



Saint Paul Public Schools

Regular Meeting

Tuesday, October 20, 2015 6:05 PM

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

BOARD OF EDUCATION



Mary Doran
Chair



Keith Hardy
Vice Chair



Chue Vue
Clerk



Anne Carroll
Treasurer



John Brodrick
Director



Jean O'Connell
Director



Louise Seeba
Director



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

October 20, 2015
6:05 PM

A G E N D A

- I. CALL TO ORDER**
- II. ROLL CALL**
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- IV. RECOGNITIONS**
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XIV. ADJOURNMENT

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

DATE: October 20, 2015

TOPIC: Acknowledgement of Good Work By Partners

A. PERTINENT FACTS:

1. **Lisa Maloney-Vinz, Kris Taylor and Jamice Obianyo** from Ecolab for the generous grants they recently awarded to many of our schools. Ecolab has notified 149 SPPS teachers that they will receive a total of \$244,000 in Visions for Learning grants. This year Ecolab made 103 awards totaling \$162,270 to elementary school teachers from 29 schools and the Multicultural Resource Center, Belwin Outdoor Learning and the Office of Teaching and Learning. Among the top grant winners, The Heights Elementary received 12 Visions for Learning grants and Benjamin Mays received 11.

A total of \$81,730 was granted to 46 secondary school applicants, including nine at Washington Technology Magnet School and four each at Battle Creek Middle School, Central High School, Humboldt High School, Johnson High School, and Parkway Montessori School. Congratulations to all applicants and awardees.

We would like to thank Ecolab for its many years of support for the students of SPPS, through grants to their teachers.

2. This item is submitted by Michelle Walker, Chief Executive Officer

B. RECOMMENDATION:

The recommendation is that the Board of Education recognizes Ecolab acknowledged above for their contributions and outstanding work, along with all the teachers who applied for and received grants.

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

DATE: October 20, 2015

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. **Gina Lesser**, social studies teacher at **Washington Technology Magnet**, is the winner of the 2014-15 Norma Rowe Model UN Teacher Award. The award is given to an outstanding Model UN teacher each year. The criteria for the award are: long-term commitment and devotion for the program; hard work and time spent on preparing for the conference; enthusiasm and creativity in incorporating the curriculum and setting high standards for students.

Lesser has been a teacher at Washington Technology Magnet for five years. This will also be the fifth year that she will teach the Model United Nations program. She currently teaches 8th Grade Global Studies, and high school Sociology and Psychology

2. **Juanita Ortiz**, an LCD/Latino Culture Teacher at **Phalen Lake Hmong Magnet School**, is Minnesota's Latino Teacher of the Year. Ortiz has taught at SPPS for 10 years. She was nominated for the award by Navigate MN which is a resource organization created to help immigrant Minnesota students pursue higher education. Ortiz received the award at the Navigate MN Minnesotanos ceremony on Oct. 1 at the Parkway Theater in Minneapolis. "It's certainly a well-deserved honor," said Phalen Lake Principal Catherine Rich. "She's a strong advocate for students and the community, and building relationships between the community, the students and the schools."
3. **Karen Pappas**, first grade teacher at **Four Seasons Elementary**, was recognized with WCCO's *Excellent Educator* award. On a recent Wednesday morning, WCCO barged into her classroom with camera rolling, and surprised her with special guests such as family members and former co-workers. WCCO says "There are a lot of people who love Mrs. **Karen Pappas** at Four Season A+ Elementary in St. Paul. For nearly three decades she has cared deeply about each one of her first grade students." **Pappas** helped to create the arts magnet school 18 years ago.
4. **Mary Dorow**, third grade teacher at **Como Park Elementary**, for receiving the 3M Innovative Economic Educator Award. The Minnesota Council on Economic Education (MCEE) will honor Dorow at its annual EconFest celebration in November. This award recognizes educators who create lessons that approach the teaching of economics with creativity at the elementary and secondary levels.

Dorow's award-winning learning activity, "Scarcity, Water Usage in Production & Consumption, Making Choices," introduces third grade students to the economic concept of scarcity. Students learn how water is used in everyday consumption, as well as for agricultural and industrial products. Students simulate how to conserve and allocate water as a resource and learn how children use water in water-scarce regions of the world.

