



Saint Paul Public Schools

Regular Meeting

Tuesday, September 22, 2015 6:05 PM

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

BOARD OF EDUCATION



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Vice Chair



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ADMINISTRATION
Valeria S. Silva
Superintendent

BOARD OF EDUCATION COMMITTEES

Committee of the Board – Keith Hardy, 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 understand the relationship between their lives and the lives of others,
And the relevance of their educational experiences to their roles in society.**

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 22, 2015
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** (Immediately Following Close of Public Comment.)
 - A. Acknowledgement of Good Work Provided by Outstanding District Employees and Departments 6
- V. APPROVAL OF THE ORDER OF THE CONSENT AGENDA**
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- IX. CONSENT AGENDA**

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

DATE: September 22, 2015

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. **Kris Somerville**, teacher at **Como Park High School**, received Junior Achievement's Educator of the Year Award. The purpose of the High School Educator of the Year is to recognize Junior Achievement (JA) educators who have performed outstanding service in making JA's high school programs available for their students.

Somerville is the site coordinator for Como Park High School's Academy of Finance (AOF). Through an ongoing relationship with Junior Achievement (JA), 9th graders learned about planning for the future, careers, taxes and income, saving, investing and risk management, and more in the Principles of Finance class. Upon completion of the curriculum, students spent a day at Finance Park where volunteers from Wells Fargo and United Healthcare Group guided students in their budgeting activities and shared career pathways. She was integral in teaching JA curriculum. She also teaches Principles of Finance and Global Economy.

Students in AOF can earn 16 college credits, earn a National Academy Foundation (NAF) certificate, and participate in career visits, work, internship and/or job shadowing opportunities.

2. **Lisa Houdek**, science teacher at **Central High School**, has been nominated for the Presidential Award for Excellence in Mathematics and Science Teaching by the Minnesota Department of Education. She is one of three state finalists. **Houdek** will be formally recognized as a finalist at the Minnesota Science Teachers Association conference on February 26, 2016.

Applicants for this award submit extensive documentation and a video of a lesson to demonstrate their outstanding teaching abilities in the following areas:

- Mastery of science content
- Use of instructional methods and strategies appropriate for students learning
- Reflective Practice and lifelong learning
- Leadership in education outside the classroom

Each application by a state finalist is forwarded to a national selection committee who will meet in Washington D.C., to select the awardees at the National level. One mathematics teacher and one science teacher from each state will be selected for the award. The awardees will receive \$10,000 and be honored at various ceremonies in Washington D.C.

3. This item is submitted by Michelle J. Walker, Chief of Staff.

B. RECOMMENDATION:

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

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

August 18, 2015

I. CALL TO ORDER

The meeting was called to order at 5:31 p.m.

II. ROLL CALL

Present: Ms. Doran, Mr. Hardy, Ms. O'Connell, Mr. Brodrick, Mr. Vue, Ms. Carroll, Superintendent Silva, Ms. Cameron, General Counsel and Ms. Polsfuss, Assistant Clerk

Absent: Ms. Seeba - Out of the country

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Ms. Carroll moved approval of the Order of the Main Agenda. The motion was seconded by Ms. Doran.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Ms. Seeba	Absent
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

IV. PUBLIC COMMENT (Time Certain 5:30 p.m.)

- B. Zick – Public participation, Superintendent's evaluation & contract and assessment scores
- J. Nathan –PSEO information on website not accurate, do not stop televising public comment
- O. Taylor - Change to music program as LNFI
- J. Schumacher – Continue televising public comment sections of Board meeting
- B. Mvundura – Changes to music program at LNFI

V. RECOGNITIONS

BF 30176 Acknowledgement of Good Work Provided by Outstanding District Employees

1. **Superintendent Valeria Silva**, for being elected to the Executive Committee for the American Association of School Administrators (AASA) serving until June 2018. AASA, the School Superintendents Association, advocates for the highest quality public education for all students, and develops and supports school system leaders.
2. **Pepe Barton**, School Communications Specialist, for receiving three awards in July at the National School Public Relations Association (NSPRA) annual conference. Barton won the following three awards:
 - Award of Excellence (Internet/Intranet Website) for the SPPS Marketing Toolkit
 - Award of Merit (E-Newsletter-Internal Audience) for the SPPS Principal's Playbook
 - Award of Merit (Internet/Intranet Website) for the SPPS Rethinking School Start Times for 2015-2016

3. **Welcoming new leaders to the district:**

- **Jamal Abdur-Salaam**, Leadership Intern, John A. Johnson Elementary
- **Cherise Ayers**, Administrative Intern, Maxfield Elementary
- **John Bjoraker**, Assistant Principal, The Heights Elementary
- **Nancy Cameron**, General Counsel
- **Kenyatta Carter**, Assistant Director, Human Resources WorkForce Planning & Organizational Design
- **Duane Dutrieuille**, Assistant Principal, Harding Senior High School
- **Lori Erickson**, Office of Learning Interim Assistant Director
- **Elba Frazier**, Administrative Intern, Parkway Montessori Middle School
- **Nate Gibbs**, Leadership Intern, American Indian Magnet
- **Todd Goggleye**, Principal, American Indian Magnet School
- **Carlondrea Hines**, Principal, Creative Arts Secondary
- **Bryan Huffman**, Assistant General Counsel
- **Terri Jackson**, Administrative Intern, Jie Ming Mandarin Immersion
- **Bobbie Johnson**, Principal, Hamline Elementary and Jie Ming Mandarin Immersion
- **Chreese Jones**, Principal, The Heights Elementary School
- **Stacy Koppen**, Nutrition Services Director
- **Jason Kuhlman**, Administrative Intern, Saint Paul Music Academy
- **Kristen Lynch**, Assistant Principal, Creative Arts
- **Melinda McBride**, Assistant Principal, Linwood Monroe Arts Plus
- **Hatti Moeller**, Assistant Principal, Benjamin E. Mays
- **Susan Mondry**, Assistant Principal, American Indian Magnet
- **Nancy Paez**, Principal, Riverview Elementary
- **Tung Pham**, Administrative Intern, Humboldt High School
- **Kristin Reilly**, Leadership Intern, Jie Ming Mandarin Immersion
- **Rob Sahli**, Assistant Principal, Ramsey Middle School
- **Niceta Thomas**, Administrative Intern, Washington Technology
- **Ty Thompson**, Principal, Battle Creek Middle School
- **Sue Vang**, Administrative Intern, Frost Lake Elementary
- **Ryan Vernosh**, Director of Communications, Marketing & Development
- **Jim Vollmer**, Assistant Director, Human Resources Employee & Labor Relations
- **James Walker**, Leadership Intern, Dayton's Bluff Elementary
- **Gene Ward**, Assistant Principal, Battle Creek Middle School
- **Oulia Yang**, Administrative Intern, Harding Senior High School

MOTION: **Ms. Carroll moved the Board congratulate everyone acknowledged above for the contributions and outstanding work and extended its welcome to all of the new leaders. Mr. Hardy seconded the motion.**

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

VI. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: **Ms. O'Connell moved approval of the Order of the Consent Agenda with the exception of Item E 1 - District Health and Safety FY16 & FY17 Budget Approval and E 4 - Request for Permission to Send One SPPS Parent to the 2015 National Summit for Courageous Conversation both of which were pulled for separate consideration. The motion was seconded by Ms. Carroll.**

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

VII. APPROVAL OF THE MINUTES

A. Minutes of the Regular Meeting of the Board of Education of July 21, 2015

MOTION: Ms. Carroll moved approval of the Minutes of the Regular Meeting of the Board of Education for July 21, 2015. The motion was seconded by Mr. Hardy.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

VIII. COMMITTEE REPORTS

A. Committee of the Board Meeting of July 21, 2015

The first item on the agenda was a review by a representative from Aon Hewitt of The Affordable Care Act and its potential impact on SPPS. Additional information will be provided to the Board once the Federal comment process has been completed and rules have been established.

RECOMMENDED MOTION: That the Board accept the report on the Affordable Care Act.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

The second area covered was a further update on the FMP with a report on Accommodating Enrollment Growth. Enrollment projections were reviewed and designing for growth was discussed regarding how SPPS would address PreK through 5, Grade 6-8 and Grade 9-12 growth.

RECOMMENDED MOTION: That the Board accept the report on accommodation of enrollment growth.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

The work session reviewed a summary of the Student Engagement Work Group progress and recommendations.

MOTION: **Mr. Hardy moved the Board accept the report on the Committee of the Board meeting of July 21, 2015 and approve the minutes of that meeting as published. Ms. Carroll seconded the motion.**

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

IX. SUPERINTENDENT'S REPORT

A. School Readiness Overview

Administration indicated the presentation was to provide a brief update on preparations for the beginning of the new school years in the following areas:

1. Facilities -- the following projects are on schedule with the exception of Homecroft which has additional issues needing to be addressed, these will not delay school start at that site.
 - Baker Center - deferred maintenance and interior renovation
 - Highland Park Complex - electric and piping modernization
 - 4 Sites - elevator modernization
 - Creative Arts - renovation of performance spaces
2. Technology Services
 - Significant internet bandwidth and hardware upgrades (1,749 wireless access points, 2,052 network switches)
 - Additional Field Technicians to support schools
 - Support during new employee on-boarding program in HR
3. Nutrition Services
 - Summer Program - 9 locations/180 meals daily through Mobile Cafe with over 305,000 meals served at SPPS and community sites
 - Meal eligibility and applications - 18,890 direct certification letters mailed on August 14; 16,803 free and reduced meal applications mailed on August 14. The mailing included a newsletter and menus.
4. Security and Emergency Management
 - Building relationships - assist schools with drills and evaluations, SROs will work proactively with schools to prevent incidents
 - Expanding training efforts in workshops for District personnel, ongoing training through Leadership Development Office for building administrators and addition of a tips column in Principal's Playbook.
5. Transportation - creating family-friendly solutions to help the year start smoothly highlighting route consistency, the My SPPS Bus App, the department's hotline and the department's website.
6. Human Resources
 - Strategic partnership for evolving workforce needs (53 new teacher hires including five past student teachers and two key principal placements.(American Indian Magnet and Creative Arts)
 - 118 openings across the district (as of 8/13/15) of which there are 40 teachers and 40 PARAs plus facility and operation workers
 - HR is working to improve processes - payroll communications, premiere on-boarding (returned to hands-on process with streamlined forms completion, deeper connection to racial equity, faster contact/engagement and enhanced benefit overview)

7. Student Placement Center

- Increased outreach during summer that included extended hours through first day of school, National Night Out and community parades, Head Start and Jump Jam
- Additional planned outreach efforts focus on an annual back-to-school event, faith-based mailings, individual outreach to Kindergarten, Grade 6 and Grade 9 students without placement.
- Student Enrollment - Grades 1-12 have 10,000 placements, Kindergarten 2,200 placement with approximately 5% awaiting placement and 2,300 placements for PreK
- Transition Grade Enrollment - Grade 6 - 89% have school assignment, 8% awaiting assignment and 3% attending non-SPPS site. Grade 9 - 95% have school assignment, 1% awaiting placement and 4% attending non-SPPS sites. (Figures do not reflect students continuing at K-8 and 6-12 sites). A chart of pending assignments was provided by area.

Staff stated that on the first day of school buildings will be clean and ready for use, technology and support will be keyed up for learning, nutritious meals will be hot and ready to serve, security staff will be welcoming students, buses will roll on time, key positions will have been filled and students will have been assigned to their first or second choice schools.

QUESTIONS/DISCUSSION

- The unplaced Kindergarteners, they have not been accepted into a school at this point, correct? Response: Parents of these children have made requests for highly requested sites which have already filled. The chart reflects where they reside not where they have applied to. The Placement Center is working with the parents to place these children.
- Out of District (OOD) to be enrolled yet, I assume they are requesting sites that are full? Response: Yes.
- Direct certification letters, what are they? Response: Direct certification families have already qualified for free/reduced through another organization.
- When do cards go out to families on where their students are to meet the bus? Response: 39,000 postcards should go out between the 26th and 28th of August.
- With the new app, can parents use that as a way to find where their bus stop is? Response: That process is not on the app.
- What if mail does not get to a home, how do parents find out where to catch the bus? Response: If there is any question the best thing would be to call the school. The clerks have access to that information.
- Are cards always sent that late? Response: That is the typical time frame. There is a large influx of students near the start of school so timing of buses on routes may change due to new enrollments so the new enrollees must be processed first.
- A Board member stated he has heard from a large number of people that they appreciate the help staff has provided to them.
- One concern heard by Board member is about children who are not able to get into a school because SPPS employees (even those not living in St. Paul) have preference to place their children above parents living in St. Paul. Response: The Placement Center follows the guidelines approved by the Board and listed in the School Selection Guide. Employee placement is discussed during the enrollment process. This affects magnets particularly. Staff noted only one category of employees (teachers) have this placement right as it is part of SPPS's agreement with the Teacher Federation.
- How many are impacted by this? Response: It is more prevalent at district magnets as there are few seats available at those sites.
- Concern was expressed that some parents feel the response time is slow. What is the standard response time? Response: The Placement Center works to shore up staff to meet needs to ensure prompt response. If there is an increase in calls staffing is increased to address that. There is a large volume of new enrollments or changes to enrollments in August. An average of around 75 per day and the number will increase so that by the end of August requests will be nearer 100-130 per day. Staff noted the Placement Center received budget cuts so as a result service will be slower with fewer staff available.

- Is there a time in the next few years when individuals who have applied will be able look on-line to see where they are in the queue? Response: That has not been looked at but could be added to the list for building the system.
- Explain the 118 open positions and how they were affected by staff cuts? Response: Within that number there are licensed teachers in positions supporting other programs throughout the district. The budget process impacted those teachers who were then placed back into classrooms. When additional money was provided by the State those positions were brought back leaving openings needing to be filled. HR is playing catch up to fill these opened positions that occurred rather late in the process.
- How many licensed teachers out of the 118? Response: 40 are teachers.
- Staff noted many of the openings are for very specific licensures - Science, math, ELL, Special Ed, etc.
- What about bi-lingual EAs? Have all positions been restored? Response: The greatest impact from the budget cuts was on EAs, however, all EAs have been restored. Some TA positions have been restored and TAs who were cut can apply for open positions.
- What is happening with 6th grade? Response: The 89% shown are students who were in buildings last year and have committed seats. The other number is anyone who has applied but was not in the district last year. There are 188 still needing to be placed.
- So how is SPPS losing students in 6th grade? Response: In many cases, if a family cannot get into their requested site they make choices outside of SPPS.

B. SSSC 2.0 Monitoring: Systems to Support a Premier Education

1. Leadership - metrics are based on completed evaluations.

- Percent with a current completed annual evaluation - Vision is >97%
 - o Central Administrators - 94% (Progress)
 - o Principals - 100% (Vision)
 - o Assistant Principals - 62% (Critical) -- the process for Assistant principal evaluations is being improved for SY 15-16 (additionally, more A/P evaluations are received each day)
- Percent rated at or above standard on last evaluation - Vision is >90%
 - o Central Administrators - 94% (Vision)
 - o Principals - 88% (Progress)
 - o Assistant Principals - 100% (Vision)

Several new leaders across the district were appropriately rated as "developing" overall or in one or more categories.

- Tenured principals with a completed evaluation proficient or better in each of the four performance expectations - Vision is >90%

This area is at the stable level (83%) with results showing room for improvement. During SY 14-15 several tenured principals were at new (different grade level) schools and leadership raised the bar on performance results and building management.

2. Professional Development Metrics - Vision is >80%

- Peer Assistance Review (PAR) - this is a program where non-tenured teachers are supported by teachers. Vision is >80%. The percent of PAR supported teachers who rate the overall program as Good or Excellent was 76% (Progress). Over three-quarters of teachers who receive PAR support highly rate the program
- Multi-Tiered Systems of Support (MTSS) - is an on-going process of using performance and data to guide instructional and intervention decisions.

Percent of Priority and Focus schools with highly established leadership teams. This is at "baseline only (50%)". Currently only half of Priority and Focus schools have highly established teams; however, 100% of schools have established a balance of academic and support members.

- Positive Behavioral Interventions and Supports (PBIS) - a system of evidence-based practices for student engagement.

Percent of schools fully implementing a PBIS framework is at "baseline only (28%) with an additional 55% of schools one level away from full implementation. Schools at each PBIS implementation level:

- o Exploration - 17%
- o Initial Implementation - 55%
- o Full Implementation - 22%
- o Sustaining - 5%
- Teacher Development and Evaluation (TD&E) - creates opportunities for teachers to reflect and set goals for impacting student learning.

Percent of schools where staff believe TD&E supports their growth as a professional (defined as schools with 80% or higher satisfaction rate). This area is at Critical level with 37% of schools currently at 80% satisfaction or higher; 76% of schools are at 70% satisfaction or higher. Results are leveraged against the Standards of Effective Teaching. The data received is from each building and is only total school results, individual teacher results are not available.

3. Operational Excellence

- Nutrition Services is at Progress Level - breakfast and lunch participation decreased slightly compared to SY 2013-14. As a result, Nutrition Services is modifying the menu to meet desires of kids with the major area being a warm breakfast.
 - o Percent of students participating in SPPS breakfast program - Vision >64%. Progress at 60%
 - o Percent of students participating in SPPS lunch program - Vision 82%. Progress level at 78%.
 - o Community Eligibility Provision (CEP) is part of a complex USDA program. At CEP schools, breakfast and lunch is available at no cost to all students. CEP will expand from 8 to 39 sites for SY 15-16. There is higher participation at CEP schools (breakfast 64% compared to 60%; lunch 85% compared to 78%). Income applications did not decline.
- Transportation is at Vision Level (98%) with consistent on-time arrivals at the first stop of the day (98%). Weather will impact results to some extent year to year.
- Technology Services - Percent of IT service desk tickets resolved within 48 hours - Vision is >90%. Requests for service increased 274% last year. 3,900 staff members now have iPads and numbers will increase with the Year 2 roll out. This is at Concern Level (75%) with 25% of tickets taking more than 48 hours to resolve. A Board member commented that resolution is key in a digital environment.
- Facilities
 - o Percent recycling rate (by weight) - Vision >60%. This is at Concern Level (49%). The recycling rate increased 15% this year and is on pace to reach 5-year Vision Level target.
 - o Percent of energy use reduced - Vision is >2.5%. Results will be available in September. Facilities is making significant strides in energy efficiency in facility design and use. Ownership within building is important.
- Security and Emergency Management - Percent of school administrators that received annual emergency preparedness training - Vision is >95%. This is at Critical Level (79%). At least one administrator at every school has received training. SEM in partnership with the Office of Leadership Development will provide additional training opportunities during SY 15-16.
- Business Office
 - o Percent of vendor payments made within 35 day - Vision is >90%. This is at Vision Level - 91% of vendor payments are made in a timely manner.
 - o Percent of unassigned general fund balance (projected as of August 10) - Vision is 5%. This is at Vision Level (5.1%). Despite a challenging budget planning process, the Business Office still maintained the Board mandate of 5% or higher fund balance.

4. Partnerships Operations has with schools – a video was presented spotlighting Construct Tomorrow. The program was brought to the entire district to show opportunities that are available in trades careers for students. The next Construct Tomorrow Career Fair will be on March 8, 2016 at the Jimmy Lee Center.

