - b. Facilitating the development of communication plans for executive and/or multi departmental staff changes.
 - c. Create, manage and sustain a school marketing toolkit for correct branding within District Schools.
 - d. Participate in special projects as assigned.
3. This position has evolved and now performs complex communication duties in support of the Director of Communications. The increased complexity of the branded marketing toolkit and the increased frequency of staff/parent communications have required more mental effort for this position. The level of decision making discretion makes this similar to other Professional Employee Association roles at grade 15.
4. This request meets the Districts strategic plan goals of Alignment and Sustainability.
5. This item is submitted by Laurin Cathey, Executive Director of Human Resources; and Jackie Turner, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the upgrade of the Communication Specialist position and promote the incumbent taking on the additional duties to the newly created Grade 15 Communication Consultant job classification in the PEA labor agreement.

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

DATE: September 19, 2017

TOPIC: Harding High School Tennis Courts Resurfacing

A. PERTINENT FACTS:

1. This project provides all labor, materials, equipment and services for resurfacing tennis courts at Harding High School.
2. The following bids were received for the lump sum base bid:

	<u>Lump Sum Base Bid</u>
Bituminous Roadways, Inc.....	\$255,000.00
LS Black Constructors.....	\$363,700.00

3. The contract release for the lowest bidder is B-358(5), and the contract number is 123720.
4. The bid was reviewed by Bradley Miller, Purchasing Manager.
5. Funding will be provided from Long-Term Facilities Maintenance Revenue.
6. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
7. 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 award of Harding High School Tennis Courts Resurfacing to Bituminous Roadways, Inc. per contract release B-358(5) and contract number 123720 for the lump sum base bid of \$255,000.00

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

DATE: September 19, 2017

TOPIC: Change Order #3 for Como Park Senior High Synthetic Turf Field

A. PERTINENT FACTS:

1. This change order provides all labor, material, equipment and services necessary for the following items:
 - a. Construction Change Directive 5: Removal of contaminated soil
2. Funding will be provided from Capital Bonds.
3. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
4. 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 Superintendent to sign Change Order #3 for Como Park Senior High Synthetic Turf Field for the lump sum of \$384,417.00.

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

DATE: September 19, 2017

TOPIC: Change Order #1 for Highland Park Elementary Expansion & Renovation

A. PERTINENT FACTS:

1. This change order provides all labor, material, equipment and services necessary for the following items:
 - a. Construction Change Directive 1: Relocation of transformer and transformer screen
 - b. Construction Change Directive 2: Structural changes for Area A needed for exterior elevation modifications
 - c. Proposed Change Order 1: Classroom wall repair due to concealed existing conditions
2. Funding will be provided from Capital Bonds and Long-Term Facilities Maintenance.
3. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
4. 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 Superintendent to sign Change Order #1 for Highland Park Elementary School for the lump sum of \$213,713.21.



Proposed Pay18 Levy

Board of Education

Marie Schrul, Chief Financial Officer

Mary Gilbert, SPPS Legislative Liaison

September 19, 2017



Purpose



To provide Pay18 Levy information to the Board of Education and to set the maximum levy ceiling



Agenda



- Planning Assumptions
- Levy Basics
- Factors Impacting Levies
- Estimated Pay18 Levy Ceiling
- Estimated Property Tax Impact
- Levy Process/Calendar
- Requested Actions
- Questions



Planning Assumptions

(staff estimate)



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- All figures in this report are based on Administration's best estimates, using the statutory authorized amounts
- MDE provided updated Pay18 levy calculations on September 18
- MDE continues to make adjustments to the SPPS numbers through September
- Most districts certify their maximum levy

The Basics

- School levy authority is established in law
- School budgets are a combination of state, federal and local funding, including the voter approved referendum
- Unlike cities and counties, Pay18 school levy funds the 2018-2019 school year
- Levies contribute to approximately 20% of SPPS budget
- Levy can only move down after October 1

Who Determines Your Property Tax?

State Legislature

- Sets Property Tax Policy
- Establishes Property Classes & Class Rates
- Determines Levels of State Aid
- Sets School Formulas
- Underfunded Mandates to Local Governments
- Levies State Business Tax



Taxing Jurisdictions

- Determines Levy Amount

County Assessor

- Determines Market Value
- Assigns Property Class

Source: Ramsey County

9/19/17



Major Factors Impacting Property Taxes



- Is the property tax levy going up, down, or staying the same?
- Is there additional money available to reduce the local tax burden?
 - State aids (local government aid, county aid, or school equalization aid)
 - Fiscal disparity distribution
- How is a home's market value changing relative to other homes or compared to other types of property?
- Are there increases to the tax base that are not the result of inflationary or deflationary changes to the values of individual properties?
 - New construction
 - Property going from exempt to taxable
 - Decertified tax increment financing districts
- Are there legislative changes?