Page 2

DATE:

TOPIC:

October 20, 2015

Acknowledgement of Good Work Provided by Outstanding District
Employees

5. This item is submitted by Michelle J. Walker, Chief Executive Officer

B. RECOMMENDATION:

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

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

September 22, 2015

I. CALL TO ORDER

The meeting was called to order at 6:05 p.m..

II. ROLL CALL

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

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Ms. Carroll moved the Board of Education approve the Order of the Main Agenda as published. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

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

IV. RECOGNITIONS

BF 30203 Acknowledgement of Good Work Provided by Outstanding District Employees and Departments

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.

Ms. 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. 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.

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.

MOTION: Mr. Hardy moved the Board of Education recognizes the staff acknowledged for their contributions and outstanding work. The motion was seconded by Ms. Carroll.

The motion was approved with the following roll call vote:

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

V. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Ms. Carroll moved the Board approve the Order of the Consent Agenda with the exception that agenda items A1 - Acceptance of Gift from HIWay Federal Credit Union, B2 - 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 CDF Freedom Schools Program-Rondo Complex Site, E4 - Establishment of the Unclassified Position of Community Education Manager 1 for Independent School District No. 625 and Relevant Terms and Conditions of Employment and E5 - Establishment of the Unclassified Position of Community Education Manager 2 for Independent School District No. 625 and Relevant Terms and Conditions of Employment were pulled for separate consideration. The motion was seconded by Ms. Seeba.

The motion was approved with the following roll call vote:

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

VI. APPROVAL OF THE MINUTES

A. Minutes of the Regular Meeting of the Board of Education of August 18, 2015

MOTION: Ms. O'Connell moved the Board of Education approve the Minutes of the Regular Meeting of the Board of Education of August 18, 2015 as published. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

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

VII. COMMITTEE REPORTS

A. Committee of the Board Meeting of September 8, 2015

The St. Paul Youth Commission presented a report on a study they had conducted related to the use of Metro Transit passes by SPPS students.

The Vice Chair presented a recommendation on Youth Voice in District Decisions. Further details and a formal action will occur under New Business as this meeting.

The Chief Financial Officer made a presentation to the Board on the recommended maximum for the Proposed Pay 2016 Levy. No action was taken as the figures are still being revised by MDE.

The Director of Facilities provided the Board with an update on the Facilities Master Plan (FMP) focusing on two items the current and future funding paradigm and the proposed sale of the 900 Albion property. Action on this will be addressed in new business.

Staff provided an overview on the implementation of the Gender Inclusion Policy and Procedure Development.

During the Work Session the Board had a check-in on upcoming equity session dates and agreed to a listening session with the Green and Healthy Kids PAC.

MOTION: **Mr. Hardy moved the Board accept the report on the Committee of the Board meeting of September 8, 2015 and approved the minutes as published. Ms. O'Connell seconded the motion.**

The motion was approved with the following roll call vote:

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

VIII. SUPERINTENDENT'S REPORT

A. Back to School 2015-2016

HR staff discussed the new "**On Boarding**" process for new staff. Previously SPPS utilized an on-line process to bring new employees up-to-date on the system. After reviewing the data on the success of this approach, the decision was made to return to a face to face introduction to SPPS for new employees.

A major difference between past on-boarding and the new "premier" process is the district-wide collaboration with all departments (Transportation, Tech Services, Security for the photo id, Nutrition Services, the Office of Equity, OTL, the Assistant Superintendents and many more departments). Health Partners was also present to discuss some aspects of benefits. Participants were provided with a welcome toolkit, a process checklist to ensure all areas were addressed along with a guided tour of the district.

A new SPPS Premier On-Boarding Google Site has been created for SPPS employees. The site covers materials, resources, PD Express, on-boarding schedules, announcements and important contacts.

What worked? The entire process was considered a success. Participants were provided with a Personalized Toolkit with their department's logo and some welcome items, their employee ID and their SPPS badge. Staff eligible to received a laptop/lpad were scheduled into the process. Participants were provided an overview of Racial Equity, Gender Inclusion, an

overview of the SPPS organizational chart along with presentations from various SPPS departments on their functions.

Participants indicated a need for more flexibility in the process, particularly more time on benefits. The new process proved flexible enough to adjust according to the needs of the new hires.

According to the evaluations most participants found the session very useful, left with a better understanding of payroll and benefits and they valued the SPPS tour.