Questions/Discussion:

- Is there a simpler way to present TD&E results? Response: The PD metrics are about teacher evaluation in compliance with the new law. Every teacher needs to be evaluated within a three year cycle. Teachers were asked how they felt about the evaluation process. The TD&E metric is satisfaction with the evaluation process not satisfaction with their function. Teachers were provided an opportunity to opt out of evaluation during the first year but all must be done within the three years mandated. Staff admitted this metric is complicated; it is also a baseline metric and over time a scale can be created as SPPS gets further into this evaluation process.
- Can the My SPPS App be put on district iPads? Response: Yes, that can be done.
- Will Construct Tomorrow be available for all students not just CTE classes. Response: SPPS worked to get this to the right kids this year but in future everyone will be made aware of the event but it will still be targeting CTE classes.
- A Board member noted IT service desk responses are at 75%. He indicated he hoped a prompt (voice mail and on-line) could be placed that indicates estimated response time (i.e., 24 or 48 hours). Response: Staff indicated that when a service desk request is put in the requester receives a response back on its status.
- Performance appraisals – are easy appraisals being done first? Who decides who is being done and why are the neediest not being addressed first? If a majority of folks are at or above standards and there are still issues in a building are the evaluations being honest about performance? Response: The evaluations that are coming in are consistent with ratings of proficient. This is a rigorous evaluation.
- What is being done to ensure the evaluation is strong enough? Response: SPPS is working on this and collecting evaluations from other districts in order to tweak the evaluation and strengthen it. Evaluations are to challenge people and see how they can improve even if they are performing at or above expected levels.
- For principals, what happened to the other 12% - did they leave the system? Response: The 12% are principals newer in buildings. The Assistant Superintendents are working with them to develop their building plans.
- It was noted that as the evaluation is used with individuals it will be important to use it positively to provide assistance to further their knowledge.
- With year two of the iPad rollout, SPPS will be delivering what was promised to St. Paul relative to the referendum. However, the whole thing can break down if support is not adequate as the roll out progresses. Response: There has been a lot of conversation about this point, particularly the difference between tech support and tech TOSAs within buildings. Instruction is being revised for more effective delivery and utilization. This is a concerted effort between IT and the Office of Teaching and Learning.
- Are the same metrics being used with principals compared to tenured principals? Response: SPPS is using the same measures but asking different questions. Overall most are meeting or above standards. Tenured principals are being evaluated to see if they are meeting or above standard in all of the domains being evaluated. This helps define what are areas are most in need of assistance.
- It was noted the challenge is to look at more sophisticated ways of reporting out. More value added pieces so improvement can be seen and demonstrated. People should be aware that once they meet or exceed standard there is the expectation of continued improvement. This is central to closing the achievement gap and seeing all children achieve.
- A Board member noted they appreciated seeing the numbers for principals and tenured principals. SPPS now needs to drill down to high performing principals to find areas for added development or find ways in which their expertise can be shared for the benefit of all.
- Staff stated a major issue is how to have enough people prepared to lead a building, how to retain and have a level of satisfaction at all layers of the organization. SPPS has a

succession plan in place for the district and is at a point where is can find good leaders within its population and then get them ready in their current roles for the next level of opportunity. Staff also noted it is examining the timing of evaluations in order to do them early enough to allow for coaching and development of abilities in the areas needing to be addressed.

C. Human Resource Transactions

A Board member noted he had heard a number of concerns from employees about the work environment. He stated he desired a short statement about why people are leaving the district - how much is related to the work atmosphere. Does SPPS do exit surveys (perceived or real) and how does it plan to address this issue? Response: There is a gap, SPPS does not do exit interviews as often or frequently as it should to get rich feedback. That will be part of "on-boarding process" with a 30, 60 and 90 day follow-up to see how work is going for new employees. SPPS will also tie in a robust exit interview process. There is a need to do research about what is going on. To some extent this may be due, in part to misperceptions of what life will be like in the district. SPPS is a large district and is trying to address these issues; it is working to make conditions better and does need to be receptive to feedback.

MOTION: Ms. O'Connell moved approval of the HR Transactions for the period June 25, 2015 through July 31, 2015. Ms. Carroll seconded the motion.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

X. **CONSENT AGENDA ITEMS**

MOTION: Ms. Carroll moved the Board approve all Consent Agenda Items with the exception of Item E 1 - District Health and Safety FY16 & FY17 Budget Approval and E 4 - Request for Permission to Send One SPPS Parent to the 2015 National Summit for Courageous Conversation both of which were pulled for separate consideration. The motion was seconded by Ms. O'Connell.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

A. Gifts - None

B. Grants

BF 30177 Request for Permission to Submit a Grant to The Saint Paul and F.R. Bigelow Foundations

That the Board of Education authorize the Superintendent (designee) to submit applications to the Saint Paul and Bigelow Foundations for funds to conduct leadership development activities with students, principals and others; to accept funds, if awarded; and to implement the project as specified in the award documents

BF 30178

Request for Permission to Submit a Grant Application to the U.S. Department of Education for the Skills for Success Competition

That the Board of Education authorize the Superintendent (designee) to submit an application to the U.S. Department of Education to allow teachers at three middle schools to build capacity to address factors that have shown to influence student perseverance; to accept funds, if awarded; and to implement the project as specified in the award documents.

C. Contracts

BF 30179

Approval to Enter into a Contract with the Amherst H. Wilder Foundation

That the Board of Education enter into a contract with the Amherst H. Wilder Foundation to provide services to Special Education students for the 2015-16 school year, paid from the 2015-16 adopted budget for Special Education in the General Fund (01-005-408-740-63-5-0000

D. Agreements

BF 30175

Expeditionary Learning Cooperation Agreement for 2015-16 SY

That the Saint Paul Public Schools Board of Education authorize the Superintendent (designee) to approve the 2015-16 partnership agreement between Open World Learning Community and Expeditionary Learning.

BF 30180

Approval to Enter into an Agreement Between Independent School District #625 , Saint Paul Public Schools/Como Elementary and Family Innovations, Inc., a Community Mental Health Service Provider.

That the Board of Education authorize the Superintendent to enter into an agreement with Family Innovations, Inc., a community mental health service provider, for school-based mental health services at Como Elementary from September 1 through August 31, 2016, and renew annually with a letter of agreement or until either SPPS or Family Innovations, Inc. terminate this Agreement.

BF 30181

Extension of Joint Use Agreement at Chelsea Heights

That the Board of Education recognizes the continuation of the joint use agreement at Chelsea Heights with the City of Saint Paul through December 31, 2015, and all other terms and conditions of said agreement remain constant.

BF 30182

Renew Agreement Between Saint Paul Independent School District #625 and West Side Community Health Services Health Start Program

That the Board of Education authorize the Superintendent to enter into an renewed agreement with West Side Community Health Services Health Start Program to provide clinic services from July 1, 2015, and terminating June 30, 2018.

BF 30183

Request Permission to Amend the Statewide Health Improvement Program (SHIP) Grant Agreement

That the Board of Education authorize the Superintendent to accept grant funds of \$24,420.00 from Ramsey County to promote healthy eating, physical activity, and active school days by working with building Wellness Champions and the District Wellness Team.

BF 30184

Request for Permission to Participate in Student Nurse Agreement with Metropolitan State University

That the Board of Education authorizes the Superintendent to enter into a Student Nurses Agreement with Metropolitan State University effective July 1, 2105, and continue through June 30, 2016, unless written notice to terminate this Agreement is given to the other party by June 1 of the preceding year.

BF 30185

Request for Permission to Participate in Student Nurse Agreement with Presentation College

That the Board of Education authorizes the Superintendent to enter into a Student Nurses Agreement with Presentation College effective July 1, 2105, and continue through June 30, 2016, unless written notice to terminate this Agreement is given to the other party by June 1 of the preceding year.

BF 30186 University of Minnesota Transit way License

That the Board of Education authorize the Superintendent to execute a license agreement between the Regents of the University of Minnesota and Independent School District No. 625 allowing the district to lease land under the University of Minnesota transit way bridge for 1930 Como Avenue material and equipment storage and subject to all other terms and conditions of said license agreement.

BF 30187 MN Urban Debate League (MNUDL) Program 2015-16 SY

That the Board of Education approves the MN Urban Debate League partnership in the aforementioned high schools and middle school for the 2105-16 SY.

BF 30188 Agreement Between Saint Paul Independent School District #625 and Young Men's Christian Association (YMCA) of the Greater Twin Cities for Child Care Services at AGAPE and Harding

That the Board of Education authorize the Superintendent to enter into an agreement with the YMCA of the Greater Twin Cities to reimburse the YMCA for providing direct child care services in an amount not to exceed \$823,375 from August 1, 2015, to July 31, 2016.

E. Administrative Items

BF 30189 Renewal of Employees Assistance Program - Wellness EAP, A Division of, The Sand Creek Group Ltd.

That the Board of Education authorizes the Superintendent to approve the five year contract based on the pertinent facts stated.

BF 30190 Monthly Operating Authority

That the Board of Education approve and ratify the following checks and wire transfers for the period June1, 2015 – June 30, 2015.

(a) General Account	#641386-644770	\$42,134,647.23
	#0001414-0001488	
	#7001280-7001324	
	#0000621-0000666	
(b) Debt Service	-0-	\$456,751.72
(c) Construction	-0-	<u>\$1,166,166.39</u>
		<u>\$43,757,565.34</u>

Included in the above disbursements are 2 payrolls in the amount of \$24,507,520.59 and overtime of \$111,461.13 or 0.45% 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 November 30, 2015.

BF 30191 Transportation Department FY16 Purchases Over \$100,000

That the Board of Education authorize the purchase orders listed for the Transportation Department anticipated to be over the \$100,000 for FY 2016.

F. Bids

BF 30192 Bid No. A207958-A District-wide Wireless Access Improvements

That the Board of Education authorize the award of Bid No. A207958-A District-wide Wireless Access Improvements to Peoples Electric for the lump sum base bid of \$246,466.00.

BF 30193

Produce Vendor Purchase Orders

That the Board of Education authorize the purchase order for the furnishing and delivery of produce items for the period of August 1, 2015 through June 30, 2016.

CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 30194

District Health and Safety FY16 & FY17 Budget Approval

This was pulled as a director wanted to know where asbestos reduction needs to happen, will it affect students/staff, etc. Will SPPS eventually be asbestos free? Response: SPPS continues to remove asbestos from buildings when it is found in such places as behind walls, around pipes/vents/wiring. The goal is to be asbestos free.

What about safety concerns? Response: The remaining asbestos is in such things as floor tile or secured behind walls and offers no safety concerns. It is removed as it is found during work projects in a safe and secure manner.

A Board member noted the difference between abatement (hidden and won't hurt anyone) and removal which is done as required when new projects happen.

MOTION: Ms. Carroll moved the Board of Education adopt and confirm Attachment A, the District's health and safety budget for FY16 & FY17 with costs by program per Uniform Financial Accounting and Reporting Standards finance code. The motion was seconded by Ms. Doran.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

BF 30201

Request for Permission to Send One SPPS Parent to the 2015 National Summit for Courageous Conversation

Director Vue indicated he would recuse himself as he knows the individual involved.

MOTION: Ms. Carroll moved the Board of Education authorize the Superintendent (or Designee) to approve the travel and related costs for one SPPS parent, Jim Vue, to attend the Pacific Educational Group's National Summit for Courageous Conversation in Baltimore, MD October 11-14, 2015. Mr. Hardy seconded the motion.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Recused
Ms. Carroll	Yes

XI. OLD BUSINESS

A. Third Reading: Various Section 200.00 Policies

Administration reviewed the five policies being presented for amendment along with the one policy presented for rescission. They indicated all of the 200 policies pertain to the Board of Education..

BF 30195 203.00 - Annual Organizational Meeting and Selection of Officers
The proposed amendments provide additional clarity regarding responsibilities of the Vice Chair and require acknowledgement of Section 200 Board Policies.

BF 30196 204.01 - School Board Meeting Agenda
Proposed amendments to this policy updates timing for submission of agenda items and delivery of supporting documents and removes the caveats to the order of business. Greater flexibility to accomplish business of the Board.

BF 30197 206.01 - Public Participation
Amendments here rescind the current policy and the accompanying exhibit replacing it with a new policy for public participation along with guidelines for a new public participation process.

206.01.01 Public Comment Procedure includes Guidelines for Public Comment, clarification of the on-line submission of public comment and the procedure for in-person public comment.

BF 30198 209.00 - Development, Adoption, Implementation and Monitoring of Policies
Amendments include a more succinct statement regarding development of policy and updates to public comment on policy proposals.

BF 30199 211.00 - Board Member Development and
BF 30200 Rescission of Policy 213.00 - Board of Education Professional Development
Policies 211.00 and 213.00 are redundant. The amendments include rescission of policy 213.00 - Board of Education PD and adding the two statements from 213.00 to 211.00

MOTION: Ms. O'Connell moved the Board approve amended Policy 203.00 - Annual Organizational Meeting and Selection of Officers, 204.01 - School Board Meeting Agenda and 209.00 - Development, Adoption, Implementation and Monitoring of Policies. That the Board rescind the current Policy 206.01 - Public Participation and its accompanying exhibit and replace it with the new policy on public participation. Further, that the Board rescind Policy 213.00 - Board of Education PD, add the two statements from that policy to Policy 211.00 - Board Member Development and approve amended Policy 211.00. Ms. Carroll seconded the motion.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	No
Mr. Vue	Yes
Ms. Carroll	Yes

QUESTIONS/DISCUSSION:

- So the plan is to hold public comment in a separate room prior to a Board meeting and not televise it. Concern was expressed that with public comment the Board is inviting people for in-person public comment, it is inviting the public to comment publicly. Historically the Board has welcomed diverse set of speakers.
- A Board member noted the purpose of public comment is for the public to bring its comments, concerns, ideas to the Board. What the change will provide and make accessible to the public is the multiple ways individuals contact the board. It was stated communications to the Board are shared among Board members; such things as personal conversations, events, oral public comment, written and on-line comment. The Board will create protocols once the policy is approved. It will make things more transparent and accurate in reflecting public comment received. The Board will continue to do intentional engagement around specific situations.
- Policy is the Board's work.

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- The community was encouraged to make greater use of the on-line communication opportunity if they cannot, for any reason, come in to do in-person communication.
- A Board member stated it is important communicators feel they will be listened to and responded to.
- The Board indicated one major voice that is missing is the student voice and it is developing a process to gain that.
- General Counsel was consulted and stated public comment is an open meeting. State Statutes say the public must be able to comment directly to the Board and the elements to do that are currently in place with or without television. If there are big issues the Board can always hold separate public input sessions.
- What has been approved and when does it go into effect? Response: The motion approved the amended policy not the procedure. The Board does not vote on procedure. Since the policy was approved this evening the change will go into effect next month.
- The General Counsel was asked if public comment ended early would the Board be able to start its regular meeting earlier? Response: No, the Board meeting cannot begin prior to the published start time.
- Would staff be expected to be present for public comment? Response: That would be at the Superintendent's discretion.
- The Board Secretary was instructed to put a statement on the Board's website outlining the multiple ways in which the public can communicate with Board members. It was noted communications would be tracked and responded to as appropriate and provided to all board members.

MOTION: Ms. O'Connell moved all future BOE meetings beginning with the September meeting to begin at 6:20 p.m. with the separate public comment period beginning at 5:30 p.m. for a period of 45 minutes. Ms. Doran seconded the motion.

The motion failed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	No
Mr. Vue	No
Ms. Carroll	No

Extensive discussion was held about the structure and time of public comment and resulted in the following motion.

MOTION: Ms. O'Connell moved all future BOE meetings beginning with the September meeting start at 6:05 p.m. in order to accommodate a public comment meeting starting at 5:30 p.m. Ms. Doran seconded the motion.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	No
Mr. Vue	Yes
Ms. Carroll	Yes

XII. NEW BUSINESS

A. Report on Superintendent's Mid-Year Evaluation

The Board Chair stated the evaluation reviewed the Superintendent's goals for the upcoming year, areas of strength and areas for improvement and a formal discussion of her progress.

XIII. BOARD OF EDUCATION

A. Information Requests & Responses

- Consider tracking the number of people participating in in-person and on-line public comment.
- It is possible to find out who/how many watch Board meetings? Is there a way to track the audience? Response: SPPS does have the ability to analyze who is watching the live stream. It cannot determine when they tune in, how long they continue to watch or the audience demographics.

B. Items for Future Agendas - None

C. Board of Education Reports/Communications

- Friday, August 21 is the closing day for Freedom School, Board members were encouraged to attend the closing.
- A study from the Council of Asian Pacific Minnesotans on Early Childhood Education Opportunities for Southeast Asian Children was provided to each Board member.

XIV. FUTURE MEETING SCHEDULE

A. Action to schedule a Special Board of Education Meeting

MOTION: Ms. O'Connell moved the Board schedule a Special Board of Education Meeting at 4:30 p.m. on November 10, 2015 for the purpose of canvassing the results of the 2015 election results and to reschedule the start time for the November 10 Committee of the Board meeting to 4:50 p.m. The motion was seconded by Ms. Carroll.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

B. Board of Education Meetings (6:05 unless otherwise noted)

- September 22 - Special 4:00 p.m.
- September 22
- October 20 - Special 4:00 p.m.
- October 20
- November 10 - Special 4:30 p.m.
- November 17 - Special 4:00 p.m.
- November 17
- December 15 - Special 4:00 p.m.
- December 15
- January 5 - Annual Meeting 4:30 p.m.
- January 19
- February 23
- March 22
- April 19
- May 17
- June 7 - Non-Renewals - 4:00 p.m.
- June 21
- July 12 - 6:30 p.m.
- August 23

C. Committee of the Board Meetings (4:30 unless otherwise noted)

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- September 8
- October 6
- November 10 - 4:50 p.m.
- December 1
- January 5 - 5:15 p.m.
- February 9
- March 8
- April 12
- May 3
- June 7 - 4:45 p.m.
- July 12

XV. ADJOURNMENT

MOTION: Mr. Brodrick moved the meeting adjourn. Ms. Doran seconded the motion.

The motion was passed with the following roll call vote:

Ms. Doran	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Carroll	Yes

The meeting adjourned at 9:28 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
Marilyn Polsfuss
Assistant Clerk,
St. Paul Public Schools Board of Education

**MEETING MINUTES
COMMITTEE OF THE BOARD MEETING
September 8, 2015**

PRESENT: Board of Education: Keith Hardy, John Brodrick, Jean O'Connell, Mary Doran and Louise Seeba (arrived 4:32 p.m.)

Absent: Director Carroll (Business) and Director Vue (Vacation)

Staff: Superintendent Silva, N. Cameron, I. Davis, J. Peterson, J. Statum-Allen, L. Sayles-Adams, J. Wvenson, M. Hoelscher, T. Battle, L. Keenan, E. Agbamu, L. Cathy, R. Vernosh, J. Ronnei, B. Wetlund, K. Wilcox-Harris, A. Collins, J. Turner, S. Freeman, P. Duffy, M. Gilbert, M. Schrul, J. Engen, L. Perry, T. Parent, M. Bierman

Other: B. Westphal, T. Lonetree, J. Verges, S. Alfonso, T. Willets, T. Mitchell

I. CALL TO ORDER

The meeting was called to order at 4:30 p.m.

II. AGENDA

A. Youth Commission Presentation

The Saint Paul Youth Commission is in its fifth year. It offers St. Paul students a voice in government and issues facing youth in St. Paul. The Transit Access Subcommittee's goal is to encourage access to metro transit options should students desire it. Transit matters to youth because it improves attendance, connects youth to opportunities (developmental and social) and opens youth to their environment.

The Transit Project gave 14 students unlimited access metro transit cards. Weekly survey data was collected on usage over 12 weeks and students recorded their personal stories for a short video. The participants were 11 Harding students and three Central students. Six were sophomores and eight juniors; seven female and seven male.

The survey asked what students used their transit passes for and how often they use them (average number of responses were 11.5 students over 12 weeks).

1. In the past week, what activities did you use your bus pass for? Results showed passes were used for a variety of uses.
 - 6.17 used it to get to and/or from work
 - 5.67 used it for attending an after school program
 - 5.58 use it to get to and/or from school\
 - 5.00 used it for access to tutoring
 - 4.83 used it for social activities
 - 3.17 used it to access sports opportunities
2. How many days in the past week did you use your bus pass to get to and/or from school? Over half used it three or more days a week.
3. How many days of school have you missed in the past week?
 - Zero for almost 9+ students

- Other results shows a small number missed one day and very, very few missed two to five days.
4. How many days of the week did you use the bus pass for each activity: sports, tutoring, social activities, work and after school activities?
- After school Programs on a average week - approximately two-thirds used their passes to attend programs two to five days a week.
 - Attendance at tutoring on average week was 6.50 attended tutoring for one or more days; 3.83 did not attend tutoring.
 - Attendance at work on average week: two-thirds attended work for one or more days per week.