Factors Impacting St. Paul Levy

- Overall estimated market values are up 9.8% from prior year and may reach 2008 levels
- Double digit increases for a number of commercial, industrial and apartment properties
- Residential more moderate—areas of higher increases: Thomas/Dale, North End, Greater East Side, West 7th
- School portion of fiscal disparities aid increasing \$449,739 or 1.4%
- Changes to St. Paul Right of Way (ROW)/Street maintenance program



Factors Impacting School Levies



- Changes in pupil counts
- Legislative changes to education formulas
- Referendum inflationary increase
- Pension contribution changes required by law
- OPEB obligations
- Employment changes that drive severance and unemployment levies
- Capital bonding, refunding of bonds, abatements, long term maintenance, health and safety projects, lease costs

SPPS Levy Categories

- **Operating:** general levies that support school functions, including referendum, integration, operating capital, career/tech, transition, safe schools and abatement adjustments
- **Pension/OPEB/Contractual Obligations**
- **Facilities:** includes health and safety, deferred maintenance, new construction and abatements
- **Community Service:** community education programs, learning readiness, after school, ECFE

Proposed Pay18 Levy Ceiling

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Levy Category	Certified Pay 17 Levy	SPPS Estimated Pay18 Levy Ceiling as of 9/18/17	Difference
Operating	\$47,134,881	\$49,200,100	\$2,065,219
Pension/OPEB/Contractual	37,545,436	38,930,211	1,384,775
Facilities	59,983,176	65,515,439	5,532,263
Community Service	<u>3,406,163</u>	<u>3,626,763</u>	<u>220,600</u>
Total – All Levy Categories	\$148,069,656	\$157,272,513	\$9,202,857
Percent Change			6.22%

Estimated Annual Property Tax Impact Home from 2017 to 2018

Assuming a 0% Increase in Market Value

Home Estimated Market Value	Estimated change at 4.0% Ceiling	Estimated change at 5.0% Ceiling	Estimated change at 6.0% Ceiling	Estimated change at Max Levy 6.22%
\$75,000	\$ (14.17)	\$ (11.34)	\$ (8.51)	\$ (7.91)
100,000	(22.08)	(17.56)	(13.05)	(12.08)
173,900	(45.79)	(36.22)	(26.64)	(24.58)
200,000	(54.19)	(42.83)	(31.46)	(29.01)
300,000	(86.30)	(68.08)	(49.86)	(45.94)
400,000	(118.41)	(93.33)	(68.26)	(62.86)
500,000	(148.42)	(116.98)	(85.55)	(78.78)

Source: Ramsey County

Median home market value is \$173,900

9/19/17

Estimated Annual Property Tax Impact Home from 2017 to 2018

Assuming a 7.7% Increase in Market Value

Home Estimated Market Value	Estimated change at 4.0% Ceiling	Estimated change at 5.0% Ceiling	Estimated change at 6.0% Ceiling	Estimated change at Max Levy 6.22%
\$75,000	\$ 6.23	\$ 9.06	\$ 11.89	\$ 12.49
100,000	19.37	23.89	28.40	29.37
173,900	26.11	35.68	45.26	47.32
200,000	28.86	40.22	51.59	54.04
300,000	38.20	56.42	74.64	78.56
400,000	47.68	72.76	97.83	103.23
500,000	22.90	54.34	85.77	92.54

Source: Ramsey County

Median home market value is \$173,900

9/19/17



Estimated Annual Property Tax Impact Commercial/Industrial from 2017 to 2018



Assuming a 17.5% Increase in Market Value

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Commercial/ Industrial Estimated Market Value	Estimated change at 4.0% Ceiling	Estimated change at 5.0% Ceiling	Estimated change at 6.0% Ceiling	Estimated change at Max Levy 6.22%
200,000	\$ (5.00)	\$ 9.62	\$ 24.24	\$ 27.38
466,750*	(24.17)	14.44	53.05	61.36
500,000	(26.67)	14.94	56.54	65.50
1,000,000	(62.63)	23.95	110.53	129.17

Source: Ramsey County

*Median commercial/industrial market value is \$466,750

Pay 18 Levy Calendar

	Date	Action
X	August-early September	District submits levy information to MDE
X	September 8	MDE provides preliminary calculations
X	September 12	COB discusses Pay18 levy
	September 19	BOE sets ceiling for Pay18 levy
	September 25	JPTAC (Joint Property Tax Advisory Committee) adopts joint advisory joint levy resolution
	September 30	SPPS provides Pay18 levy ceiling data to Ramsey County and MDE. Cities and Counties also certify by this date.
	October 1 – November 10	Ramsey County calculates taxes and prepares tax statements
	November 11 – November 23	Ramsey County mails tax statements
	December 5	Proposed Date for Public Hearing at 6:00 pm & COB meeting
	December 19	BOE certifies Pay18 levy
	December 31	SPPS certifies Pay18 levy to Ramsey County

Requested Action

OS

- Approve “Maximum” Pay18 levy ceiling over certified Pay17 levy as reported by the Minnesota Department of Education (MDE)
- Set the Truth in Taxation (TNT) hearing date for Tuesday, December 5, 2017 at 6:00 pm (time certain) at 360 Colborne (COB meeting that evening)



Questions