In Phase 2 HR will tighten up processes and procedures, get employee information entered in PeopleSoft in a timely manner and will follow-up with new hire's. Plans include incorporating students at the center and having selected students presenting during winter months Continued collaboration with all departments is anticipated.

QUESTIONS/DISCUSSION

- Liked the content and response to feedback from staff.
- A comment was made that senior staff is supportive of this process.
- Will the Board get to see some of the check-in follow-up on a future VisionCard? Response: It will be worked on.
- Concern was raised regarding the retention rate of African American employees: Is there a way, during the check-in process, to find out how new employees are assimilating into their community and meeting others within that community? Response: That was a discussion held prior to the on-boarding session. A process was created to introduce staff so they would have someone they know to go for assistance. A side benefit for new staff was a chance to meet other people within district during the process along with their peers..
- During the check-in will the question "how are they assimilating into their community" be asked? Response: Yes that will be added to the check-in..
- The Board would be interested in looking at retention numbers as this moves forward. This is a great advance and the Board extended their thanks for developing the process.

Student Placement Services has done a great deal of outreach over the summer period including 15 parades, festivals and community events. These set the stage for what is done as a team within SPPS. Placement Services was out in the community at least once a week during the summer to engage various communities and highlight the importance of S-Term and to encourage early enrollment for the upcoming school year.

Placement has seen a growth in numbers from last year to this. June 1 to September 2014 placed 2,789 K-12 students, June 1 to September 2015 they placed 2,833 K-12. They placed 3,900 through the year last year, 2,095 of those were placed in August alone. In Pre-K they have placed 545 students since June 2015. All full day PreK sections are full (11 classrooms) with a total of 1,832 total seats. There are some left on the waiting list and a few "held" seats that are being worked through.

Registration is now more comprehensive including transportation, requests for records from previous schools, health questionnaires to help inform schools of needs, support services such as backpacks, uniforms, etc., language assessment and early childhood screenings. In SY 14-15, 938 language assessments were done; from June to September 2015 1,039 were completed.

Placement is also doing screening outreach taking screenings to targeted childcare centers, doing sibling outreach to screen younger siblings (PreK, student placement walk-ins, etc) and Placement has increased staffing with help from Generation Next. Placement does approximately 4,050 early childhood screenings per year; 1,006 3-year olds, 515 vision referrals, 239 hearing referrals. Children identified in screenings as needing additional support and/or an IEP included 143 for speech/language, 97 cognitive and 97 social emotional. There has been an 77% increase in disabilities identified.

Next steps include monitoring enrollment on a daily basis, moving through the waiting list, making timely staffing decisions to allocate teachers where and as needed, conducting enrollment meetings at site level and district level to regularly assess needed adjustments. A communication plan is being developed in order to be proactive for those sites where fall adjustment will need to be made and plans for the adjustments are in process.

QUESTIONS/DISCUSSIONS

- Children identified for services, was that broken down by race? Can administration see if that can be obtained for the Board?
- Support services for families, uniform support. If a family is already enrolled in a school are there mechanisms for those already enrolled to get assistance? Is it in every school? Response: Yes, it is in every school that has uniforms. Help is provided through various agencies and from donated, slightly worn items that are available at sites. There are a number of agencies who give either uniforms or funding for uniforms. SPPS makes every effort to avoid having access to a uniform a barrier for a family. It is best to connect with the principal at the sites to initiate the uniform process.
- It was noted AGAPE and Harding child centers are certified with ANCI.
- St. Anthony parents came last year with concerns about class sizes – how did that end up this year? Response: St. Anthony is over in three 2nd grade sections by five students (2 with 2, 1 with 1). In 3rd grade they are over because of grade progression (SPPS allowed all students to stay and progress through the school).
- When will SPPS reach its enrollment milestones, will there be a meter to measure enrollments? Response: This year the Placement Center enrolled 2,800 new students to the district. These were students who were not in the system during the 14-15 SY.
- Health screening – is there mental health screening? Response: There are social/emotional screenings that includes this to a degree but does not address non-cognitive concerns.
- The Superintendent noted doing projections is one of most difficult processes within the district and offered kudos to Placement and REA for their work.