LINK TO PREZI PRESENTATION: https://prezi.com/h7xerolqlumf/saint-paul-youth-Commission/?utm_campaign=share&utm_medium=copy

LINK TO VIDEO: <https://www.youtube.com/watch?v=kWuIJqKe4So>.

The group's recommendation was that the SPPS board consider providing subsidized transit passes to high school students in SPPS thereby increasing their access to academic resources and other options for their development.

QUESTIONS/DISCUSSION:

- A Board member noted even middle school students could benefit from access to transit passes. It would help them develop a relationship with their pathway schools, provide opportunities for extracurricular activities, tutoring and/or mentoring.
- How much does it cost to ride Metro Transit? Response: \$1.75 regular and an additional rush hour fee of \$2.25.
- With the 14 kids participating and other kids you have talked with, how much concern is there among kids about safety and potential problems using Metro Transit? Response: Students seem comfortable using transit though some are somewhat apprehensive if they are using it for the first time. Parents seem more concerned than students. The group felt greater access would help with that perception by parents. They noted negative concerns come from never having used public transit.
- How were the 14 chosen? Response: Information was put out to schools and the Youth Commission worked out the details. The pilot had a capacity for 30 but ended up with 14.
- Will this continue though this school year? Response: No, the SPYC is adopting a new model for 2016 though two of the group were considering continuing the study on their own.
- It was noted SPPS is resuming its conversation on start times and busing is a one issue in that area. Did this transit study bring out an responses to student start time preferences? Response: Not really, though there seems to be a general comfort with things as they now are due to involvement in other activities. In general students are not opposed to later start times. It would, if bus passes were utilized, decrease reliance on yellow school buses. The group noted a lot of after school activities and work schedules might be impacted if times changed.
- Were the bus passes open for use 24 hours per day? Response: Yes, they are 24/7.
- Students in the study were volunteers, how close did they live to bus stop? Response: The distance varied for each person. It would be important to check into distance to stops if passes are considered.
- The SPYC was invited to share in upcoming conversations about school start time if they desired.

B. Youth Voice in District Decisions

Because students have always been at the center of SPPS decisions and in recent years, "student voice" has been explicitly named and focused on by SPPS, the Board formed a work group to look at this area. Both the Board and Administration support student voice in key decision, from the classroom to the board room.

The Board began working with students and staff in the fall of 2014 to deepen student voice options. A Board-appointed task force was created in the spring of 2015. The recommendations brought forward at this meeting follow on many discussions plus guidance from the July 21, 2015 COB work session.

Objectives established for student engagement were:

- To hear student voices on issues important to them and on issues important to Administration and the Board
- To engage students on issues where their perspectives will influence decisions
- To deliver authentic student engagement
 - o To engage students who have a stake in particular issues
 - o To provide students the information they need to participate in a meaningful way
 - o To see the full range of student perspectives
 - o To monitor and adjust process as needed
 - o To routinely report out impacts of student voice on decisions

The Board's recommendation is to form a Student Advisory Team. A framework for a 2015-16 pilot will establish a group of high school students to serve as a special committee. Their key task is to help design and periodically deliver student engagement, but not "speak for" other students. For the pilot year, the Team will also work on structure, selection and other areas as needed.

Team members will be selected from diverse backgrounds and life experiences forming a team that will have varied perspectives on how to engage students. The aim is to leverage the fact that students are best positioned to figure out how to reach out to and engage students. The Team will be "at the ready" to partner with Administration and the Board.

A few examples of engagement brought forward were:

- Major district-wide efforts such as school start times or FMP implementation or specific policies or similar such as gender inclusion, Rights and Responsibilities Handbook, etc. The purpose would be to get feedback from key stakeholders to shape decisions by Board or Administration. The process would be designed collaboratively with staff, Student Advisory Team and families. Staff would be responsible for implementation in partnership with others; tools including brainstorming sessions, scenarios, workshops, etc. could be utilized. Staff is also responsible for monitoring and reporting out.
- Time-sensitive class/grade, school or district-wide questions. The purpose would be to identify issues important to students of all ages, get implementation feedback, test simple options or ideas. The process would be to design replicable approaches with the Student Advisory Team and staff. Staff would be responsible for implementing with students and others. Examples of tools that could be utilized are iPads for quick polls or "pulse checks" to students, easily tailored for age and primary language. Staff would be responsible for monitoring and reporting out.

Implementation would be to launch the pilot in the fall of 2015. This would be supported with staff and a modest budget. It would be coordinated with Community Ed, Family Engagement, etc. The support group would convene and make strong early progress. SPSS would provide funds for supplies and logistical support. The focus for communication about the Team would be using it as a pathway to reach ALL students, not a position to "speak for" others.

Monitoring would be done explicitly for attention to student voice from district and building staff in all relevant decisions. Reports would be made to the public and especially to students so they see their impact.

The Board task force recommended the following be adopted at the September 22, 2105 Board of Education meeting.

MOTION: Mr. Brodrick moved the Committee of the Board recommend the Board of Education create a Student Advisory Team that will be a liaison for student voice to partner with Administration and the Board on selected topics. That the team be selected in early Fall 2015 in order to begin the pilot in the Fall of 2015. The motion was seconded by Ms. Doran.

The motion passed.

QUESTIONS/DISCUSSION:

- Several observations and suggestions were made by a Board member. Would it be beneficial for the group to have a connection into the Board Ex Team as that ties together Board and Administration and would be a first line of communication. Over time the money to support the group should be put into the Board budget. Response: The budget portion of this will be challenging so SPPS will need to look at ways to fund the initiative. It has been assumed the cost would be approximately \$24,000. If the student stipend were removed that would reduce by about \$8,000 so cost could run \$16,000 to \$24,000 for the pilot year.
- Transportation will be an issue so it is assumed students would receive a bus pass or tokens. Response: Yes, tokens.
- The number of students was not defined. Response: That is still evolving, 12-16 has been proposed. It was suggested Community Engagement and Community Ed make that decision.
- It was noted the Task Force could make additional clarifications to the proposal before the BOE meeting.

C. Proposed Pay 2016 Levy

Controller indicated she would be providing information on the Pay 16 levy calculations to determine maximum levy ceiling. She noted the figures had been received from MDE only the evening prior and several discrepancies were found. Finance worked to correct these discrepancies for this preliminary report.

All figures in the report are based on Finances' best estimates, using the statutory authorized amounts. MDE continues to make adjustment to the SPPS numbers. SPPS needs to set its maximum proposed levy by the end of September.

School levy authority is established in law. School budgets are a combination of state, federal and local funding, including the voter approved referendum. The Pay 16 school levy funds the 2016-17 school year. The levy funds about 20% of the SPPS budget.

The State legislature sets property tax policy, establishes property classes and class rates, determines levels of State aid, sets school formulas, makes underfunded mandates to local governments and levies the State business tax. The taxing jurisdictions determine the levy amount and the County Assessor determines market value and assigns property class.

Major factors impacting property taxes include:

- Whether the property tax goes up, down or stays the same
- Is there additional money available to reduce local tax burdens (state aids, fiscal disparity distribution),
- How is a home's market value changing relative to other homes/other types of property
- Are there increases to the tax base that are not the result of inflationary or deflationary changes to the value of individual properties (new construction, property going from exempt to taxable, decertified tax increment financing districts) and/or
- Legislative changes.

Factors impacting levies are changes in pupil counts, legislative changes to formulas, pension contribution changes required by law, capital bonding, refunding of bonds, abatement, health and safety projects, lease costs and employment changes that drive severance and unemployment levies. Every piece of the levy has a tie to a particular category established by the State.

The Controller reviewed a proposed levy calendar. She then broke the SPPS levy categories out.

Levy Fund	Pay 16 Levy Categories	Pay 16 Adjustments to Levy Categories	Total Number of Categories
General Fund	18	14	32
Community Service Fund	5	5	10
Debt Service Fund	1	3	4

The proposed Pay 16 Levy Ceiling is a 2.75% increase over last year or \$140,156,363 (Pay 15 Levy was \$136,407,114, a difference of \$3,749,249).

The CFO indicated the requested action is that that the Board set the Pay 16 levy ceiling at the Sept. 22 BOE meeting at a maximum Pay 16 levy ceiling of 2.75% over Pay 15.

QUESTIONS/DISCUSSION:

- What could impact possible changes to the figures? Response: Within the categories there are areas with inflationary increases (post employment benefits or TRA - teachers' retirement, bonds or alternative facilities) which coming together impact the bottom line.
- What is the ceiling for the City and County? Response: The City ceiling is 1.9% and the County 2.8%.
- How likely are the numbers from MDE to change? Response: The numbers from MDE are not likely to increase. Finance is providing its best estimate based on trends at this point in time and accounting for possible adjustments over time.
- You feel comfortable the State will not come back with number lower than 2.75%? Response: Yes
- The pension portion is what percent - 1/4 to 1/2% in terms of an increase as a combination of Teachers Retirement Fund and PERA? Response: Yes it is almost 1/2% and is almost entirely the Teacher Retirement.
- Is this the last increase year? Response: There may be one more.
- What amount, beyond the 2.75%, could be used as the maximum? What is the most that could be recommended? Is the 2.75% under what could recommend? Response: There is one category that a higher amount could be recommended - the alternative facilities pay as you go could be recommended at a higher amount to the State. We are keeping that amount level with where the State has us at this time.
- The Superintendent stated that since SPPS received the numbers last night, the CFO had indicated she was comfortable with 3%. The Superintendent stated she had pushed to lower that to 2.75% because of the impact on the community. She stated 2.75 will get us there.
- Since we are just setting the ceiling now, why would the Board not set it at 3% even though they may not keep it there in the end? Response: There is not a need to vote on this tonight as the numbers are in flux. The Board asked to see more detail before a decision is made.
- The Legislative Liaison noted the one thing about voting for the maximum levy is that is the figure that will appear on the Truth-in-Taxation notices. There would be the opportunity, following the TnT meeting in December to modify the actual amount. It is true that 3% would offer more flexibility for the District.
- So, in December, SPPS can only go down. Response: Yes, also some levies have penalties, specific authorizations, etc. Most of the levies have specific obligations and if those are underfunded the district will need to draw funds from other sources to meet the obligation.
- A Board member indicated Board members should think about 2.75 and 3.0%. What are the implications for finance? Response: None.
- It was noted that between now and the 22nd would it be better for SPPS to be at 3.0 or higher? In terms of sustainability the higher number might be better. The Board requested information so they can consider variables of various levels (2.75 or 3.00 or higher) relative to sustainability over time. Requested various percentages for SPPS.

- The Legislative Liaison stressed that when considering the levy the percentages for county, city and district SHOULD NOT be added together. She stated this was a common mistake. The percentage increase is the percentage increase for each entity's budget. The computations for the actual levy are very complex.
- Part of the increase is due to inflation adjustments, some legacy costs related to pension and health insurance (retiree), some related to pupil units, changes in formula, previous adjustments. The biggest things driving this is referendum inflation, OPEB and pension obligations.
- A Board member expressed frustration that this is yet another year when the District did not receive the right numbers from the State. She thanked the financial team for their effort in bringing the estimated proposal forward.
- Staff noted that 99% of districts just certify the maximum levy.
- It was noted it would be helpful to find out what Minneapolis is proposing.
- The question was asked if the Board needed an additional COB between now and the 22nd. Response: No on basis of receiving updates over that time period as numbers become available. What makes up 2.75% and other rates.

D. Facilities Master Plan (FMP) Update

The Director of Facilities stated the goal of the presentation is to provide background and context so the Board can take action on the outcomes of the FMP and to inform the Board of the 900 Albion disposition. He provided a "historical perspective" using the L'Etoile du Nord Lower building as an example.

He then moved on to review the **FMP planning process** from May 2014 through December 2015. September through November 2015 will see more community engagement with presentation being planned for 65 school community meetings (PTAs, SPFT, school staff and FMP Workshop Teams), District Councils (neighborhood) meetings, the FMP committee and at open houses. He also outlined the tentative COB topic areas to come:

- October - Synopsis of 25 year history of facilities-related investments plus current facilities funding realities
- November - Preliminary review of 2015 FMP Report
- December - Fiscal Year 2016 Capital Bond projects.

The existing SPPS funding paradigm is investing approximately \$30 million annually from:

- The Health and Safety Levy (\$4 million) - restricted funding requiring MDE approval for health and safety projects that are planned in one year intervals, 18 months prior.
- The Alternative Facilities Levy (\$11 million) - again restricted funding requiring MDE approval for deferred maintenance. These are planned in two year intervals, 12 months prior with a 10 year list required by MDE.
- Capital Bonds (\$15 million) - restricted funding requiring Board approval (MDE approval is combined into projects over \$500k) for the betterment of school facilities. These are planned in one year intervals, 18 months prior to implementation.

The future funding paradigm would be:

- Long-Term Facilities Maintenance (LTFM) - allowed under a 2015 law change. This would still be restricted funding requiring MDE approval for deferred maintenance and health and safety projects. A 10-year list would be required to be submitted every two years. This can be coordinated with Capital Bonds.
- Capital Bonds - restricted funding requiring Board approval for the betterment of school facilities as planned for under the FMP. These projects can be coordinated with LTFM.

With regard to **900 Albion**, the former site of Riverside Elementary originally constructed in 1924. The site encompasses 5.4 acres with the building square footage of 14,900. The site was purchased in 1924, the school operated from 1924 through 1974 when the building was leased to the City of St. Paul. It was reopened for Community Education in 1983 and has been vacant since 2014.

Based on the 2015 FMP findings, the site does not have a long-term strategic value for SPPS. Academic and program needs for area F2 are met without this property. Its small size and irregular shape make the site inefficient for K-12 use. The property, however, would be suited for mixed-use housing which closely aligns with St. Paul's Fort Road Development and Comprehensive plans. The building is in the worst condition of the entire SPPS portfolio. Reuse of the site would likely require complete demolition and reconstruction. Resources tied up in this property could be used to better support facilities-related needs across the district.

The Superintendent recommends offering the site to the City of St. Paul for purchase in accordance with BOE procedures. The City would have 30 days to respond to SPPS with interest, intent and proposed compensation. The BOE would review the City's response and determine next steps.

QUESTIONS/DISCUSSION:

- Board policy suggests the property first be offered to the City and at the same time a fair market range be determined. What happens then? Response: It would be offered to the City and any offer would come back for Board consideration if the City decides to buy otherwise it would be put out for sale. If the City is not interested it would be put up for public sale.
- So the request is to approve the designation of excess property and dispose of it in a certain way? Response: Yes.
- Staff noted there are private developers interested in this property and the District's concern is to get the most value from it as it can.
- Is there no alternative use for district? No again there is great interest in the property and in the City's comprehensive plan West 7th is designated for high density housing and mixed use development. There is opportunity with this property.
- What is the actual process? Response: The FMP shows the property does not align with District needs as defined by the FMP.
- Is SPPS obligated to sell to city? What is our legal obligation to give the City first option, what if their offer does not meet expectations? Response: General Counsel said the offer first to the City is consistent with official procedure for disposal of property. The offer to the City is an option but SPPS is not obligated to accept that offer, the Board can direct the property be sold by another method.
- What is range of cost saving for district? Response: The operational costs are not significant but the long-term investment value for the District to utilize funds gained from sale of building for other projects is significant.
- Staff noted the building is not suitable for use as an instructional space at least not without significant investment. This is an opportunity for the District to gain funds to benefit the District. If the property is sold, the money goes to debt service for that building first (if any) and the balance would go into operating capital reserves. The Board requested this information be added to the presentation.
- A Board member noted, relative to the District Council meetings on the FMP, that each Board member serves as a liaison with certain District Councils and asked that the Board be notified of the time and location for each of these meetings.

MOTION: Ms. O'Connell moved the District move forward with disposition of the property at 900 Albion Street per district procedures. Ms. Seeba seconded the motion.

The motion passed.

E. Standing Item: Policy Update

1. **Gender Inclusion Policy Implementation Development**

The policy, passed in March, is based on the following tenets:
:

- Respect all students' gender identity and gender expression by honoring their right of students to be identified and addressed by their preferred name and pronoun.
- Prohibits, within academic programming, the separation of students based upon gender unless it serves as a compelling pedagogical tool
- Permits all students to participate in co-curricular and extracurricular activities including, but not limited to, intramural and interscholastic athletics, in a manner consistent with their gender identify.
- Provides all students access to facilities that best align with students' gender identity.

The procedure is posted in the on-line Procedure Manual. It outlines how the policy is to be implemented. It was developed with feedback from students, families, school staff, advocacy organizations and the SPPS Legal Department. The procedure can be adjusted as necessary over time.

A Name/Gender Change Request Form is available to make changes to Campus. Students and families can update: name, gender, district alternate gender, pronoun, co/extracurricular activities participation and facilities access. The information would be available in a new tab in Campus for all students.

Staff is providing professional development to principals, school clerks, athletic directors, Student Placement staff and customized support as requested. Out for Equity is available to provide support to students, families and school staff. The Office of Equity is piloting the AMAZE Program for eight elementary schools.

Cross-functional collaboration has been strong with implementation of the policy and procedure requiring support from departments district-wide.

The Gender Inclusion Website has links to policy, procedure, forms and other resources. It can be found at <http://www.spps.org/genderinclusion>.

QUESTIONS/DISCUSSION:

- The Request for Change Form -- is this a change to a preferred name as opposed to legal name change? Can it be used for either? Response: As noted in the box area on the form, by signing the form the parent is acknowledging this is not a legal name change.
- The form allows families to change to a preferred name – what about official documents - diplomas, etc.? Response: The record would show the name in Infinite Campus so it would use the changed name.
- Has there been any abuse in other districts? Response: That was considered, as was sabotage. The change is made under a good faith understanding and principals have the ability to intervene if a name is offensive.
- What happens if a student is not of age and parents do not recognize their desire to change their name? Response: An entire support plan has been developed for students without access to parental approval. Since a student cannot make an official change in Campus until they are 18, the District will help to develop a support plan for them around their name, choices, etc. which, while not official, obtains the desired ends. The support plan protects students in dangerous situations if need be. SPPS always seeks to partner with families but if demonstrated parent support is not available, a student's name and pronoun are respected regardless of what is in Campus. If there is a need to contact the family the information in Campus is utilized.
- What about parents bringing suit for allowing a student to act in way they do not approve of? Response: General Counsel stated parents can always sue, whether they would be successful would be another issue. There is a risk, SPPS acknowledges there is a risk if parents disagree with support provide to students.
- Is there any update on what is being heard from students? Response: There have been many calls from parents, counselors, student support plan meetings, etc. Families have been positive, the Placement Center is receiving forms already on the first day of school. Transitions are complicated and it will take time to move through

the processes. The surprise is this seems to be applying mostly to elementary students so there is a learning curve in addressing staff relative to the elementary side.

- The Board indicated it appreciated the procedure being developed in tandem with the policy.
- Have principals talked with staff relative to the policy and expectations? Response: There was a lot of communication to staff when the policy passed. It is true many staff are not aware of the policy until they heard about it from their principal. Principals are leaders in their buildings and this should have been communicated through them. SPSS is making a strong effort to incorporate this into the "on boarding" of new staff. It will be necessary to reinforce the message in the buildings through monthly principal meetings and their play books. The procedure was just recently posted on-line.
- The Board noted there is a great need to have consistent interpretation across the district.

F. Standing Item: PLTT Update - No Report

G. Standing Item: SSSC 2.0 Update - No Report

H. Work Session

1. **Board Check-In**

Board members were reminded of the dates for the next two Board Equity sessions - September 15 and October 27 from 5 to 7 p.m. A Board member noted this would require a one-half hour earlier start for the Ex Team meeting on the 27th.

Discussion was held regarding conversations within Board meetings.