B. Human Resource Transactions

MOTION: Ms. O'Connell moved approval of the HR Transactions for the period August 1, 2015 through September 1, 2015. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

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

IX. CONSENT AGENDA

MOTION: Ms. O'Connell moved the Board approve all items on the Consent Agenda with the exception of agenda items A1 - Acceptance of Gift from HIWay Federal Credit Union, B2 - 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 CDF Freedom Schools Program-Rondo Complex Site, E4 - Establishment of the Unclassified Position of Community Education Manager 1 for Independent School District No. 625 and Relevant Terms and Conditions of Employment and E5 - Establishment of the Unclassified Position of Community Education Manager 2 for Independent School District No. 625 and Relevant Terms and Conditions of Employment that were pulled for separate consideration. The motion was seconded by Ms. Doran.

The motion was approved with the following roll call vote:

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

A. Gifts - Item pulled for separate consideration

B. Grants

BF 30204 Permission to Submit and Accept, if Approved, an Adult Basic Education Proposal for 2015-16 and Distribute Funds to Saint Paul Literacy Consortium Members.

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.

BF 30205 Request for Permission to Accept Grants from Ecolab's Visions for Learning Grant Program

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.

BF 30206 Request for Permission to Submit a Grant Application to the Grotto Foundation
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.

BF 30207 Request for Permission to Submit Inspired Educator Grant Applications to the Saint Paul Public Schools Foundation

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.

BF 30208 Request for Permission to Accept a Grant From The Shakopee Mdewakanton Sioux Community

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.

BF 30209 Request for Permission to Accept Grant from Timberwolves Fast Break Foundation and Rebuilding Together

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.

BF 30210 Request for Permission to Accept a Grant from United States Tennis Association (USTA) Northern

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.

BF 30211 Request for Permission to Accept a Grant from Verizon
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.

BF 30212 Request for Permission to Submit a Grant Application to the William T. Grant Foundation

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.

C. Contracts

BF 30213 Contract for Legislative Services

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.

BF 30214 Playworks Partnership Contract

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.

D. Agreements

BF 30215 Certificate of Authority

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.

BF 30216 Renewal of Lease Agreement with Community Action Partnership of Ramsey and Washington County - HeadStart

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.

BF 30217 Request for Permission to Participate in Affiliation Agreement with Rush University Medical Center

That the Board of Education authorizes the Superintendent to enter into a Student Nurses Agreement with Metropolitan State University 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.

E. Administrative Items

BF 30218 Spring 2016 ACT Testing

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.

BF 30219 Proposed Discharge of Tenured Teacher

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 and (4) Authorize the District's legal counsel to select a hearing officer or an arbitrator, as applicable, if Tenured Teacher requests a hearing.

BF 30220 Approval of an Employment Agreement with International Brotherhood of Electrical Workers, Local No. 110, to Establish Terms and Conditions of Employment for 2015-2018

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.

BF 30221 Facilities Department FY16 Purchases Over \$100,000

That the Board of Education authorize the purchases listed for the Facilities Department anticipated to be over the \$100,000 for FY2016.

BF 30222 Employee Long Term Disability Insurance Annual Renewal

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

BF 30223 Application for Long Term Facilities Maintenance Revenue

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.

BF 30224 Monthly Operating Authority

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	\$52,606,036.90
	#0001489-0001520	
	#7001325-7001370	
	#0000667-0000715	
(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

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.

BF 30225 Policy Revision - 206.00 Board Meetings

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

BF 30226 Employee Short Term Disability Insurance Annual Renewal

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

BF 30227 Un-commitment of Committed Fund Balance
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.

BF 30228 Optional Vision Insurance for Active Employees
That the Board of Education approve the contract for employee vision insurance coverage with EyeMed effective January 1, 2016.

F. Bids - None

CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 30229 Acceptance of Gift from HIWay Federal Credit Union

Director Hardy pulled this item to express his excitement about the expansion of the financial studies opportunities within SPPS and the opening of another credit union within one of its schools.

MOTION: **Mr. Hardy moved 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. Ms. Doran seconded the motion.**

The motion was approved with the following roll call vote:

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

BF 30230 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 CDF Freedom Schools Program-Rondo Complex Site

Director Hardy stated he pulled this item in order to express SPPS's gratitude and thanks to the Amherst H. Wilder Foundation for their on-going support of the SPPS CDF Freedom School Program.

MOTION: **Mr. Hardy moved 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. Ms. Doran seconded the motion.**

The motion was approved with the following roll call vote:

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

BF 30231 Establishment of the Unclassified Position of Community Education Manager 1 for Independent School District No. 625 and Relevant Terms and Conditions of Employment

BF 30232

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

Director Hardy stated he had pulled these two items to ascertain how these positions will help students? Why are the two positions needed? Director Brodrick indicated he too wished these items pulled for the same purpose.

Response: Administration indicated these positions (four) are currently filled by staff. The positions were upgraded due to requirements of duties performed and the size of budgets managed along with the need to supervise and evaluate staff. A job analysis of the supervisory and managerial responsibilities made the changes appropriate.

So how are these positions connected with students?

Response: The positions are responsible for enrichment programs (after school programs) that provide additional learning/development experiences for students.

If these are existing staffed positions, what is the change and are they receiving a salary increase?

Response: SPPS is taking existing positions and dividing them into two distinct jobs with management and supervisory responsibility. The individuals holding the current positions (4 FTEs) will be reclassified from one bargaining unit into another. Three will move from their current grade to grade 16 and one will move from their current grade to grade 19. The increase in the job responsibility is the most important factor; the fiscal effect is fairly small with a total impact just over \$14,000 for all four inclusive.

MOTION: Mr. Hardy moved 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. And, 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. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

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

X. OLD BUSINESS - None

XI. NEW BUSINESS

BF 30202

Resolution for the 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.

MOTION: Ms. O'Connell moved the Board of Education move the Resolution for the Disposal of Surplus Property as published. The motion was seconded by Ms. Seeba.

The motion was approved with the following roll call vote:

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

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. The structure for a 2015-16 pilot will establish a group of high school students (grades 10-12 with focus on 11th grade) to serve as a special committee. 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 Team will work with the Board and Administration.

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

Implementation would be to launch the pilot in the fall of 2015 with recruiting beginning in September and the selection process in October. The Team's term would run from November 2015 to May 2016.

This effort would be supported with staff and a modest budget. It would be coordinated with Community Ed, Family Engagement and other departments. SPPS would provide funds for supplies and logistical support along with leadership and skills development. They would also provide support for the Team to convene and make strong, early progress.

Monitoring would be done explicitly for attention to student voice with report out 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.

QUESTIONS/DISCUSSION:

- A Board member noted this is a commitment to engage the full student body with assistance from the advisory team.
- It was further noted the Board must be flexible and allow for students to decide the structure and functioning of the process.

MOTION: **Ms. Carroll moved the Board of Education create a Pilot Student Advisory Team that will be a liaison for student voice to partner with Administration and the Board on selected topics with resources provided for the Team to operate from November 2015 through May 2016. The motion was seconded by Mr. Brodrick.**

The motion was approved with the following roll call vote:

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

C. Pay 16 Levy Recommendation/Action

The purpose of the presentation is to provide the Board information in order for them to set the Pay 16 maximum levy ceiling. All figures in the report are based on the last MDE levy run on 9/18/15 though MDE will continue to make minor adjustments. After further calculations the change is from 2.75% as proposed on September 8 to 3.85% as recommended by MDE after their most recent calculations.

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 Pay 16 school levy funds the 2016-2017 school year that will be adopted next June. Based on last year, levies apprise 20% of the school budget.

Property tax is determined by the State Legislature which sets property tax policy, establishes property classes and class rates, determines levels of State aid, sets school formulas, sets underfunded mandates to local governments and levies State business tax. Taxing
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jurisdictions determine the levy amount and the County Assessor determines market value and assigns property class.

Major factors impacting property taxes include:

- 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])
- 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 that impact the levy are:

- Changes in the tax base (improvement in residential properties)
- legislative changes to formulas and equalization factors
- Pension contribution changes required by law (phased in over three years)
- Capital bonding, refunding of bonds, abatements, health and safety projects, leases costs
- Employment changes that drive severance and unemployment levies
- OPEB obligations
- Fiscal disparities and tax increment financing (TIF) changes.

Tax base impacts on levies:

	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
Referendum 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 Referendum Market Value (because St. Paul is more property rich than other districts, SPPS will receive less state aid on formulas). State Aid/Levy mix changes based on equalization factors and tax base and levies have different equalization factors.

SPPS levy categories are:

- 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 and ECFE.