2. **Green and Healthy Kids PAC**

The Board indicated they would meet with the Green and Healthy Kids PAC on a date they select utilizing the same format as that used with previous PACs.

3. **Annotated Agenda**

The Board Secretary was asked to add a note when the agenda is issued asking Board members to let the COB Chair or the CEO know if additional time is being asked for on specific topic areas.

III. ADJOURNMENT

MOTION: Ms. O'Connell moved the meeting adjourn. The motion was seconded by Ms. Doran

The motion passed.

The meeting was adjourned at 7:49 p.m.

Respectfully submitted,

Marilyn Polsfuss
Assistant Clerk

Back To School 2015

Jackie Turner, Chief Engagement Officer
Tuesday, September 22, 2015



Agenda

- Outreach Efforts
- Student Placements
- Comprehensive Registration
- Enrollment Timeline



Summer Outreach

15 Parades, Festivals & Community Events



New and Returning to SPPS



35

June 1 – Sept. 8, 2015	2,833 K-12th
June 1 – Sept 2, 2014	2,789 K-12th

** Not enrolled during previous year

Yearly Student Placements

Enrollment Snapshot		
	August, 2015	Jan-May, 2015
KG	258	190
1st - 5th	750	648
6th - 8th	374	331
9th - 12th	542	498
PreK	171	104
	2095	1771



Pre-Kindergarten

- Placed **545** students since June, 2015
- All **full day** full
 - 11 classrooms
- **1832** total seats



Comprehensive Registration

- Transportation
- Request Records
- Health Questionnaire
- Support Services
- Language Assessment
- Early Childhood Screening



Language Assessments



Sept, 2014- May, 2015	938
June, 2015 – Sept, 2015	1039



Screening Outreach

- Targeted childcare centers
- Sibling outreach
 - PreK
 - Student Placement Walk-ins
 - School
- Increased Staffing



Early Childhood Screening

	2014/15	2013/14	2012/13	2011/12	2010/11
Total Screenings	4,050	3,942	3,577	3,815	3,705
3 years olds	1,006	829	784	841	654
Vision Referrals	515	463	237	241	246
Hearing Referrals	239	200	102	121	104

41

Children Identified

	2014/15	2013/14	2012/13	2011/12	2010/11
Speech/lan guage	143	127	152	141	102
Cognitive	97	98	86	88	64
Social/emo tional	97	56	70	69	24

42

Next Steps

- Monitoring Enrollment Daily
- Moving waiting list
- Making Timely Staffing Decisions
- Enrollment Meetings
 - Site Level (class size committees)
 - District Level
- Communication Plan
- Fall Adjustments



Comments/Questions



HUMAN RESOURCE TRANSACTIONS
(August 1, 2015 through September 1, 2015)
September 22, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ahlm, D. M.	Classroom Teacher	08/22/2015	\$27.15	Como Park Senior High
Anderson, M. R.	Classroom Teacher	08/22/2015	\$34.58	Creative Arts Secondary
Andrighetti, B. T.	Classroom Teacher	08/22/2015	\$36.01	Humboldt Secondary
Anthenat, J. E.	Classroom Teacher	08/22/2015	\$32.43	Adams Spanish Immersion Magnet
Asuquo, C. I.	Classroom Teacher	08/22/2015	\$44.87	Adams Spanish Immersion Magnet
Bedford, E. S.	Classroom Teacher	08/22/2015	\$25.61	Frost Lake Elementary
Berger, B. S.	Classroom Teacher	08/22/2015	\$33.39	Ramsey Middle School
Biss, J. E.	Classroom Teacher	08/22/2015	\$28.29	Agape High school (ALC)
Casillas Rivera, J.	Classroom Teacher	08/22/2015	\$31.98	Riverview School of Excellence
Casperson, E. C.	Classroom Teacher	08/22/2015	\$25.61	Hamline Elementary
Craven, K. E.	Classroom Teacher	08/22/2015	\$28.88	Open World Learning Community
Dadabo, B. L.	Classroom Teacher	08/22/2015	\$27.15	Harding Senior High
Davis, W. C.	Classroom Teacher	08/22/2015	\$47.70	Benjamin Mays/Museum
Dvorak, D. L.	Classroom Teacher	08/22/2015	\$26.51	Maxfield Elementary
Ebner, A. L.	Classroom Teacher	08/22/2015	\$25.61	American Indian Magnet
Ederer, K. M.	Classroom Teacher	08/22/2015	\$26.51	Benjamin Mays/Museum
Eliason, T. J.	Classroom Teacher	08/22/2015	\$27.34	Creative Arts Secondary
Feinstein, E. F.	Classroom Teacher	08/22/2015	\$27.78	Highland Park Senior
Frazier, E. M.	Classroom Teacher	08/22/2015	\$47.70	Parkway Montessori & Comm Mid
Goetz, W. K.	Classroom Teacher	08/17/2015	\$25.87	Johnson Senior High
Hackbarth, D. T.	Classroom Teacher	08/22/2015	\$32.13	Como Park Senior High

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Halpin, E. J.	Classroom Teacher	08/22/2015	\$30.11	Ramsey Middle School
Harris, H. G.	Classroom Teacher	08/22/2015	\$29.75	Battle Creek Elementary
Heeringa, C. R.	Classroom Teacher	08/22/2015	\$27.18	Crossroads Montessori
Henrikssen, I. J.	Classroom Teacher	08/22/2015	\$43.35	Creative Arts Secondary
Henshaw, B. E.	Classroom Teacher	08/22/2015	\$34.93	Como Park Senior High
Hoheisel, R. L.	Classroom Teacher	08/22/2015	\$28.52	Highland Park Middle
Johnson, E. T.	Classroom Teacher	08/22/2015	\$42.13	Central Senior High
Kalkbrenner, E. A.	Classroom Teacher	08/22/2015	\$26.44	Linwood Monroe Arts Plus Upper
Kelley, M. A.	Classroom Teacher	08/22/2015	\$39.25	Como Park Senior High
Kneisl, C. M.	Classroom Teacher	08/22/2015	\$33.66	Humboldt Secondary
Kocher, S. E.	Classroom Teacher	08/22/2015	\$31.01	Harding Senior High
Larsen, H. B.	Classroom Teacher	08/22/2015	\$34.92	St. Paul Music Academy
Lash, C. A.	Classroom Teacher	08/22/2015	\$25.61	Eastern Heights Elementary
Linzmeier, B. J.	Classroom Teacher	08/22/2015	\$36.77	Washington Tech Sec
Longsdorf, D. R.	Classroom Teacher	08/22/2015	\$35.63	Battle Creek Elementary
Malmer, A. M.	Classroom Teacher	08/22/2015	\$28.52	Central Senior High
Malone, D.	Classroom Teacher	08/22/2015	\$34.58	Four Seasons A+
Mork, A. O.	Classroom Teacher	08/22/2015	\$52.95	Bruce F Vento Elementary
Novacheck, B. J.	Classroom Teacher	08/22/2015	\$28.52	Humboldt Secondary
Peterson, A. N.	Classroom Teacher	08/22/2015	\$34.21	Linwood Monroe Arts Plus Upper
Pineda, B. H.	Classroom Teacher	08/22/2015	\$30.19	Hazel Park Preparatory Academy

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Polland, D. J.	Classroom Teacher	08/22/2015	\$28.52	Benjamin Mays/Museum
Poupard, B. N.	Classroom Teacher	08/22/2015	\$31.98	Central Senior High
Purdy-Erdahl, J. A.	Classroom Teacher	08/22/2015	\$44.87	Benjamin Mays/Museum
Rivard Garcia, P. R.	Classroom Teacher	08/22/2015	\$27.34	Riverview School of Excellence
Robmann, M. E.	Classroom Teacher	08/22/2015	\$27.15	American Indian Magnet
Ruble, P. H.	Classroom Teacher	08/22/2015	\$25.61	Creative Arts Secondary
Strother, M. M.	Classroom Teacher	08/22/2015	\$28.88	Capitol Hill Magnet
Taylor, R. P.	Classroom Teacher	08/22/2015	\$26.51	Washington Tech Sec Magnet
Thao, K.	Classroom Teacher	08/22/2015	\$29.58	Como Park Senior High
Von Wald, S. M.	Classroom Teacher	08/22/2015	\$31.37	Harding Senior High
Vue, M. K.	Classroom Teacher	08/22/2015	\$25.61	Battle Creek Middle
Wasenius, L. M.	Classroom Teacher	08/22/2015	\$30.89	Adams Spanish Immersion Magnet
Washenberger, S. M.	Classroom Teacher	08/22/2015	\$30.11	Benjamin Mays/Museum
Waters, J. R.	Classroom Teacher	08/22/2015	\$29.75	Cherokee Heights Elementary
Wedger, H. J.	Classroom Teacher	08/22/2015	\$27.78	Highland Park Senior High
Weis, A. L.	Classroom Teacher	08/22/2015	\$41.63	271 Belvidere Bldg
Weyandt, M. M.	Classroom Teacher	08/22/2015	\$41.46	Harding Senior High
White, M. E.	Classroom Teacher	08/22/2015	\$44.87	Cherokee Heights Elementary
Yang, S. Y.	Classroom Teacher	08/22/2015	\$26.51	Washington Tech Sec
Becker Peterson, A. K.	ELL Teacher	08/22/2015	\$31.41	Highwood Hills Elementary

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Donlon, K. J.	ELL Teacher	08/22/2015	\$34.93	Linwood Monroe Arts Plus Upper
Vang, M.	ELL Teacher	08/22/2015	\$27.34	Farnsworth Aerospace Upper
Wood, A. A.	ELL Teacher	08/22/2015	\$44.30	Highwood Hills Elementary
Birkeland, S. L.	Early Education Teacher	08/22/2015	\$30.78	Homecroft Early Learning Ctr
Yang-Gungsing, L.	Early Education Teacher	08/22/2015	\$25.61	Benjamin Mays/Museum
Adams, K. R.	Nurse	08/22/2015	\$48.81	L'Etoile du Nord Upper
Finn, K. E.	Nurse	08/22/2015	\$33.66	Galtier Elementary
Fish, A. E.	Nurse	08/22/2015	\$35.30	Groveland Park
Fleming-Harvey, J. E.	Nurse	08/22/2015	\$45.01	Gordon Parks High (ALC)
Galstad, J. M.	Nurse	08/22/2015	\$36.01	Chelsea Heights Elementary
Givot, D. A.	Nurse	08/22/2015	\$34.37	Como Park Elementary
Johnston, D. L.	Nurse	09/21/2015	\$37.44	Hamline Elementary
Kiflai, F. T.	Nurse	08/22/2015	\$32.43	Highwood Hills Elementary
Martineau, J. L.	Nurse	08/22/2015	\$39.93	Johnson Achievement Plus Elem
Menne, K. A.	Nurse	08/22/2015	\$33.99	Bruce F Vento Elementary
Schmidt, R. L.	Nurse	08/22/2015	\$42.13	Battle Creek Elementary
Underwood, R. A.	Nurse	08/22/2015	\$32.43	Riverview School of Excellence
Kruger, J. J.	Psychologist	08/22/2015	\$39.73	Como Park Elementary
Schiller-Haglin, R. S.	Psychologist	08/22/2015	\$30.89	Como Park Elementary
Geng, J. A.	Social Worker	08/22/2015	\$31.01	Cherokee Heights Elementary

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Klatt, E. S.	Social Worker	08/22/2015	\$29.47	Highland Park Middle
Rolf, B. J.	Social Worker	08/22/2015	\$48.62	RiverEast Elem/Secondary
Boell, C. C.	Special Education Teacher	08/22/2015	\$33.28	Johnson Achievement Plus Elem
Byrne, E. R.	Special Education Teacher	08/22/2015	\$46.50	RiverEast Elem/Secondary
Elsass, G. K.	Special Education Teacher	08/22/2015	\$28.52	Como Park Elementary
Harries, E.	Special Education Teacher	08/22/2015	\$29.65	Harding Senior High
Hayden, T. W.	Special Education Teacher	08/22/2015	\$27.34	Washington Tech Sec
Hinzman, J. T.	Special Education Teacher	08/22/2015	\$50.96	Hazel Park Preparatory Academy
Lovestrand, M. J.	Special Education Teacher	08/22/2015	\$47.87	Obama Service Learning Elem
Ulven, N. W.	Special Education Teacher	08/22/2015	\$28.52	Linwood Monroe Arts Plus Lower
Mann, D. M.	Speech Pathologist	08/22/2015	\$48.81	271 Belvidere Bldg
Smith, T. N.	School/Community Professional	08/22/2015	\$24.46	Battle Creek Middle School
Sandvik, G.	Education Assistant	09/03/2015	\$30.37	1780 W. 7th Street
Tuorila, D. R.	Education Assistant	09/21/2015	\$30.37	1780 W. 7th Street
Chandler, L. R.	Teaching Assistant	09/05/2015	\$12.99	Highland Park Elementary
Colon De Jesus, W.	Teaching Assistant	09/08/2015	\$13.59	Riverview School of Excellence
Gee, P. A.	Teaching Assistant	09/05/2015	\$14.25	Murray Middle School
Heller, M. M.	Teaching Assistant	09/08/2015	\$14.52	RiverEast Elem/Secondary
Jackson, L. K.	Teaching Assistant	09/05/2015	\$15.25	Battle Creek Middle
Johnson, K. B.	Clerical	08/24/2015	\$16.87	Benjamin Mays/Museum

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Vennemann, S. M.	Clerical	08/08/2015	\$14.75	Washington Tech Sec
Doar, K. N.	Custodian	08/17/2015	\$15.74	Washington Tech Sec
Jones, P. E.	Custodian	08/17/2015	\$15.74	Riverview School of Excellence
King, S. J.	Custodian	08/17/2015	\$15.74	Highland Park Senior High
Nowicki, J. P.	Custodian	08/17/2015	\$15.74	Rondo Education Center
Sage, L. V.	Custodian	08/17/2015	\$15.74	Phalen Lake Hmong Studies Mgnt
Smolik, B. M.	Custodian	08/17/2015	\$15.74	Humboldt Secondary
Moen, J. J.	Operations	08/31/2015	\$23.40	Como Service Center
Hoen, R. G.	Pipe Fitter	08/03/2015	\$42.56	Como Service Center
Crichton, A. G.	Professional Employee	08/31/2015	\$20.00	Colborne Admin Offices

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bjoraker, J.	Assistant Principal From: Teacher on Special Assignment	08/08/2015	\$44.63	The Heights Community School
Dutrieuille, D. M.	Assistant Principal From: Classroom Teacher	08/08/2015	\$53.76	Harding Senior High
McBride, M. J.	Assistant Principal From: Classroom Teacher	08/08/2015	\$50.84	Linwood Monroe Arts Plus Upper
Moeller, H.	Assistant Principal From: Classroom Teacher	08/08/2015	\$51.65	Benjamin Mays/Museum
Sahli, T. R.	Assistant Principal From: Classroom Teacher	08/08/2015	\$47.47	Ramsey Middle School
Ward, G. L.	Assistant Principal From: Classroom Teacher	08/08/2015	\$50.84	Battle Creek Middle
Dols Klingel, M. M.	Central Administrator Career Progression	08/22/2015	\$56.08	Plato Admin Offices

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Berte, V. C.	Classroom Teacher From: Teaching Assistant	08/22/2015	\$25.61	L'Etoile du Nord Upper
Bucher, A.	Classroom Teacher From: School/Community Professional	08/22/2015	\$30.78	Creative Arts Secondary School
Frantum, B. W.	Classroom Teacher From: School/Community Professional	08/22/2015	\$29.02	American Indian Magnet
Lowe-Krause, T.	Classroom Teacher From: Teaching Assistant	08/22/2015	\$23.04	Crossroads Montessori
Nigatu, A. T.	Classroom Teacher From: School/Community Professional	08/22/2015	\$29.58	Ramsey Middle School
O'Connor, M. R.	Classroom Teacher From: School/Community Professional	08/22/2015	\$30.89	Linwood Monroe Arts Plus Upper
Rice, C.	Classroom Teacher From: Teaching Assistant	08/22/2015	\$25.61	Johnson Achievement Plus Elem
Walker, J.	Classroom Teacher From: Teaching Assistant	08/22/2015	\$27.15	Hazel Park Preparatory Academy
Johnson, B. P.	Principal From: Assistant Principal	08/08/2015	\$58.39	Hamline Elementary
Jones, C.	Principal From: Assistant Principal	08/08/2015	\$63.20	The Heights Community School
Paez, N. D.	Principal From: Central Administrator	08/08/2015	\$53.95	Riverview School of Excellence
Thompson, T. C.	Principal From: Assistant Principal	08/08/2015	\$55.77	Battle Creek Middle School
Ross, C. A.	Social Worker From: Teaching Assistant	08/22/2015	\$28.52	St. Paul Music Academy
Errickson, A.	Special Education Teacher From: Teaching Assistant	08/22/2015	\$29.47	Humboldt Secondary
Gilbert, T. D.	Special Education Teacher From: Teaching Assistant	08/22/2015	\$25.61	Johnson Achievement Plus Elem
Stern, M.	Special Education Teacher From: Teaching Assistant	08/22/2015	\$27.15	Ramsey Middle School
Wood, A.	Special Education Teacher - From: Teaching Assistant	08/22/2015	\$29.75	Bridge View

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Miller, P. A.	Specialist Assignment From: Classroom Teacher	08/17/2015	\$46.25	Title I Fed Program Offices
Gibson, D. A.	School/Community Professional From: Teaching Assistant	08/22/2015	\$19.14	Como Park Senior High
Born, P. B.	Clerical Career Progression	08/08/2015	\$24.82	Colborne Admin Offices
Pothen, S. J.	Clerical Career Progression	08/08/2015	\$26.34	Ramsey Middle School
Updyke, R. J.	Custodian Career Progression	08/22/2015	\$25.30	Como Service Center
George, E.	Nutrition Services Personnel Career Progression	08/22/2015	\$24.16	Harding Senior High
Harris, A. N.	Nutrition Services Personnel Career Progression	08/22/2015	\$17.79	L'Etoile du Nord Lower
Zarse, W. M.	Nutrition Services Personnel Career Progression	08/22/2015	\$14.10	International Academy- LEAP
Harvey, C.	Supervisory Career Progression	08/03/2015	\$39.38	Como Service Center

TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Huang, H.	Classroom Teacher	08/22/2015	\$25.61	Jie Ming Mandarin Immr Academy
Johnson, D. R.	Classroom Teacher	08/22/2015	\$25.61	Benjamin Mays/Museum
Kammerer, L.	Classroom Teacher	08/22/2015	\$49.81	Harding Senior High
Nakpil, J. B.	ELL Teacher	08/22/2015	\$28.52	International Academy- LEAP

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Ashley-Wurtmann, A. B.	Classroom Teacher	08/22/2015	Parkway Montessori & Comm. Mid
Baldwin, M. M.	Classroom Teacher	08/22/2015	Hamline Elementary
Beach, A. S.	Classroom Teacher	10/01/2015	Ramsey Middle School

HUMAN RESOURCE TRANSACTIONS
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LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Beard, K. K.	Classroom Teacher	08/22/2015	Washington Tech Sec
Bernard, D. N.	Classroom Teacher	08/22/2015	Linwood Monroe Arts Plus Upper
Casper Sanchez, M.	Classroom Teacher	09/03/2015	Homecroft Early Learning Ctr
Dodge, J. K.	Classroom Teacher	08/31/2015	Focus Beyond (18-Adult)
Evenson, M.	Classroom Teacher	08/22/2015	Eastern Heights Elementary
Farrell, J. L.	Classroom Teacher	09/01/2015	Humboldt Secondary
Footrakoon, O.	Classroom Teacher	08/22/2015	Rondo Education Center
Jenkins, W.	Classroom Teacher	08/22/2015	Battle Creek Middle
Johnson, K.	Classroom Teacher	10/20/2015	Wellstone Elementary
Johnson, R.	Classroom Teacher	08/22/2015	Gordon Parks High - ALC
Jones, L.	Classroom Teacher	08/22/2015	Highland Park Middle
Levy, P. N.	Classroom Teacher	08/22/2015	Harding Senior High
Lonetree Brovold, N. M.	Classroom Teacher	08/22/2015	American Indian Magnet
Malaga de Mancilla, D. F.	Classroom Teacher	08/22/2015	Harding Senior High
Richards, R. A.	Classroom Teacher	08/22/2015	Linwood Monroe Arts Plus Upper
Seifert, H. D.	Classroom Teacher	10/27/2015	Benjamin Mays/Museum
Stockman,S.	Classroom Teacher	09/08/2015	Mississippi Creative Arts
Sweeney, S.	Classroom Teacher	08/22/2015	Bruce F Vento Elementary
Thompson, M. E.	Classroom Teacher	08/22/2015	271 Belvidere Bldg
Warnest, L. S.	Classroom Teacher	08/22/2015	1780 W. 7th Street
Cohen, H. A.	ELL Teacher	08/22/2015	Frost Lake Elementary