The proposed pay 16 levy ceiling is as follows:

Levy Category	Certified Pay 15 Levy	Estimated Maximum Pay 16 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

What is driving the levy changes?

- Tax base growth results in less state aid for nearly all equalized levies - largest factor for the 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.

Additionally nearly one-half of the homes in St. Paul have a market value increase with the highest in the North End and Thomas/Dale. The average taxable market value increase for residential is 4.6%. Commercial property values are up 2.4%. Fiscal disparities for city, county, schools are below last year.

Staff presented several charts showing

- Estimated annual property tax impact from 2015 to 2016 assuming zero percent increase in market value.
- Estimated annual property tax impact from 2015 to 2016 assuming 4.5% increase in market value and
- Estimated annual property tax impact on commercial/industrial from 2015 to 2016 assuming zero percent increase in market value.

Staff then reviewed the Pay 16 levy calendar noting SPPS must certify the final Pay 16 levy amount to Ramsey County by December 31, 2015.

QUESTIONS/DISCUSSION:

- It was noted this provides the maximum flexibility for SPPS at this point in time.
- It was noted the Teachers Retirement Association is receiving a one-half percent increase for pension support; this amounts to \$1.62 million going into the Teacher's Retirement Fund. The State has also provided some support but funding is still falling heavily on district and teachers.
- Regarding the funding breakdown of levy funds – Facilities and Community Services, why is there a reduction in those two categories and how much of the 3.85% covers those areas? Response: Almost every category including referendum increased by some amount; The referendum had the greatest change. Pension and OPEB had a significant increases; OPEB \$1.3 million and the TRA levy \$1.6 million. As the salary base increases, the increase becomes more significant. Facilities is down because they are doing different things with debt service and because of the health and safety, facility and alt facility funding changes. Community Service is due to a minor adjustment to formula. All these changes resulted in a \$5.2 million increase. The figure would have been larger if there had been no reduction in Facilities and Community Services.
- What amount of money with the 3.85% goes for the TRA fund? Response: \$1.6 million out of the \$5 million or about 30%.
- It was noted SPPS needs to keep pushing the State legislature to fund at appropriate levels.
- If SPPS were to get other funding such as Q Comp how would that affect this? Response: QComp is an alternative comp program that requires an agreement between a school district and the local teacher bargaining unit. Q Comp is capped in state law though some was added for those in the queue or who might come into the queue. There is a timeline for submitting applications. SPPS is currently not in the queue and there may not be enough state funding left to fund another plan. At least one half of the districts in greater Minnesota are not using Q Comp. Many of the Metro districts are enrolled however.
- Can Q Comp funding be used to cover retirement obligation? Response: Staff will need to find out if money is already committed or if some is available. If there is state money, yes.
- The Superintendent noted SPPS would not be applying this year as the SPFT were not willing to move on Q Comp this year.

- It was noted property values in St. Paul went up faster than other areas in state so property owners have more value in their properties over other entities.
- The Legislative Liaison noted the TNT statements will highlight property tax rebate programs that are available in two forms for St. Paul residents..
- So \$4.5 million of the combined levies are the result of State equalization changes? Response: Yes, that is so. Because of St. Paul base changes the formulas result in less state aid.

MOTION: Ms. Seeba moved the Board approve the "maximum" Pay 16 levy ceiling over Pay 15 as reported by the Minnesota Department of Education (MDE) and set a Truth-in-Taxation hearing date for Tuesday, December 1, 2015 at 6:00 p.m. at 360 Colborne. Ms. O'Connell seconded the motion.

MOTION TO AMEND: Ms. O'Connell moved the Board remove "and set a Truth-in-Taxation hearing date for Tuesday, December 1, 2015 at 6:30 p.m. at 360 Colborne" from the original motion. Ms. Seeba seconded the motion to amend.

The motion to amend was approved with the following roll call vote:

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

AMENDED MOTION: Ms. Seeba moved the Board approve the "maximum" Pay 16 levy ceiling over Pay 15 as reported by the Minnesota Department of Education (MDE). Ms. O'Connell seconded the motion.

The amended motion was approved with the following roll call vote:

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

MOTION: Ms. Carroll moved the Board set a Truth-in-Taxation hearing date for Tuesday, December 1, 2015 at 6:00 p.m. at 360 Colborne". Mr. Hardy seconded the motion.