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Corrow, M. A.	ELL Teacher	08/22/2015	Highland Park Middle
George, H. C.	Principal	08/08/2015	Four Seasons A+
AbdurRazzaq, K. A.	Social Worker	10/19/2015	Battle Creek Middle
Grant, C.	Social Worker	08/22/2015	Harding Senior High
LaFromboise, P. F.	Special Education Teacher	10/28/2015	271 Belvidere Bldg
Matson, J. R.	Special Education Teacher	08/22/2015	Ramsey Middle School
Schmidt, L. A.	Speech Pathologist	08/22/2015	271 Belvidere Bldg
Weninger, L. J.	Teaching Assistant	09/05/2015	The Heights Community
Xiong, L. L.	Teaching Assistant	09/05/2015	Expo for Excellence Elementary
Williams, M. T.	Custodian	09/01/2015	Obama Service Learning Elem

REINSTATEMENT AFTER LAYOFF

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Hicks, B. J.	Central Administrator	08/22/2015	\$52.28	Title I Fed Program Offices
Bucher, A.	School/Community Professional	08/22/2015	\$28.62	Creative Arts Secondary
Herrera, L.	School/Community Professional	08/22/2015	\$30.38	Creative Arts Secondary
Fjelstad De Santiago, R.	Education Assistant	08/22/2015	\$14.67	Capitol Hill Magnet
Henry, D.	Education Assistant	08/22/2015	\$27.81	Creative Arts Secondary
Leko, J. M.	Education Assistant	08/22/2015	\$24.50	American Indian Magnet

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ause, A. J.	Classroom Teacher	08/22/2015	\$31.01	271 Belvidere Bldg
Bernard, J. M.	Classroom Teacher	08/22/2015	\$41.46	Cherokee Heights Elementary

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

<u>REHIRE</u> <u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bossert, A. M.	Classroom Teacher	08/22/2015	\$31.01	Murray Middle School
Boyd, E. A.	Classroom Teacher	08/22/2015	\$34.93	Cherokee Heights Elementary
Brookins, M. M.	Classroom Teacher	08/22/2015	\$27.78	Hazel Park Preparatory Academy
Daniel, J. K.	Classroom Teacher	08/22/2015	\$25.61	Riverview School of Excellence
Dobbelaere, T.	Classroom Teacher	08/22/2015	\$33.22	Plato Admin Offices
Endthoff, R. A.	Classroom Teacher	08/22/2015	\$44.87	Maxfield Elementary
Mann, J. S.	Classroom Teacher	08/22/2015	\$26.51	Hazel Park Preparatory Academy
Mog, J. L.	Classroom Teacher	08/22/2015	\$40.58	Hazel Park Preparatory Academy
Petersen, S. A.	Classroom Teacher	08/22/2015	\$28.52	Humboldt Secondary
Pierce, A. K.	Classroom Teacher	08/22/2015	\$27.34	Wellstone Elementary
Sanders Dokas, D. L.	Classroom Teacher	08/22/2015	\$31.96	Murray Middle School
Schnieders, C. A.	Classroom Teacher	08/22/2015	\$46.50	Benjamin Mays/Museum
Ungs, L.	Classroom Teacher	08/22/2015	\$29.75	Jie Ming Mandarin Immr Academy
Vinson, K. E.	Classroom Teacher	08/22/2015	\$32.12	Adams Spanish Immersion Magnet
Wagner, K. F.	Classroom Teacher	08/22/2015	\$27.78	Johnson Achievement Plus Elem
White, M. E.	Classroom Teacher	08/22/2015	\$26.51	Hazel Park Preparatory Academy
Wilson, E. L.	Classroom Teacher	08/22/2015	\$28.52	American Indian Magnet
Boyken, J.	Special Education Teacher	08/22/2015	\$38.03	Linwood Monroe Arts Plus Upper
Wiley-Clomon, J. M.	Special Education Teacher	08/22/2015	\$28.52	Gordon Parks High School - ALC

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Kawatski, L. E.	Speech Pathologist	08/22/2015	\$31.37	Rondo Education Center
Bryant, A. P.	Teacher on Special Assignment	08/22/2015	\$34.58	Como Park Senior High
Ryan, P. K.	Teacher on Special Assignment	08/17/2015	\$50.09	Title I Fed Program Offices
Parham, S.	School/Community Professional	08/31/2015	\$33.13	Linwood Monroe Arts Plus Upper
Levy, J.	Teaching Assistant	09/08/2015	\$14.25	The Heights Community School
Moua, M.	Teaching Assistant	09/05/2015	\$13.59	Farnsworth Aerospace Lower
Noack, D. A.	Teaching Assistant	09/08/2015	\$15.25	Farnsworth Aerospace Upper
Flores, M. E.	Clerical	08/13/2015	\$22.01	Farnsworth Aerospace Upper
G Michael, E.	Custodian	08/10/2015	\$15.74	The Heights Community

REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Butler, K. J.	Classroom Teacher	08/22/2015	Plato Admin Offices
Estrellado, A. M.	Classroom Teacher	08/22/2015	Bruce F Vento Elementary
Gardner, A. M.	Classroom Teacher	08/22/2015	Bruce F Vento Elementary
Gontarek, C.	Classroom Teacher	08/22/2015	271 Belvidere Bldg
Griffin, L.	Classroom Teacher	08/22/2015	Como Park Senior High
Grostephan, G. N.	Classroom Teacher	08/22/2015	Jie Ming Mandarin Immr Academy
Hansen, E. J.	Classroom Teacher	08/22/2015	Harding Senior High
Hanson, B.	Classroom Teacher	08/22/2015	Linwood Monroe Arts Plus Upper
Harrison, E. J.	Classroom Teacher	08/22/2015	Highland Park Middle
Hartzell, A.	Classroom Teacher	08/22/2015	Battle Creek Elementary

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Herreid, K.	Classroom Teacher	08/22/2015	Mississippi Creative Arts Elem
Himmelstrup, L. M.	Classroom Teacher	08/22/2015	Central Senior High
McCleerey, S. A.	Classroom Teacher	08/22/2015	Central Senior High
Minnema, E. E.	Classroom Teacher	08/22/2015	Humboldt Secondary
Ochiagha, S. E.	Classroom Teacher	08/22/2015	The Heights Community
Polga, X. L.	Classroom Teacher	08/22/2015	Jie Ming Mandarin Immr
Schmidt, A. C.	Classroom Teacher	08/22/2015	Wellstone Elementary
Schmitz, T. S.	Classroom Teacher	08/22/2015	Nokomis Montessori North
Sward, M. L.	Classroom Teacher	08/22/2015	Washington Tech Sec Magnet
Sylvester, S.	Classroom Teacher	08/22/2015	Como Park Senior High
Timmer, S. M.	Classroom Teacher	08/22/2015	Highland Park Middle
Vang, M.	Classroom Teacher	08/22/2015	Jackson Preparatory Elementary
Wall, E. S.	Classroom Teacher	08/22/2015	Central Senior High
Weller, J. D.	Classroom Teacher	08/22/2015	Creative Arts Secondary
Whitney, R. M.	Classroom Teacher	08/22/2015	Highland Park Middle
Yang, M.	Classroom Teacher	08/22/2015	Farnsworth Aerospace Lower
Yang, Z.	Classroom Teacher	08/22/2015	Mississippi Creative Arts Elem
Yu, D.	Classroom Teacher	08/22/2015	Hazel Park Preparatory Academy
Som, P.	ELL Teacher	08/22/2015	The Heights Community School

HUMAN RESOURCE TRANSACTIONS
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REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Decker, A. M.	Early Education Teacher	08/22/2015	Benjamin Mays/Museum
Freeberg, J. A.	Early Education Teacher	08/22/2015	Maxfield Elementary
Yenni, A. R.	Psychologist	08/22/2015	Como Park Elementary
Clarke, A. E.	Special Education Teacher	08/22/2015	Farnsworth Aerospace Upper
Gonzalez, J.	Special Education Teacher	08/22/2015	Bridge View
Handrahan, J.	Special Education Teacher	08/22/2015	Focus Beyond (18-Adult)
Leon, M. T.	Special Education Teacher	08/22/2015	Wellstone Elementary
Hamilton, A.	Speech Pathologist	08/22/2015	Riverview School of Excellence
Paitich, A. H.	Speech Pathologist	08/22/2015	Highwood Hills Elementary
Flores, S. A.	School/Community Professional	09/14/2015	271 Belvidere Bldg
Nigatu, A. T.	School/Community Professional	08/22/2015	Johnson Achievement Plus Elem
Carter, C. J.	Education Assistant	08/31/2015	Battle Creek Middle
Taylor, M. A.	Education Assistant	08/31/2015	Focus Beyond (18-Adult)
McEwen, M. L.	Teaching Assistant	08/22/2015	Bridge View
Jenkins, C. D.	Clerical	08/17/2015	Colborne Admin Offices

VOLUNTARY REDUCTION IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Broadrick, A.	Education Assistant	08/22/2015	\$17.16	Humboldt Secondary
Centeno, E.	Teaching Assistant	09/05/2015	\$19.90	Bridge View
Latour, R.	Nutrition Services Personnel	08/22/2015	\$21.47	Como Service Center

CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Dery, J. M.	Classroom Teacher From: Teacher on Special Assignment	08/22/2015	\$42.13	Highwood Hills Elementary

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CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Pay Rate</u>	<u>Location</u>
Fox, M. A.	Classroom Teacher From: Teacher on Special Assignment	08/22/2015	\$48.62	Humboldt Secondary
Herrera, L.	Classroom Teacher From: School/Community Professional	08/22/2015	\$31.37	Johnson Achievement Plus Elem
Rahman, J.	Classroom Teacher From: Teacher on Special Assignment	08/22/2015	\$45.57	Washington Tech Sec
Wendorff, B. J.	Classroom Teacher From: Teacher on Special Assignment	08/22/2015	\$41.16	Crossroads Science
Gibbs, N. P.	Leadership Dev. Intern From: School/Community Professional	08/22/2015	\$33.40	American Indian Magnet
Grant, L.	Social Worker From: Teacher on Special Assignment	08/22/2015	\$47.87	Battle Creek Middle
Hicks, B. J.	Social Worker From: Central Administrator	08/22/2015	\$50.96	Washington Tech Sec
Walker, J. E.	Leadership Dev. Intern From: School/Comm. Professional	08/22/2015	\$38.17	Daytons Bluff Achievement Plus

SUSPENSION WITHOUT PAY

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>
Y., S.	Social Worker	09/15/2015
Y., S.	Social Worker	09/22/2015
Y., S.	Social Worker	09/29/2015
Y., S.	Social Worker	10/06/2015
Y., S.	Social Worker	10/13/2015

RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Hoff, A. L.	Classroom Teacher	06/14/2016	The Heights Community School
McIntosh, B. J.	Classroom Teacher	08/05/2015	Chelsea Heights Elementary
McPartlan, C.	Classroom Teacher	08/04/2015	Groveland Park Elementary

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RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Swenson, C.	School/Community Professional	12/02/2015	Homecroft Early Learning Ctr
Reynolds, L.	Education Assistant	11/30/2015	Ronald M Hubbs Center
Olson, L. K.	Teaching Assistant	08/25/2015	Bridge View
Eberhardt, L. S.	Clerical	09/01/2015	Colborne Admin Offices
Wray, R.	Custodian	11/07/2015	The Heights Community School
Fair, D. H.	Nutrition Services Personnel	09/01/2015	Rondo Education Center
Tallarico, S. M.	Nutrition Services Personnel	01/01/2016	Bridge View
Adams, G. J.	Nutrition Services Supervisor	01/22/2016	Como Service Center
Nelson, P.	Professional Employee	01/09/2016	Colborne Admin Offices

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Aubin, M. J.	Classroom Teacher	08/22/2015	Maxfield Elementary
Babcock, B.	Classroom Teacher	08/11/2015	Humboldt Secondary
Benner, A.	Classroom Teacher	08/05/2015	Johnson Achievement Plus Elem
Boyd, B. B.	Classroom Teacher	08/09/2015	Agape High school (ALC)
DeGree, T.	Classroom Teacher	08/08/2015	Capitol Hill Magnet
Defiel, A. C.	Classroom Teacher	06/30/2015	L'Etoile du Nord Upper
Duncan, M.	Classroom Teacher	09/01/2015	Eastern Heights Elementary
Foster, A. R.	Classroom Teacher	08/18/2015	The Heights Community School
Hadley, M. E.	Classroom Teacher	08/04/2015	271 Belvidere Bldg
Hallstrom, B. R.	Classroom Teacher	08/22/2015	Nokomis Montessori South
Hogan, A.	Classroom Teacher	08/25/2015	Riverview School of Excellence

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Howard, D. E.	Classroom Teacher	08/29/2015	Capitol Hill Magnet
Jackson, L. R.	Classroom Teacher	08/08/2015	Eastern Heights Elementary
Johnson, N. M.	Classroom Teacher	08/19/2015	Humboldt Secondary School
Kipp, D. L.	Classroom Teacher	08/22/2015	Parkway Montessori & Comm Mid
Kuendig, W. N.	Classroom Teacher	08/22/2015	Humboldt Secondary
Lange, J. R.	Classroom Teacher	08/07/2015	Parkway Montessori & Comm Mid
Murphy, M. K.	Classroom Teacher	08/18/2015	Eastern Heights Elementary
Nilius, J. C.	Classroom Teacher	08/29/2015	Nokomis Montessori South
Peters, K. K.	Classroom Teacher	08/11/2015	Randolph Heights Elementary
Rottman, C. D.	Classroom Teacher	08/26/2015	Bruce F Vento Elementary
Runsewe, A.	Classroom Teacher	08/07/2015	Highland Park Middle
Samaha, S. A.	Classroom Teacher	08/08/2015	Colborne Admin Offices
Sherrod, S.	Classroom Teacher	08/20/2015	Washington Tech Sec
Slater, K. M.	Classroom Teacher	08/01/2015	Wellstone Elementary
Thorstad, H. D.	Classroom Teacher	08/08/2015	Como Park Senior High
White, R. A.	Classroom Teacher	08/11/2015	Johnson Achievement Plus Elem
Yang, G. G.	Classroom Teacher	08/29/2015	Benjamin Mays/Museum
Holloway, E. G.	Nurse	08/03/2015	Agape High school (ALC)
Brookins, T.	Principal	07/11/2015	Battle Creek Middle
Babu, C.	Social Worker	08/06/2015	Wellstone Elementary

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RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Cudo, J. M.	Special Education Teacher	08/08/2015	Johnson Achievement Plus Elem
Garcia, C. M.	Special Education Teacher	08/22/2015	Humboldt Secondary
Mann, A. M.	Special Education Teacher	09/01/2015	Hazel Park Preparatory Academy
Rick, A.	Special Education Teacher	08/22/2015	Boys Totem Town
Tauer Carl, C. M.	Speech Pathologist	08/09/2015	Linwood Monroe Arts Plus Lower
Wallenberg, M. R.	Specialist	08/06/2015	Plato Admin Offices
Boyle, Z. L.	School/Community Professional	08/02/2015	River East Elem/Secondary
Hanson, H. M.	Education Assistant	08/31/2015	Four Seasons A+
Hokkanen, J. C.	Education Assistant	09/01/2015	1780 W. 7th Street
Sine, H. E.	Education Assistant	08/15/2015	Humboldt Secondary
Suleiman, F. M.	Education Assistant	08/21/2015	Humboldt Secondary
Yang, Z.	Education Assistant	08/12/2015	Groveland Park Elementary
Brossard, A. G.	Teaching Assistant	08/07/2015	Mississippi Creative Arts Elem
Brown, E. A.	Teaching Assistant	08/01/2015	Expo for Excellence Elementary
Cervantes, S. C.	Teaching Assistant	08/22/2015	Highwood Hills Elementary
Dhungana, P. L.	Teaching Assistant	08/12/2015	International Academy - LEAP
Froya, L. A.	Teaching Assistant	09/01/2015	Linwood Monroe Arts Plus Lower
Guzman Perez, F. A.	Teaching Assistant	08/10/2015	Adams Spanish Immersion Magnet

HUMAN RESOURCE TRANSACTIONS
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RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Haukos, M. A.	Teaching Assistant	08/04/2015	St. Paul Music Academy
Head, K.	Teaching Assistant	08/13/2015	Johnson Senior High
Heinrichs, J. R.	Teaching Assistant	08/20/2015	JJ Hill Montessori Magnet
Her, T.	Teaching Assistant	07/28/2015	Johnson Senior High
Hoover, J. A.	Teaching Assistant	08/11/2015	Nokomis Montessori South
Jahns, K. M.	Teaching Assistant	08/15/2015	Eastern Heights Elementary
Johnson, D. A.	Teaching Assistant	08/16/2015	Washington Tech Sec Magnet
Loyd, A. A.	Teaching Assistant	08/27/2015	The Heights Community School
Lundeen, S. E.	Teaching Assistant	08/14/2015	Linwood Monroe Arts Plus Upper
Moua, H.	Teaching Assistant	08/20/2015	Nokomis Montessori North
Mrozek, A. M.	Teaching Assistant	08/08/2015	American Indian Magnet
Partlo, A.	Teaching Assistant	08/27/2015	The Heights Community School
Rosas, E.	Teaching Assistant	08/20/2015	Wellstone Elementary
Schmidt, D	Teaching Assistant	08/29/2015	Frost Lake Elementary
Scott, L. A.	Teaching Assistant	08/31/2015	Highland Park Middle
Seeger, J. M.	Teaching Assistant	08/07/2015	Como Park Senior High
Sparkman, M. L.	Teaching Assistant	08/15/2015	Highland Park Middle
Voris, Q. B.	Teaching Assistant	08/05/2015	Galtier Elementary
Vang, M.	Clerical	08/15/2015	Frost Lake Elementary
Amaris, M. E.	Nutrition Services Personnel	08/11/2015	Horace Mann School
Basting, T. A.	Nutrition Services Personnel	01/24/2015	Wellstone Elementary
Cooley-Myles, S. R.	Nutrition Services Personnel	08/23/2015	St Anthony Park Elementar

HUMAN RESOURCE TRANSACTIONS
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RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Dusbiber, M.	Nutrition Services Personnel	08/21/2015	Battle Creek Elementary
Florez, A. H.	Nutrition Services Personnel	08/05/2015	Adams Spanish Immersion Magnet
Koehn, L. S.	Nutrition Services Personnel	08/28/2015	Murray Middle School
Laubach, J. L.	Nutrition Services Personnel	08/05/2015	Como Park Senior High
Mlenar, H. T.	Technical	08/06/2015	Como Service Center
Sanchez Cano, A.	Nutrition Services Personnel	09/05/2015	Como Service Center
Stevenson, C. V.	Nutrition Services Personnel	08/15/2015	Journey's Secondary School

TERMINATION

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>
Gottwalt, D.	Classroom Teacher	08/27/2015
Thor, M. S.	Nurse	08/21/2015
Parker, V. M.	Special Education Teacher	06/14/2015
Vue Vang, Z.	School/Community Professional	09/05/2015
Cloutier, M. A.	Custodian	07/29/2015
Garcia, A. B.	Custodian	08/15/2015
Sedgewick, L. S.	Custodian	07/23/2015
Dodd-Ashby, Q. G.	Nutrition Services Personnel	06/05/2015
Jackson, J. J.	Nutrition Services Personnel	05/30/2015
Sanychanh, S.	Professional Employee	09/02/2015

DISCHARGE

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>
B., L. M.	Education Assistant	08/14/2015

HUMAN RESOURCE TRANSACTIONS
September 22, 2015

TERMINATION OF TEMPORARY EMPLOYMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff. Date</u>	<u>Location</u>
Bregier, R. J.	Classroom Teacher	08/08/2015	Central Senior High
Dutton, K. B.	Classroom Teacher	08/08/2015	271 Belvidere Bldg
Kesler, C. C.	Classroom Teacher	08/08/2015	Central Senior High
LaMere, D.	Classroom Teacher	08/08/2015	Humboldt Secondary
Larsen, G. M.	Classroom Teacher	08/08/2015	Central Senior High
Mahowald, J. A.	Classroom Teacher	08/08/2015	Parkway Montessori & Comm Mid
Marshall, S. R.	Classroom Teacher	08/08/2015	Highland Park Senior
Peterson, T. L.	Classroom Teacher	08/08/2015	Mississippi Creative Arts Elem
Retnani, K.	Classroom Teacher	08/08/2015	L'Etoile du Nord Upper
Schroeder, L. J.	Classroom Teacher	08/08/2015	Bruce F Vento Elementary
Vinson, K. E.	Classroom Teacher	08/08/2015	Adams Spanish Immersion
Wang, J. K.	Classroom Teacher	08/08/2015	Central Senior High
Wasserlein, T. R.	Classroom Teacher	08/08/2015	St. Paul Music Academy
Sundermeyer, H. T.	ELL Teacher	08/08/2015	Wellstone Elementary
Barrett, J. D.	Speech Pathologist	08/08/2015	Highwood Hills Elementary
Huerth, C.	Speech Pathologist	08/08/2015	Bridge View
Kroulik, K.	Speech Pathologist	08/08/2015	Ramsey Middle School

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

DATE: September 22, 2015

TOPIC: Acceptance of Gift from HIWay Federal Credit Union

A. PERTINENT FACTS:

1. Johnson Senior High would like to accept a gift of \$35,245.96 from the HIWay Federal Credit Union.
2. The \$35,245.96 will be used for construction of a satellite credit union office at Johnson Senior High School.
3. This project will meet the District strategic plan goals of ensuring high academic achievement for all students and accelerating the path of excellence.
4. This item is submitted by Micheal J. Thompson, Principal, Johnson Senior High School; and Theresa Battle, Assistant Superintendent, High Schools.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (or Designee) to allow Johnson Senior High School to accept this gift from the HIWay Credit Union. This gift of \$35,245.96 will be deposited into the General Fund, 01-230-000-000-5096-0000.