The amended motion was approved with the following roll call vote:

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

XII. BOARD OF EDUCATION

A. Information Requests & Responses

- Request that administration look at what achievement and trends are for growth and for students broken down by race, free reduced lunch, special ed, etc. and by school. May see successes in some schools that are not showing up. Results to be provided to the Board.
- Report requested on leadership development internship program for non-licensed teachers – both paths of "grow your own".

- Report requested on the status of site councils across district – how many schools have them, how effective are they?
- Report requested on status of phy ed across the district, elementary particularly. How is recess being impacted by time of day.

B. Items for Future Agendas - None

C. Board of Education Reports/Communications - None

XIII. FUTURE MEETING SCHEDULE

A. Action to Schedule a Special (Closed) Board of Education Meeting to Develop or Consider Offers or Counteroffers for the Sale of Riverside Site

MOTION: Ms. Carroll moved 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. The motion was seconded by Mr. Hardy.

The amended motion was approved with the following roll call vote:

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

B. Action to Change Date of June Special and COB meeting Dates Due to Conflict with Graduations

MOTION: Ms. O'Connell moved 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. Ms. Carroll seconded the motion.

The amended motion was approved with the following roll call vote:

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

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

- October 20 - Special 4:00 p.m.
- October 20
- October 27 - Special Closed BOE meeting 4:00 p.m.
- 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

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

- October 6

- November 10 - 4:50 p.m.
- December 1

XIV. ADJOURNMENT

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

The amended motion was approved with the following roll call vote:

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

The meeting adjourned at 8:22 p.m.

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

Prepared and submitted by
Marilyn Polsfuss
Assistant Clerk,
St. Paul Public Schools Board of Education

**MEETING MINUTES
COMMITTEE OF THE BOARD MEETING
October 6, 2015**

PRESENT: Board of Education: Directors Hardy, Doran, O'Connell, Brodrick
 Directors Carroll & Seeba (arrived 4:35)
 Director Vue (arrived 4:41)

 Staff: Superintendent Silva, T. Stewart-Downey, M. Walker, T.
 Burr, J. Engen, I. Davis, J. Ronnei, H. Ott, E. Keenan, E.
 Agbamu, J. Statum-Allen, T. Melhus, R. Vernosh, K.
 Wilcox-Harris, J. Williams, S. Freeman, P. Duffy, L.
 Cathey, M. Hurth, N. Cameron, J. Turner, J. Peterson, T.
 Battle, A. Collins, L. Sayles-Adams, M. Bierman, M.
 Schrul, T. Parent, P. Matamoros, R. Barlow, M. Arabbo,
 R. Biel, K. Yang, J. Kranz, T. Funk, D. Mergens, J.
 Keenan, P. Cejudo

 Other: S. Snyder, A. Harrington, H. Padilla, T. Nelson, T.
 Lonetree, J. Verges, A. Luque, B. Marquez, P. Perez-
 Janlois, S. Huges, J. Saldiver, M. Marquez,

I. CALL TO ORDER

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

II. AGENDA

A. Revisiting School Start Times

The presentation was made to introduce the Administration's leading recommendation for start times for SY 2016-17.

Over the years, SPPS has heard from many families about alter start times for secondary students. Teens have later sleep patterns, which are largely biological, not behavioral. Research shows later school start times for teens have many benefits.

The discussion on start times was initiated in 2014 with an extensive discussion with the SPPS community "Rethinking School Start Times." Thousands of responses from students, families and staff were received. Feedback was mixed regarding the proposed changes to start times. The Board voted to approve the recommendation not to change start times and SPPS Administration committed to continue considering the topics.

SPPS is continuing its analysis of the Johnson High School pilot program with its later start time of 8:30 a.m. and Metro Transit Student Passes for transportation. Early indicators are positive. 1,100 Metro Transit passes have been distributed. There have been no reports of incidents on the buses. 25% of the opt-out students have switched to Metro Transit. There has been an increase in participation in after school activities. Student will be surveyed in the fall and in the spring to gauge impacts of later start time.

SPPS has continued working with Metro Transit, with mutual interest in expanding the partnership. Multiple SPPS schools are served well by Metro Transit bus routes and LRT Green Line. Unfortunately, final analysis revealed that Metro Transit does not have the capacity to add service to another SPPS comprehensive high school at this time.