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

DATE: September 22, 2015

TOPIC: Permission to Submit and Accept, if Approved, an Adult Basic Education Proposal for 2015-16 and Distribute Funds to Saint Paul Literacy Consortium Members.

A. PERTINENT FACTS:

1. The Adult Basic Education Program submits a grant proposal each year to the Minnesota Department of Education for funding to provide adult basic education services.
2. The proposal includes funds to be disbursed by the District as fiscal agent for the Saint Paul Community Literacy Consortium.
3. The Consortium membership agreed to distribute funds on the Minnesota Department of Education Adult Basic Education funding formula.
4. Consortium members eligible to receive funding include Comunidades Latinas Unidas en Servicio (CLUES), Guadalupe Alternative Program, Hmong American Partnership, Hmong Cultural Center of Minnesota, International Institute, Minnesota Literacy Council, MORE School for Multicultural Empowerment, Neighborhood House, Saint Paul Public Schools, and Vietnamese Social Service of Minnesota.
5. These funds will be accounted for in Fund 4, Community Services Fund, Program 520, and Adult Basic Education.
6. This project will meet the District target area goals by ensuring high academic achievement for all students, strengthening relationships with community and families, and raising expectations for accountability.
7. This item is submitted by Scott Hall, Supervisor, Adult Basic Education; Lynn Gallandat, Director, Community Education; and Jackie Turner, Executive Director, Office of Family Engagement and Community Partnerships.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Minnesota Department of Education to provide Adult Basic Education services for the 2015-16 year, to accept funds if awarded, and to disburse funds to Saint Paul Community Literacy Consortium members based on the adult basic education formula.

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

DATE: September 22, 2015

TOPIC: Grant Agreement Between Saint Paul Public Schools (SPPS) and the Amherst H. Wilder Foundation, on Behalf of the Saint Paul Promise Neighborhood (SPPN) for the Saint Paul Public Schools (SPPS) CDF Freedom Schools Program-Rondo Complex Site

A. PERTINENT FACTS:

1. The Grant Agreement between the Wilder Foundation, on behalf of the Saint Paul Promise Neighborhood, and the SPPS CDF Freedom Schools program supported summer learning that helped children who attended Freedom Schools at the Rondo Complex fall in love with reading, increased their self-esteem, and generated more positive attitudes toward learning. Children were taught using a model curriculum that supported children and families around five essential components: high quality academic enrichment; parent and family involvement; civic engagement and social action; intergenerational leadership development; and nutrition, health and mental health.
3. This Grant Agreement and the Wilder Foundation's, on behalf of the Saint Paul Promise Neighborhood, grant offer of \$50,000 will meet the District Strategic Plan Goal of Achievement as it will help to subsidize summer programming for our ALC eligible students who participated in Summer Term (S-Term) Session 2 at the Rondo Complex. The grant will help to off-set the costs of the CDF Freedom Schools curriculum and instruction designed to ensure each child who participated would be equipped with the necessary skills to succeed in life and become college and career ready.
4. This item is submitted by Jon Peterson, Director, Office of College and Career Readiness and Kate Wilcox-Harris, Chief Academic Officer..

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into a Grant Agreement with the Wilder Foundation, on behalf of the Saint Paul Promise Neighborhood and accept their offer of a \$50,000 grant to support the CDF Freedom Schools Program at the Rondo Complex from Summer Term 2015.

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

DATE: September 22, 2015

TOPIC: Request for Permission to Accept Grants from Ecolab's Visions for Learning Grant 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, as well as increase their understanding of academic content and the connection between school and life.
2. One hundred forty nine 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 Ryan Vernosh, Director, Communications, Marketing and Development; and 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 22, 2015

TOPIC: Request for Permission to Submit a Grant Application to the Grotto Foundation

A. PERTINENT FACTS:

1. The Grotto Foundation is currently accepting grant applications to improve the education and economic, physical and social well-being of citizens, with a special focus on families and culturally diverse groups.
2. Saint Paul Public Schools (SPPS) has prepared an application requesting approximately \$14,744 for American Indian Magnet School teachers to receive support for AVID implementation such as ongoing professional development, scaffolding instructional practice and individual and small group coaching.
3. SPPS will serve as the fiscal agent.
4. This project will meet the Strong Schools, Strong Communities goal of achievement.
5. This item is submitted by Ryan Vernosh, Director of Communications, Marketing and Development; Hans Ott, Director, Office of Teaching and Learning; Kate Wilcox-Harris, Chief Academic Officer; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit an application to the Grotto Foundation for American Indian Magnet School teachers to receive support for AVID implementation; 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 22, 2015

TOPIC: Request for Permission to Submit Inspired Educator Grant Applications to the Saint Paul Public Schools Foundation

A. PERTINENT FACTS:

1. Saint Paul Public Schools Foundation annually provides SPPS teachers with the opportunity to request up to \$3,000 to fund projects that engage students in critical thinking, problem-solving, and greater achievement in standards-based subject matter. Applications are submitted directly by SPPS teachers to the SPPS Foundation.
2. Saint Paul Public Schools teachers are preparing applications for Inspired Educator Grants that will total approximately \$25,000.
3. This project will meet the District strategic plan goal of ACHIEVEMENT.
4. This item is submitted by Ryan Vernosh, Director, Communications, Marketing and Development; Assistant Superintendents Andrew Collins, Sharon Freeman, Lisa Sayles-Adams and Theresa Battle; Stacey Gray Akyea, Director, Research, Evaluation and Assessment; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit applications to the Saint Paul Public Schools Foundation for Inspired Educator Grants to enable SPPS teachers to conduct special projects in their classrooms; to accept funds, if awarded; 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 22, 2015

TOPIC: Request for Permission to Accept a Grant From The Shakopee Mdewakanton Sioux Community

A. PERTINENT FACTS:

1. The Shakopee Mdewakanton Sioux Community makes donations that improve the lives of others across the country. Sharing is fundamental to Dakota culture.
2. Saint Paul Public Schools Indian Education Program prepared an application and received a grant for \$12,000 to supply students with school supplies, backpacks, calculators, etc.
3. This project will meet the District strategic plan goal of achievement
4. This item is submitted by John Bobolink, Supervisor, Indian Education; Ryan Vernosh, Director, Communications, Marketing and Development; Kate Wilcox-Harris, Chief Academic Officer; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Shakopee Mdewakanton Sioux Community to supply students with school supplies 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 22, 2015

TOPIC: Request for Permission to Accept Grant from Timberwolves Fast Break Foundation and Rebuilding Together

A. PERTINENT FACTS:

1. The Timberwolves Fast Break Foundation, in collaboration with Rebuilding Together Twin Cities, has contributed approximately \$30,000 in goods and services to Parkway Montessori Middle School.
2. The goods and services include installation of pavers, fencing and a pergola in the West Garden; creation of space for reading in the school courtyard; new backboards for the school gym; removal of invasive species from the butterfly garden; planting perennials in the peace garden; and construction of five outdoor classrooms.
3. This project will meet the District strategic plan goal of ACHIEVEMENT.
4. This item is submitted by Timothy Hofmann, principal; Ryan Vernosh, Director of Communications, Marketing and Development; Lisa Sayles-Adams, Assistant Superintendent; Jean Ronnei, Chief Operations Officer; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept this in-kind support from the Timberwolves and its partner, Rebuilding Together Twin Cities on behalf of Parkway Montessori Middle School; 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 22, 2015

TOPIC: Request for Permission to Accept a Grant 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 have been awarded a grant for Washington Secondary School to purchase tennis equipment and uniforms. Saint Paul Public Schools will serve as fiscal agent for this project. The total 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 Mike McCollor, Principal, Washington Secondary School; Ryan Vernosh, Communications, Marketing and Development; Theresa Battle, Assistant Superintendent; and Jackie Turner, Chief Engagement Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept this grant 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 22, 2015

TOPIC: Request for Permission to Accept a Grant from Verizon

A. PERTINENT FACTS:

1. Verizon is dedicated to solving critical social issues related to education, particularly in underserved communities.
2. Washington Technology prepared an application and received a grant for \$20,000 to implement the Introduction to Computer Science (ICS) units to their Project Lead the Way program.
3. This project will meet the District strategic plan goal of Achievement
4. This item is submitted by Mike McCollor, Principal, Washington Secondary School; Ryan Vernosh, Director, Communications, Marketing and Development; Theresa Battle, Assistant Superintendent; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from Verizon to implement ICS units to the Project Lead the Way program at Washington; 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 22, 2015

TOPIC: Request for Permission to Submit a Grant Application to the William T. Grant Foundation

A. PERTINENT FACTS:

1. The William T. Grant Foundation is currently accepting grant applications to advance the Foundation's interests in understanding programs, policies, and practices that reduce inequality or understanding the use of research evidence affecting youth ages 5-25.
2. In conjunction with the Search Institute, Saint Paul Public Schools (SPPS) has prepared an application requesting approximately \$593,638 to study student/teacher developmental relationships in middle and high school. The study will look at how these relationships promote perseverance among socioeconomically diverse students.
3. The Search Institute will serve as the fiscal agent. If funded, SPPS will receive approximately \$25,000.
4. This project will meet the Strong Schools, Strong Communities goal of achievement.
5. This item is submitted by Ryan Vernosh, Director of Communications, Marketing and Development; Stacey Gray Akyea, Director Research Evaluation & Assessment; Lisa Sayles-Adams, Assistant Superintendent K-8 and Middle Schools; Theresa Battle, Assistant Superintendent High Schools; Kate Wilcox-Harris, Chief Academic Officer; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit an application to the William T. Grant Foundation to study student/teacher developmental relationships in middle and high school and look at how these relationships promote perseverance among 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 22, 2015

TOPIC: Contract for Legislative Services

A. PERTINENT FACTS:

1. The Superintendent requests permission to enter into a contract with Mary Dougherty Gilbert (Gilbert) to provide legislative services to the District. Gilbert agrees to serve as a consultant to District in matters of legislation, political education and session and biennial objectives. She also agrees to assist the District in its development of its annual state legislative program.
2. Gilbert will monitor all pertinent legislative activity, including bill introductions, committee and subcommittee actions and floor sessions. She will timely report to the Superintendent and the School Board on pertinent Capitol activities both in oral and written form.
3. Within the scope of and funding for this contract, Gilbert will subcontract for additional legislative monitoring services as needed to achieve the District's legislative objectives.
4. The contract period will be twenty four (24) months beginning July 1, 2015 and ending June 30, 2017.
5. The cost of this contract includes:
 - \$86,000 base pay in 2015/2016 and \$88,000 base pay in 2016/2017
 - covered benefits as cited in contract
 - reimbursable expenses as cited in the contract
 - billing rate of \$75.00/hour for all services performed by Gilbert as requested by the Superintendent between July 1 and September 30 of each year for the two year period
6. Funding for this contract is provided in the general fund within budget code 01-005-010-000-6305-0000
7. This contract meets the District's strategic goals of alignment and sustainability.
8. This item is submitted by Marie Schrul, Chief Financial Officer.

B. RECOMMENDATION:

That the Board of Education enter into a contract with Mary Dougherty Gilbert to provide legislative services to the District for a period of twenty-four (24) months beginning July 1, 2015 and ending June 30, 2017.

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

DATE: September 22, 2015

TOPIC: Playworks Partnership Contract

A. PERTINENT FACTS:

1. The Office of the Superintendent requests permission to enter into a contract with Playworks to provide each school listed below with a Program Coordinator to improve the health and well-being of children; American Indian Magnet, John A Johnson Elementary and The Heights Community School.
2. The goal of this effort is to provide these schools a high quality, multifaceted program to increase opportunities for physical activity and safe, meaningful play during the school day and after school. The program has five key components: Recess, Class Game Time, Junior Coach Program, Out-of-School Programming, and Leagues.
3. Playworks is a non-profit, public benefit corporation organized and operated exclusively for charitable purposes within the meaning of section 501(c)(3) of the Internal Revenue Code.
4. The total cost for this agreement will not exceed \$29,000 for each school for the time period of September 1, 2015 through June 30, 2016.
5. This project will meet the District target area goal of Alignment.
6. This item is submitted by – Chreese Jones, Principal, The Heights Community School; Lisa Gruenewald, Principal, John A Johnson Elementary; Todd Goggleye, Principal, American Indian Magnet; Lisa Sayles-Adams, Assistant Superintendent; Sharon Freeman, Assistant Superintendent, and Andrew Collins, Assistant Superintendent.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into a contract with Playworks to provide each school listed above with one Program Coordinator to improve the health and well-being of children.

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

DATE: September 22, 2015

TOPIC: Certificate of Authority

A. PERTINENT FACTS:

1. The school district enters into agreements for products and/or services with vendors in accordance with Minnesota State Statute 471.345 (Uniform Municipal Contracting Law) and Minnesota State Statute 123B.52.
2. The Board of Education shall award all contracts which exceed the dollar limit specified in Minnesota State Statute 471.345.
3. Upon Board authorization, awards under the amount specified in Minnesota State Statute 471.345 may be made by the Chief Business Officer or his/her designee.
4. The School Board authorizes the Chief Financial Officer and Purchasing Manager as the persons authorized to enter into such agreements.
5. This item supports the District target goal of alignment.
6. This item is submitted by Marie Schrul, Chief Financial Officer.

B.. RECOMMENDATION:

That the Board of Education adopt the Certificate of Authority which authorizes the Chief Financial Officer and Purchasing Manager to enter into and sign agreements as specified in Minnesota State Statute 471.345 and Minnesota State Statute 123B.52.

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

DATE: September 22, 2015

TOPIC: Renewal of Lease Agreement with Community Action Partnership of Ramsey and Washington County - HeadStart

A. PERTINENT FACTS:

1. On June 24, 2014, the Board of Education authorized the district to enter into a twelve month lease agreement with Community Action Partnership of Ramsey and Washington County - HeadStart at 271 Belvidere Street that expired on June 30, 2015.
2. The administration is agreeable to continue to lease space to Community Action Partnership of Ramsey and Washington County – HeadStart.
3. Terms and conditions of the Lease Agreement include the following:
 - a. The lease term will be twenty-four (24) months commencing July 1, 2015 and terminating June 30, 2017, with two (2) – one year extensions.
 - b. The District will lease approximately five classrooms and shared space at 271 Belvidere to the Community Action Partnership of Ramsey and Washington County - HeadStart for purposes of providing a HeadStart program for the West Side.
 - c. Rent for this term will be Three Thousand One Hundred Eighty Three and 44/100 Dollars (\$3,183.44) per month. Revenue will be applied to debt service.
4. This project will meet the District target area goals by ensuring high academic achievement for all students.
5. This item is submitted by Tom Parent, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

B. RECOMMENDATIONS:

That the Board of Education ratify execution by the administration of a Lease Agreement between the District and Community Action Partnership of Ramsey and Washington County - HeadStart to lease space at 271 Belvidere for the term July 1, 2015 through June 30, 2017, with monthly rent of Three Thousand One Hundred Eighty Three and 44/100 Dollars (\$3,183.44) and subject to all other terms and conditions of said agreement.

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

DATE: September 22, 2015

TOPIC: Request for Permission to Participate in Affiliation Agreement with Rush University Medical Center

A. PERTINENT FACTS:

1. Saint Paul Public Schools has had a long relationship of training student nurses in our schools. The participating universities and colleges enter into an agreement to send student nurses to our district and provide appropriate oversight of the program. The district agrees to provide a suitable setting for the students to learn and grow as a nurse.
2. This request is for ongoing participation in a student clinical experience with Saint Paul Public Schools and Rush University College of Nursing, 600 South Paulina Street, Suite 1080, Chicago, Illinois. This Agreement shall become effective September 8, 2015, and continue through September 8, 2020 unless ninety (90) day prior written notice to terminate this Agreement is given to the other party. Advance notice of termination is required to safeguard the students currently enrolled in the nursing program.
3. The arrangements with nurse preparation programs provide an excellent way to recruit candidates for the district.
4. There is no additional cost to the district for the nurse preparation programs.
5. Collaboration with area colleges to train high quality nurses supports the strategic plan goal of aligning sustainability and strengthening relationships with community and families.
6. Requested by Mary Yackley, Supervisor, Student Health and Wellness, and Dr. Elizabeth Keenan, Assistant Superintendent, Office of Specialized Services and Kate Wilcox-Harris, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorizes the Superintendent to enter into a Student Nurses Agreement with Metropolitan State University effective September 8, 2105, and continue through September 8, 2020, unless ninety (90) day prior written notice to terminate this Agreement is given to the other party.

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

DATE: September 22, 2015

TOPIC: Spring 2016 ACT Testing

A. PERTINENT FACTS:

1. The District plans to administer the ACT Plus Writing exam to all 11th graders, approximately 2,700 students at 16 schools, on Tuesday April 19, 2016.
2. This administration of the ACT Plus Writing exam will, in part, meet State of Minnesota graduation assessment requirements for students who have yet to meet those requirements. It will also support the district's efforts to ensure college and career readiness for all students.
3. At this time, ACT requires payment of \$152,550.00 for materials, services and support related to this administration of the ACT Plus Writing exam.
4. Funding for the administration of the ACT Plus Writing exam will be provided from the fully-financed project budget code, 29-005-190-000-6461-4930.
5. The Minnesota Department of Education will reimburse the District for the full cost of the exam for all students who need it to meet Minnesota graduation requirements.
6. This project will meet the District target area goals by ensuring high academic achievement for all students.
7. This item is submitted by Stacey Gray Akyea, Director of Research, Evaluation and Assessment and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize payment of \$152,500 to ACT for administration of the ACT Plus Writing exam and allow for future purchase for the future administrations of the ACT Plus Writing exam.

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

DATE: September 22, 2015

TOPIC: Proposed Discharge of Tenured Teacher

A. PERTINENT FACTS:

1. Charges were filed with the Clerk of the Board against Tenured Teacher on September 4, 2015.
2. The Charges propose that Tenured Teacher be discharged pursuant to the Teacher Tenure Act.
3. This item will meet the District target area goal of alignment.
4. This item is submitted by Nancy L. Cameron, General Counsel; Theresa Battle, Secondary Assistant Superintendent; and Valeria Silva, Superintendent.

B. RECOMMENDATION:

That the Board of Education:

1. Accept the filing of the Charges proposing to discharge Tenured Teacher for the grounds alleged in the Charges.
2. Suspend Tenured Teacher without pay pending the conclusion of teacher termination proceedings.
3. Direct the Assistant Clerk of the Board of Education to serve Tenured Teacher with a copy of the Charges filed with the Clerk on September 4, 2015, and give notice to Tenured Teacher of the teacher's rights to a hearing or arbitration under the Teacher Tenure Act.
4. Authorize the District's legal counsel to select a hearing officer or an arbitrator, as applicable, if Tenured Teacher requests a hearing.

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

DATE: September 22, 2015

TOPIC: Approval of an Employment Agreement with International Brotherhood of Electrical Workers, Local No. 110, to Establish Terms and Conditions of Employment for 2015-2018

A. PERTINENT FACTS:

1. New Agreement is for a three-year period, May 1, 2015, through April 30, 2018.
2. The language provisions of the previous contract remain unchanged, except for necessary changes to Appendix C (Salary) and Appendix D (Benefits).
3. The District has 11 regular FTE in this bargaining unit.
4. Wage and benefit changes reflect prevailing wage for the industry.
5. The estimated total of all new costs (including wage adjustment, insurance and pension adjustments) for this agreement has been calculated as follows:
 - in the 2014-2015 budget year (May 1, 2015 – June 30, 2015): \$6,183
 - in the 2015-2016 budget year (July 1, 2015 – June 30, 2016): \$36,293
 - in the 2016-2017 budget year (July 1, 2016 – June 30, 2017): \$34,211
 - in the 2017-2018 budget year (July 1, 2017 – April 30, 2018): \$36,592
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Laurin J. Cathey, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle J. Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Employment Agreement concerning the terms and conditions of employment of those employees in this school district for whom International Brotherhood of Electrical Workers, Local No. 110, is the exclusive representative; duration of said agreement is for the period of May 1, 2015 through April 30, 2018.

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

DATE: September 22, 2015

TOPIC: Establishment of the Unclassified Position of Community Education Manager 1 for Independent School District No. 625 and Relevant Terms and Conditions of Employment

A. PERTINENT FACTS:

1. The Community Education Department has a need for a position that will be responsible for the identification, planning, development, implementation, coordination and evaluation of small to medium size Community Education enrichment programs at multiple sites and for supervising staff working in the programs.
2. The Human Resource Department performed a job study to determine the proper job title and bargaining unit for this work. The recommendation from that study is to create a new job title, Community Education Manager 1. This title would be within the unit jurisdiction of the Saint Paul Supervisors' Organization unit that represents professional supervisory employees. The appropriate pay rate for this position would be equivalent to Grade 16 within this Agreement. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2014-2015 labor agreement for this unit. The benefits associated with this position will be as provided for other positions within this unit. This position is recommended to be an unclassified position.
3. The funds for this position are available in the Community Education Department budget.
4. This request supports the District's target area goal of sustainability.
5. This item is submitted by Laurin J. Cathey, Executive Director, Human Resources; Lynn Gallandat, Director, Community Education; Jacqueline Turner, Chief Engagement Officer; and Michelle J. Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve the establishment of the Community Education Manager 1 job classification effective September 22, 2015; that the Board of Education declare the position of Community Education as unclassified; and that the pay rate be Grade 16 of the 2014-2015 Saint Paul Supervisors' Organization standard ranges.

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

DATE: September 22, 2015

TOPIC: Establishment of the Unclassified Position of Community Education Manager 2 for Independent School District No. 625 and Relevant Terms and Conditions of Employment

A. PERTINENT FACTS:

1. The Community Education Department has a need for a position that will be responsible for the planning, development, implementation, coordination and evaluation of a large middle school afterschool program and for supervising staff working in the program.
2. The Human Resource Department performed a job study to determine the proper job title and bargaining unit for this work. The recommendation from that study is to create a new job title, Community Education Manager 2. This title would be within the unit jurisdiction of the Saint Paul Supervisors' Organization unit that represents professional supervisory employees. The appropriate pay rate for this position would be equivalent to Grade 19 within this Agreement. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2014-2015 labor agreement for this unit. The benefits associated with this position will be as provided for other positions within this unit. This position is recommended to be an unclassified position.
3. The funds for this position are available in the Community Education Department budget.
4. This request supports the District's target area goal of sustainability.
5. This item is submitted by Laurin J. Cathey, Executive Director, Human Resources; Lynn Gallandat, Director, Community Education; Jacqueline Turner, Chief Engagement Officer; and Michelle J. Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve the establishment of the Community Education Manager 2 job classification effective September 22, 2015; that the Board of Education declare the position of Community Education Manager 2 as unclassified; and that the pay rate be Grade 19 of the 2014-2015 Saint Paul Supervisors' Organization standard ranges.

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

DATE: September 22, 2015

TOPIC: Facilities Department FY16 Purchases Over \$100,000

A. PERTINENT FACTS:

1. In the normal course of work, the Facilities Department must establish purchase orders with vendors that may incur costs in excess of \$100,000 throughout the fiscal year.
2. The following list indicates purchase orders anticipated to be over \$100,000 for the fiscal year with the vendor name, a general description, anticipated amount and procurement notes.

Vendor	Description	Amount	Notes
Dalco	Toilet Paper/Paper Towels	\$230,000	State contract #12-22
Egan	Inspection and maintenance of fire alarm system	\$350,000	Renewal: State contract #F-547(5)
Flagship	Playground Maintenance	\$450,000	State contract P-949(5)
Goodin Companies	Building Supplies	\$195,000	Necessary mechanical supplies for repair and maintenance.
Grainger	Fire Marshal Orders/Emergency Lights/Janitorial and Maintenance Supplies/Personal Protective Equipment	\$925,000	State contract #T-572(5)
Mavo	General services for environmental abatement and remediation	\$750,000	Renewal: State contract A-189
Nasseff	Fire Suppression systems inspection and repair	\$180,000	Renewal: bid No. A9134-C with agreement letter to renew
RAK	Replacement of emergency lighting and EXIT signs/ Corrections of MN Dept. of Health Kitchen Code Violations/ Corrections of Fire code Violations	\$775,000	Renewal: NJPA Contract
State Supply Co.	Building Supplies	\$105,000	Necessary mechanical supplies for repair and maintenance.
Supply Works	Custodial Supplies/14 Chariot Scrubbers	\$232,000	State contract 12-22
Trane	HVAC Chiller Boiler Inspections and Services	\$130,000	TCPN Contract #5045
Twin City Janitor	Janitorial Supplies	\$160,000	State Contract 76714/6251
ValuD	Develop a mobile data collection for indoor air quality	\$200,000	Per proposal

DATE: September 22, 2015
TOPIC: Facilities Department FY16 Purchases over \$100,000
Page 2

3. The purchase orders have been approved by Bradley Miller, Purchasing Manager.
4. Funding will be provided from the approved Facilities Department Fiscal Year 2016 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 Jean Ronnei, 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 for FY2016.

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

DATE: September 22, 2015

TOPIC: Employee Long-Term Disability Insurance Annual Renewal

A. PERTINENT FACTS:

1. The current carrier is The Hartford. The approximate monthly covered payroll for the District is approximately \$27,141,562. The current rate is \$0.475/month per \$100 of covered payroll. The current total annual cost to the District for long-term disability insurance is approximately \$1,547,069.
2. The District last bid its long term disability insurance in 2008. It is recommended to complete the RFP process for this insurance as offer as every five years.
A Request for Proposal (RFP) was published in June 2015 for plan year 2016. The RFP included the current plan offerings for the District's consideration. The RFP was responded to by nine carriers: The Hartford, Madison National, VOYA, Cigna, The Standard, MetLife, Guardian, Aetna, Prudential. Four bidders were selected to participate in the finalist phase – The Hartford, Madison National, VOYA, and Cigna.
 - a. The current vendor, The Hartford presented a proposal that offered a 14.95% reduction in premium rates from our current 2015 premium with a rate guarantee of three years.
 - b. Madison National presented a proposal that offered a 42.11% reduction in premium rates from our current 2015 premium with a rate guarantee of three years.
 - c. VOYA presented a proposal that offered a 36.84% reduction in premium rates from our current 2015 premium with a rate guarantee of three years. Four year guarantee if we bundled our short term disability insurance.
 - d. Cigna presented a proposal that offered a 22.11% reduction in premium rates from our current 2015 premium with a rate guarantee of three years.
3. With guidance from Ochs Inc Consulting, considerable time was spent reviewing all options and agreed that the VOYA proposal maintaining the current plan design should be the new long term disability vendor.
 - a. The new proposed rate will be \$0.30/month per \$100 of covered payroll for 2016. The estimated total annual cost to the District for long-term disability insurance is \$977,096.00.
4. In 2016, the District will save approximately \$569,973.00 on premiums for employees that have a bargaining contract with this benefit.
7. This agreement supports the District's goal of aligning resource allocation to District priorities.
8. This item is submitted by Sarah Meyer, Benefits Supervisor; Laurin Cathey, Executive Director of Human Resources; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education approve a contract for employee long-term disability insurance with VOYA, effective January 1, 2016.

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

DATE: September 22, 2015

TOPIC: Application for Long Term Facilities Maintenance Revenue

A. PERTINENT FACTS:

1. The 2015 Legislature repealed Alternative Facilities and Health and Safety funding statutes effective for revenue in fiscal year 2017, and replaced them with the Long-Term Facilities Maintenance (LTFM) Revenue program.
2. Each year the District must file an application with the Minnesota Department of Education for Long-Term Facilities Maintenance revenue.
3. The District must submit two documents to MDE as part of the district's Long-Term Facilities Maintenance application submittal:
 - a.) The FY2017 Application for Long Term Facilities Maintenance Revenue Statement of Assurances that the District has reviewed the allowable uses of LTFM revenue as outlined in law and in MDE guidelines, and that all expenditures included in the 10 year plan are eligible for revenue under Minnesota Statutes, section 123B.595.
 - b.) Submit evidence of school board approval for the 10 year plan.
4. Attachment A provides the LTFM 10 year plan for Saint Paul Public Schools with estimated costs by program per UFARS finance code. MDE is aware that the completion of the 2015 Facilities Master Plan will likely require revision to this document.
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 Jean Ronnei, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent to execute the FY2017 Application for Long Term Facilities Maintenance Revenue Statement of Assurances and adopt and confirm Attachment A, the District's 10 Year Plan with costs by program per Uniform Financial Accounting and Reporting Standards finance code.

Minnesota Department of Education	Division of School Finance 1500 Highway 36 West Roseville, MN 55113-4266	Long-Term Facility Maintenance Revenue Application Ten Year Expenditure								ED - 02478-01				
INSTRUCTIONS: Enter estimated expenditures that are allowable uses of Long-term Facilities Maintenance Revenue under MS 123B.595, Subd. 10, by UFARS Finance Code by fiscal year in the space provided. Finance codes shown for accessibility and deferred capital expenditures and maintenance projects are proposed new Finance codes					District Name: Saint Paul Public Schools				District # 625					
					District Contact for Questions on this Spreadsheet:			Date: 9/9/2015						
					Name: Nan Martin		E-mail: nan.martin@spps.org							
Fiscal Year, Ending June 30th -->					2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
ESTIMATED EXPENDITURES:														
Health and Safety, Excluding Projects in Finance codes 358, 363 and 366 Costing > \$100,000 per Site														
Finance	Category													
347	Physical Hazards	\$1,164,000	\$1,181,460	\$1,199,182	\$1,217,170	\$1,235,427	\$1,253,959	\$1,272,768	\$1,291,859	\$1,311,237	\$1,330,906			
349	Other Hazardous Materials	\$195,000	\$197,925	\$200,894	\$203,907	\$206,966	\$210,070	\$213,221	\$216,420	\$219,666	\$222,961			
352	Environmental Health & Safety Management	\$815,000	\$827,225	\$839,633	\$852,228	\$865,011	\$877,986	\$891,156	\$904,524	\$918,091	\$931,863			
358	Asbestos Removal and Encapsulation	\$200,000	\$203,000	\$206,045	\$209,136	\$212,273	\$215,457	\$218,689	\$221,969	\$225,299	\$228,678			
363	Fire Safety	\$145,000	\$147,175	\$149,383	\$151,623	\$153,898	\$156,206	\$158,549	\$160,928	\$163,341	\$165,792			
366	Indoor Air Quality	\$295,426	\$299,857	\$304,355	\$308,921	\$313,554	\$318,258	\$323,032	\$327,877	\$332,795	\$337,787			
	Total Health and Safety Capital Projects	\$2,814,426	\$2,856,642	\$2,899,492	\$2,942,984	\$2,987,129	\$3,031,936	\$3,077,415	\$3,123,576	\$3,170,430	\$3,217,986			
Health and Safety, Projects Costing > \$100,000 per Site														
358	Asbestos Removal and Encapsulation	\$380,000	\$385,700	\$391,486	\$397,358	\$403,318	\$409,368	\$415,508	\$421,741	\$428,067	\$434,488			
363	Fire Safety	\$2,183,076	\$2,215,822	\$2,249,059	\$2,282,795	\$2,317,037	\$2,351,793	\$2,387,070	\$2,422,876	\$2,459,219	\$2,496,107			
366	Indoor Air Quality	\$762,672	\$774,112	\$785,724	\$797,510	\$809,472	\$821,614	\$833,939	\$846,448	\$859,144	\$872,032			
	Total Health and Safety Capital Projects \$100,000 or More	\$3,325,748	\$3,375,634	\$3,426,269	\$3,477,663	\$3,529,828	\$3,582,775	\$3,636,517	\$3,691,064	\$3,746,430	\$3,802,627			
Accessibility														
Finance	Category													
367	Accessibility	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0			
Deferred Capital Expenditures and Maintenance Projects														
Finance	Category													
368	Building Envelope	\$1,975,000.00	\$1,850,000	\$1,850,000	\$1,850,000	\$1,850,000	\$1,850,000	\$1,850,000	\$1,850,000	\$1,850,000	\$1,850,000			
369	Building Hardware and Equipment	\$620,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000			
370	Electrical	\$0	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000	\$1,300,000			
379	Interior Surfaces	\$2,274,300	\$1,745,500	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000	\$1,500,000			
380	Mechanical Systems	\$2,420,700	\$4,075,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000			
381	Plumbing	\$1,904,000	\$90,000	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000			
382	Professional Services and Salary	\$375,000	\$375,000	\$375,000	\$375,000	\$375,000	\$375,000	\$375,000	\$375,000	\$375,000	\$375,000			
383	Roof Systems	\$2,100,000	\$845,500	\$835,000	\$835,000	\$835,000	\$835,000	\$835,000	\$835,000	\$835,000	\$835,000			
384	Site Projects	\$410,000	\$390,000	\$390,000	\$390,000	\$390,000	\$390,000	\$390,000	\$390,000	\$390,000	\$390,000			
	Total Deferred Capital Expense and Maintenance	\$12,079,000	\$10,921,000	\$11,000,000	\$11,000,000	\$11,000,000	\$11,000,000	\$11,000,000	\$11,000,000	\$11,000,000	\$11,000,000			
Total Annual 10 Year Plan Expenditures														
		\$18,219,174	\$17,153,277	\$17,325,761	\$17,420,647	\$17,516,957	\$17,614,711	\$17,713,932	\$17,814,641	\$17,916,860	\$18,020,613			
end of worksheet														

GENERAL INFORMATION: Minnesota school districts, intermediate school districts and cooperative applying for long-term facilities maintenance revenue under Minnesota Statutes, section 123B.595 must annually complete the Application for Long-term Facilities Maintenance Revenue – Statement of Assurances (ED-02477-01). The application must be submitted to the Minnesota Department of Education, (MDE) Attn: Dale Sundstrom by **August 14, 2015**.

IDENTIFICATION INFORMATION

Name of District or Cooperative:	District Number and Type:	Date Submitted:
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STATEMENT OF ASSURANCES

1. All estimated expenditures included in the attached Ten Year Plan Expenditure spreadsheet under Health and Safety and entered into the MDE health and safety system are for allowed health and safety uses under Minnesota Statutes section 123B.595, subdivision 10, paragraph (a), clause (3), Minnesota Statutes, section 123B.57, subdivision 6, and the Minnesota Department of Education (MDE) *Long-Term Facilities Maintenance Revenue Guide for Allowable Expenditures*, Section E, Health and Safety Qualifying Criteria, and Section F, Additional Requirements Regarding Health and Safety (July 1, 2015). None of the estimated expenditures included in the attached Ten Year Plan Expenditure spreadsheet under Health and Safety and entered into the MDE health and safety system are for uses prohibited under Minnesota Statutes, section 123B.595, subdivision 11.
2. All estimated expenditures included in the attached Ten Year Plan Expenditure spreadsheet under Accessibility and Deferred Maintenance are for allowed uses under Minnesota Statutes, section 123B.595, subdivision 10, paragraph (a), clauses (1) and (2), and the MDE *Long-Term Facilities Maintenance Revenue Guide for Allowable Expenditures*, Section C, Deferred Maintenance Qualifying Criteria or Section D, Disabled Access Qualifying Criteria (July 1, 2015). None of the estimated expenditures included in the attached Ten Year Plan Expenditure spreadsheet under Accessibility and Deferred Maintenance are for uses prohibited under Minnesota Statutes, section 123B.595, subdivision 11.
3. All actual expenditures to be reported in UFARS for FY 2017 under Finance codes 347, 349, 352, 358, 363, and 366 will be for allowed health and safety uses under Minnesota Statutes section 123B.595, subdivision 10, paragraph (a), clause (3), Minnesota Statutes, section 123B.57, subdivision 6, and the Minnesota Department of Education (MDE) *Long-Term Facilities Maintenance Revenue Guide for Allowable Expenditures*, Section E, Health and Safety Qualifying Criteria, and Section F, Additional Requirements Regarding Health and Safety (July 1, 2015). None of the actual expenditures reported in these Finance codes will be for uses prohibited under Minnesota Statutes, section 123B.595, subdivision 11.
4. All actual expenditures to be reported in UFARS for FY 2017 under the new Finance codes to be used for accessibility and deferred maintenance (under development) will be for allowed uses under Minnesota Statutes, section 123B.595, subdivision 10, paragraph (a), clauses (1) and (2), and the MDE *Long-Term Facilities Maintenance Revenue Guide for Allowable Expenditures*, Section C, Deferred Maintenance Qualifying Criteria or Section D, Disabled Access Qualifying Criteria. None of the actual expenditures reported in these Finance codes will be for uses prohibited under Minnesota Statutes, section 123B.595, subdivision 11.
5. The district will maintain a description of each project funded with long-term facilities maintenance revenue that will provide enough detail for an auditor to determine the cost of the project and if the work qualifies for revenue.
6. The district's plan includes provisions for implementing a health and safety program that complies with health, safety and environmental regulations and best practice, including indoor air quality management.

CERTIFICATION OF STATEMENT OF ASSURANCES

A Statement of Assurances submitted by a single district must be signed by the District Superintendent. A Statement of Assurances submitted by an intermediate school district or cooperative must be signed by the intermediate district superintendent or cooperative director

Signature – Superintendent or Cooperative Director:	Name - Superintendent or Cooperative Director (Please print)	Date:
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**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 22, 2015

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 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 July1, 2015 – July 31, 2015.

(a) General Account	#644771-646128 #0001489-0001520 #7001325-7001370 #0000667-0000715	\$52,606,036.90
(b) Debt Service	-0-	\$6,992,455.79
(c) Construction	-0-	<u>\$3,489,391.32</u>
		<u>\$63,087,884.01</u>

Included in the above disbursements are 2 payrolls in the amount of \$18,223,872.28 and overtime of \$41,727.07 or 0.23% 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, 2015.

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

DATE: September 22, 2015

TOPIC: Policy Revision - 206.00 Board Meetings

A. PERTINENT FACTS:

1. Policy 206.00 Board Meetings is being brought forward for approval of minor revisions to its wording.
2. This correction falls within the area of "Policy Revisions Without Three Readings" within Policy 209.00 Development, Adoption, Implementation and Monitoring of Policies. Specifically, *minor editorial updates that do not affect the title or substance of the policy (purpose, scope, policy statement) do not need to go through the formal approvals process. These include correction of typographical errors or changes to: stakeholders, policy owner or contact person.*
3. This will meet the District strategic plan goals of alignment.
4. This item is submitted by Jacqueline Allen, Assistant Director, Office of Strategic Planning and Policy and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education approve the proposed revision to 206.00 Board Meetings.

Adopted: Varies-each section Saint Paul Public Schools Policy 206.00
Revised: 6/17/2008; 7/21/2015; 9/22/15

206.00 BOARD MEETINGS

PLACE AND TIME OF REGULAR BOARD MEETINGS

Unless otherwise determined by Board resolution, regular meetings of the Board shall typically be held in the administration building, 360 Colborne, on the third Tuesdays of each month, at a time designated by the Board ~~5:30 p.m.~~. The provision of notice for all meetings of the Board shall be according to law.

VENUE OF BOARD MEETINGS

All meetings of the Board of Education shall be held within the boundaries of the district.

NOTICE TO BOARD MEMBERS

Regular, special, committee of the board, and committee meetings of the Board shall be posted on the main district and school bulletin boards and on the district's website; notice to the Board shall be mailed through the US Postal Service or transmitted by electronic mail or hand delivered at least three days prior to the date of the meeting. For emergency meetings, members of the Board shall be notified by telephone or electronic mail.

ADJOURNED BOARD MEETING

Only the unconsidered or interrupted items on the agenda of the immediately preceding meeting may be considered at an adjourned meeting, unless the Board suspends the aforementioned special rule of order by a two-thirds vote or by four affirmative votes, whichever is greater.

LEGAL REFERENCES:

Minn. Stat. § 13D.04
Minn. Stat. § 123B.09, subd. 6

CROSS REFERENCES:

Robert's Rules of Order Newly Revised (10th ed.), p. 90, l. 27 – p. 91, l. 21; § 22

Adopted: Varies-each section Saint Paul Public Schools Policy 206.00
Revised: 6/ 17/ 2008; 7/ 21/ 2015; 9/ 22/ 15

206.00 BOARD MEETINGS

PLACE AND TIME OF REGULAR BOARD MEETINGS

Unless otherwise determined by Board resolution, regular meetings of the Board shall typically be held in the administration building, 360 Colborne, on the third Tuesdays of each month, at a time designated by the Board. The provision of notice for all meetings of the Board shall be according to law.

VENUE OF BOARD MEETINGS

All meetings of the Board of Education shall be held within the boundaries of the district.

NOTICE TO BOARD MEMBERS

Regular, special, committee of the board, and committee meetings of the Board shall be posted on the main district and school bulletin boards and on the district's website; notice to the Board shall be mailed through the US Postal Service or transmitted by electronic mail or hand delivered at least three days prior to the date of the meeting. For emergency meetings, members of the Board shall be notified by telephone or electronic mail.

ADJOURNED BOARD MEETING

Only the unconsidered or interrupted items on the agenda of the immediately preceding meeting may be considered at an adjourned meeting, unless the Board suspends the aforementioned special rule of order by a two-thirds vote or by four affirmative votes, whichever is greater.

LEGAL REFERENCES:

Minn. Stat. § 13D.04
Minn. Stat. § 123B.09, subd. 6

CROSS REFERENCES:

Robert's Rules of Order Newly Revised (10th ed.), p. 90, l. 27 – p. 91, l. 21; § 22

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

DATE: September 22, 2015

TOPIC: Employee Short-Term Disability Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District provides short-term disability insurance coverage for approximately 24 administrators. The District's current cost is approximately \$14,744 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 Assurant. The current premium rate is \$.34 per \$10 of weekly benefits.
3. Assurant is proposing no rate increase for calendar year 2015.
4. VOYA, our proposed new long term disability insurance vendor, has offered the District 20% savings for 2016 if we combine our services for short and long term disability insurance for the current plan offerings.
 - a. The new proposed rate will be \$0.272 per \$10 of weekly benefit. The estimated total annual cost to the District is \$11,795.
 - b. In 2016, the District will save approximately \$2,949.00 on premiums for employees that have a bargaining contract with this benefit.
 - c. VOYA has offered a two rate guarantee.
5. Human Resources Leadership recommends acceptance of the VOYA proposal.
5. This item will meet the District target area goal of alignment.
6. This item is submitted by Sarah Meyer, Benefits Supervisor; Laurin Cathey, Executive Director of Human Resources; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education approves the contract for employee short-term disability coverage with VOYA for 2016.

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

DATE: September 22, 2015

TOPIC: Request for Approval to Un-Commit \$22,377,730 of Committed Fund Balance

A. PERTINENT FACTS:

1. In accordance with Governmental Accounting Standards Board (GASB) Statement No. 54, the Board of Education must authorize any modifications to the District's Committed Fund Balance.
2. This item meets the District strategic goals of alignment and sustainability.
3. This item is submitted by Marie Schrul, Chief Financial Officer.

B. RECOMMENDATION:

That the Board of Education authorize a modification to the District's Committed Fund Balance and un-commit \$22,377,730 for purposes of making the funding available to invest into the District's Other Post Employment Benefits (OPEB) revocable trust.

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

DATE: September 22, 2015

TOPIC: Optional Vision Insurance for Active Employees

A. PERTINENT FACTS:

1. The District health insurance plan does offer one yearly eye exam per insured; however, there is currently no optional vision insurance offered to active employees.
2. 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. 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.
4. Employees will be eligible to enroll in this benefit for the first time during the 2016 Open Enrollment held October 23-November 6, 2015.
 - a. A Request for Proposal (RFP) was published in Spring 2015 for plan year 2016. The RFP included offerings for a high and low plan. The RFP was responded to by six carriers: Davis Vision, EyeMed, National Vision, VSP, and United Healthcare. EyeMed and VSP were considered in final negotiations due to their network availability and overall proposal.
5. The Benefits Labor Management Committee, with guidance from Aon Consulting, spent considerable time reviewing all options and is recommending the high plan administered by EyeMed as the new vision vendor for 2016. The monthly rates are as follows:

Employee Only:	\$7.60
Employee plus One:	\$14.43
Family:	\$21.20

These rates are guaranteed for four years.
6. This item will meet the District target area goal of alignment.
7. This item is submitted by Sarah Meyer, Benefits Supervisor; Laurin Cathey, Executive Director of Human Resources; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education approve the contract for employee vision insurance coverage with EyeMed effective January 1, 2016.

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

Board File No. _____

Date _____

Disposal of Surplus Property

1. **WHEREAS**, the District's Facilities Department has determined that the vacant Riverside site, on Albion Street, is no longer needed for District use and has obtained a market value appraisal for it; and
2. **WHEREAS**, the Superintendent has advised the Board of Education that the Riverside site is no longer needed for District use and, based on an analysis and a report by the Facilities Director, recommends the following action:
 - a. Inform the City of St. Paul that the Riverside site is no longer needed for District use and request that the City inform the District within thirty (30) days if it is interested in acquiring the property for public reuse and, if so, the amount the City is willing to compensate the District for the property and its proposed reuse; and
 - b. Within thirty (30) days after receipt of a proposal from the City, the Board of Education will inform the City of the Board's decision regarding the City's proposal.
3. **WHEREAS**, under Board Procedure 802.00.01, the Board of Education may declare that property is no longer needed for District purposes and direct the administration to dispose of such property; and
4. **WHEREAS**, the Board of Education finds the Riverside site is no longer needed for District purposes, and
5. **WHEREAS**, the Board of Education further finds that it is in the best interest of the District to dispose of such property;

NOW, THEREFORE, BE IT RESOLVED that the Board of Independent School District No. 625 herewith

- a. Declares the Riverside site, on Albion Street, as surplus property and
- b. Authorizes administration to dispose of said property pursuant to its procedure for the disposal of District properties including first offering the property to the City of St. Paul for public reuse.

AYE		NAY
___	Chair	___
___	Vice Chair	___
___	Clerk	___
___	Treasurer	___
___	Director	___
___	Director	___
___	Director	___

Adopted _____

CHAIR Board of Education

CLERK Board of Education

Youth Voice in District Decisions

Board Task Force Presentation
Board of Education Meeting
September 22, 2015

Purpose

The purpose of this presentation is to:

- Provide an overview of the proposed Student Advisory Team pilot program
- Recommend that the Board approve the pilot program for the 2015-16 school year

Background

- Students have always been at the center of SPPS decisions
- In recent years, “student voice” has been explicitly named and focused on in SPPS
- Board and Administration support student voice in key decisions, from the classroom to the boardroom
- The Board began working with students and staff in fall 2014 to deepen student voice options.
- A Board-appointed Task Force was created in spring 2015

Objectives for Student Engagement

- Hear student voices on issues important to them, and on issues important to Administration and Board
- Engage students on issues where their perspectives will influence decisions
- Deliver authentic student engagement
 - Engage students who have a stake in particular issues
 - Provide students the information they need to participate in a meaningful way
 - Seek the full range of student perspectives
 - Monitor and adjust process as needed
 - Routinely report out impacts of student voice on decisions

Recommendation: Student Advisory Team

- **Structure for 2015-16 Pilot**

- Approximately 12 high school students selected to serve as special committee (grades 10th, 11th, and 12th)
- Select students with diverse backgrounds and life experiences who have varied perspectives on how to engage students
- Team will work with the Board and Administration

- **Projects**

- Projects will include both those identified by the Board and projects selected by the Team
- Key task is to help design and periodically deliver student engagement – but not “speak for” other students
- One project will be to design the post-pilot structure for the Student Advisory Team in future years

Implementation Guidance

- **Launch *pilot* in fall 2015**
 - Begin recruiting in late September
 - Selection process in October
 - Team runs November 2015 – May 2016
- **Support with staff and modest budget**
 - Coordinate with Community Education, Family Engagement, and other departments
 - Provide funds for supplies and logistical support
 - Provide leadership and skills development
 - Support Team to convene and make strong, early progress
- **Monitor explicitly for attention to student voice**
 - Report out to public *and especially to students* so they see their impact

Recommendation

The Student Engagement task force recommends the following be adopted at the September 22, 2015 Board of Education meeting:

- **Create a Pilot Student Advisory Team that will be a liaison for student voice to partner with Administration and the Board on selected topics.**
- **Provide team with resources to operate from November 2015 through May 2016.**



Proposed Pay16 Levy

Marie Schrul, Chief Financial Officer

Mary Dougherty Gilbert, SPPS Legislative Liaison

September 22, 2015



Purpose



To set the Pay16 maximum levy ceiling



Agenda



- Planning Assumptions
- Levy Basics
- Factors Impacting Levies
- Levy Categories
- Proposed Pay16 Levy Ceiling
- Property Tax Impact
- Levy Process/Calendar
- Requested Actions
- Questions



Planning Assumptions



- All figures in this report are based last MDE levy run on 9/18/15
- MDE will continue to make minor adjustments

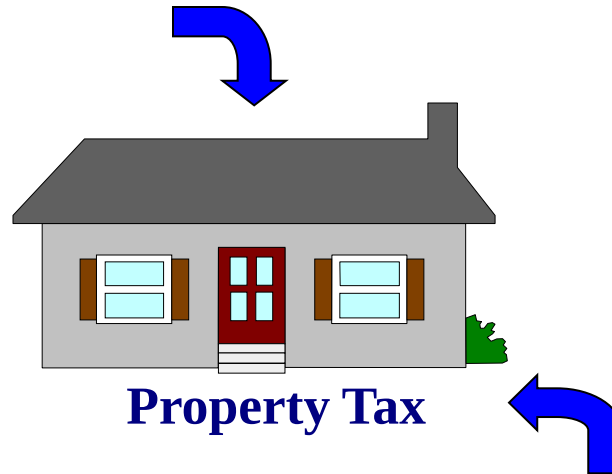
The Basics

- 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, the Pay16 school levy funds the 2016-2017 school year that will be adopted next June.
- Based on last year—levies comprise 20% of school budget

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

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, county aid, or school equalization increases)
 - Fiscal disparity distribution
- How is a home's market value changing relative to other homes?
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
- Legislative changes?



Factors Impacting Levies



- Changes in tax base
- Legislative changes to formulas and equalization factors
- Pension contribution changes required by law
- Capital bonding, refunding of bonds, abatements, health and safety projects, lease costs
- Employment changes that drive severance and unemployment levies
- OPEB obligations
- Fiscal disparities & Tax increment financing (TIF) changes

Tax Base Impacts Levies

Year	2010	2011	2012	2013	2014
ANTC	\$241,542,660	\$230,812,766	\$218,892,585	\$230,287,310	\$243,682,394
Market Value	18,896,829,000	18,212,787,200	17,069,761,600	17,137,113,400	18,538,282,247
Ref. Market Value	19,967,461,200	19,229,164,400	18,152,998,100	18,202,981,800	19,500,870,500

- School Levies spread on Anticipated Net Tax Capacity (ANTC) and Market Value
- State Aid/Levy mix changes based on equalization factors and tax base
- Levies have different equalization factors

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 Pay16 Levy Ceiling

Levy Category	Certified Pay 15 Levy	Estimated Maximum Pay16 Levy Ceiling 9/22/15	Difference
Operating	\$45,652,773	\$50,181,131	\$4,528,358
Pension/OPEB/Contractual	33,156,451	36,133,492	2,977,041
Facilities	54,161,940	52,088,128	(2,073,812)
Community Service	<u>3,435,950</u>	<u>3,260,938</u>	<u>(175,012)</u>
Total – All Levy Categories	\$136,407,114	\$141,663,689	\$5,256,575
Percent Change			3.85%

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What is Driving Levy Changes?

- Tax base growth results in less state aid for nearly all equalized levies—largest factor for operation category
- Statutory Pension contribution increase of \$1.6 million and OPEB increase of \$1.3 million
- Changes in Debt, and other Facility formulas—includes \$15 million in bond sale, \$800,000 increase in long term facilities, adjustments, and debt reduction for paying off bonds

What Else is Impacting Levies?

- Nearly ½ homes in St. Paul have market value increase. Highest North End and Thomas/Dale
- Average taxable market value increase for residential is 4.6%
- Commercial property values up 2.4%
- Fiscal disparities for city, county, school below last year

Estimated Annual Property Tax Impact from 2015 to 2016

Assuming 0% Increase in Market Value

Home Estimated Market Value	Estimated change at 2.0% Ceiling	Estimated change at 2.75% Ceiling	Estimated change at 3.0% Ceiling	Estimated change at 3.5% Ceiling	Estimated change at 3.85% Ceiling
\$75,000	\$(3.07)	\$(0.70)	\$0.09	\$1.67	\$2.79
100,000	(6.42)	(2.64)	(1.38)	1.14	2.92
151,500	(13.50)	(6.77)	(4.52)	(0.03)	3.15
200,000	(20.18)	(10.66)	(7.48)	(1.14)	3.35
300,000	(33.93)	(18.67)	(13.58)	(3.41)	3.79
400,000	(47.68)	(26.68)	(19.68)	(5.69)	4.22
500,000	(59.89)	(33.57)	(24.79)	(7.24)	5.18

Source: Ramsey County

Median home market value is \$151,500

9/22/15

Estimated Annual Property Tax Impact from 2015 to 2016

Assuming 4.5% Increase in Market Value

Home Estimated Market Value	Estimated change at 2.0% Ceiling	Estimated change at 2.75% Ceiling	Estimated change at 3.0% Ceiling	Estimated change at 3.5% Ceiling	Estimated change at 3.85% Ceiling
\$75,000	\$9.41	\$11.78	\$12.57	\$14.15	\$15.27
100,000	19.59	23.37	24.63	27.15	28.93
151,500	25.80	32.53	34.78	39.27	42.45
200,000	31.84	41.36	44.54	50.88	55.37
300,000	44.11	59.37	64.46	74.63	81.83
400,000	56.37	77.37	84.37	98.36	108.27
500,000	61.57	87.89	96.67	114.22	126.64

Source: Ramsey County

Median home market value is \$151,500

9/22/15

Estimated Annual Property Tax Impact Commercial/Industrial from 2015 to 2016

Assuming 0% Increase in Market Value

Commercial/ Industrial Estimated Market Value	Estimated change at 2.0% Ceiling	Estimated change at 2.75% Ceiling	Estimated change at 3.0% Ceiling	Estimated change at 3.5% Ceiling	Estimated change at 3.85% Ceiling
100,000	\$7.36	\$12.97	\$14.84	\$18.59	\$21.23
200,000	14.24	26.40	30.45	38.55	44.29
500,000	35.15	69.75	81.28	104.34	120.66
1,000,000	69.69	141.69	165.69	213.70	247.66

Source: Ramsey County

Pay 16 Levy Calendar

	Date	Action
	August-early September	District submits levy information to MDE
	September 7	MDE provides preliminary calculations
	September 8	COB discusses Pay16 levy
	September 22	BOE sets ceiling for Pay16 levy
	September 28	JPTAC (Joint Property Tax Advisory Committee) adopts joint levy
	September 30	SPPS provides Pay16 levy ceiling data to Ramsey County and MDE
	October 1 – November 15	Ramsey County calculates taxes and prepares tax statements
	November 13 estimated	Ramsey County mails tax statements
	December 1	SPPS holds public hearing
	December 15	BOE certifies Pay16 levy
	December 31	SPPS certifies Pay16 levy to Ramsey County

Requested Action

- Approve “maximum” Pay16 levy ceiling over Pay15 as reported by the Minnesota Department of Education (MDE)
- Set TNT hearing date for Tuesday, December 1, 2015 at 6:30 p.m. at 360 Colborne



Questions

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

BOARD MOTION

That the Board of Education schedule a special (closed) Board of Education meeting on Tuesday, October 27, 2015 at 4:00 p.m. to develop or consider offers or counteroffers for the sale of the Riverside Site.

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

BOARD MOTION

That the Board of Education re-schedule the special Board of Education meeting and the Committee of the Board meeting scheduled for June 7 to June 14th with the Special meeting at 4:00 p.m. and the COB at 4:45 p.m .

Board of Education Meetings

(Regular meetings at 5:30 unless otherwise noted)

- October 20 - Special 4:00 p.m.
- October 20
- November 10 - Special 4:30 p.m.
- November 17 - Special 4:00 p.m.
- November 17
- December 15 - Special 4:00 p.m.
- December 15
- January 5 - Annual Meeting 4:30 p.m.
- January 19
- February 23
- March 22
- April 19
- May 17
- June 14 - Non-Renewals - 4:00 p.m.
- June 21
- July 12 - 6:30 p.m.
- August 23

Committee of the Board Meetings

(4:30 p.m. unless otherwise noted)

- October 6
- November 10 - 4:50 p.m.
- December 1
- January 5 - 5:15 p.m.
- February 9
- March 8
- April 12
- May 3
- June 14 - 4:45 p.m.
- July 12