Administration's leading recommendation is to continue working with Metro Transit for expansion. Additionally to keep Johnson start time at 8:30 partnering with Metro Transit.

Keep the current three tier set-up with most other secondary schools starting at 7:30 a.m. Keep all elementary schools at 8:30 and 9:30 starts and to revisit this when partnership expansion options are available. Implications of this recommendation are:

- No cost increase over current structure (besides annual inflation)
- Allows time to continue studying pilot at Johnson
- Keeps open the possibility of change in the future
- Will not require multiple start time changes for elementary schools as Metro Transit becomes able to partners at more schools. Each future expansion will allow a revisit to timing for all other students as well.
- The downside is teens will still be waking up before research based recommended time
- Disappointment as much of the community is eager to see transition to later start for secondary students.

Alternative Option #2 - Change Start Times is that Secondary schools would go to an 8:35 start. Community elementary and some regional magnets would go to a 7:45 start with no bus pick-up before 7:00 a.m. District-wide magnets and some regional magnets would stay at a 9:30 start. SPPS would continue partnering with Metro Transit for Johnson High School. Implications of this change would be a \$2 million cost increase due to less efficient routes. Later start for all secondary schools (8:35 a.m.) and a later start for first tier (7:45 a.m.) - 15 minutes later than change proposal presented in 2014. Start times may eventually change again after Metro Transit is able to expand the partnership. 90% of schools would have a new start time (25 elementary schools would move to the first tier and 7 to the third tier). Other implications are Impacts to family time and shifts in childcare needs along with impacts on staff with changing work schedules. This would require reconfiguration of EDL bussing, which may require longer ride times and create scheduling challenges for games at Parks and Rec sites.

Alternative Option 3 is to discontinue the analysis with no change keeping the current structure for the foreseeable future and conclude analysis of changing start time structure. Implications would be an end to the uncertainty of school start times but it is not responsive to secondary students and parents and is not in the best interest of adolescent students. A two tier structure is unfeasible as it would require many more buses, more drivers working fewer hours and a cost increase of \$8 million.

Next steps for SPPS is to communicate the leading recommendation and alternatives to the SPPS community, re-engage with subject matter experts and receive feedback from stakeholders. This would lead to a final recommendation to the Board on November 11 with a final decision on SY 16-17 made at that Board meeting.

QUESTIONS/DISCUSSION:

- Are there any options for SPPS to support Metro Transit (MT) expansion? Response: The major issue is with garage space. MT was hoping to get transportation dollars from the Legislature but that did not happen.
- There is some flexibility on timing; the District wants to do this and started the pilot to explore the opportunities/potentials. Response: It is disappointing but the reality is Metro Transit cannot accommodate any additional expansion now.
- The Superintendent noted with School Choice coming up in January SPPS is/will be running into timing issues for SY 16-17 as information must be prepared for that event very soon.
- The MT representative stated the bus garage availability places a statistical limit on what can be done now. The pilot has just started so MT will continue to evaluate that. It does want to look forward at the potential to serve other schools. Additional garage capacity will be added when MT has the funds to expand facilities and can then look at balancing out routes, etc. This may not help now but both MT and SPPS can look to the future.
- A Board member commented they liked the expert panel idea to see if other options can be found.
- Another Board member expressed concern about how this will impact families and students if it were fully implemented with MT. Will SPPS still do a 2 or 3 tier bus routing

schedule? Response: SPPS has spent about 13 months engaging with communities and receiving feedback. The feedback was mixed –1/3 thought it would work better, 1/3 saw no impact and 1/3 felt it would be a hardship concerning child care. If implemented it would still require moving elementary to the early tier but does move bus pick up to no earlier than 7:00 a.m. SPPS would still need to do 3 tier busing.

- Would there be as many changes? Response: It would free up capacity in the 2nd tier and 8:30 school starts would stay the same so there would be less impact throughout the entire system.
- Why would it take so many more buses on Metro Transit routes? Response: MT has worked with MPLS to accommodate their needs but that did not require additional service during peak ridership time. There was no additional cost there. With SPPS, students would need get to school at one time which would require substantially more seats (about 20 additional buses); to completely replace yellow buses at each school MT would incur substantially greater costs. St. Paul routes are not as accommodating as Minneapolis routes.
- A Board member stated SPPS is about a year into this project, she expressed frustration that Metro Transit could not accommodate another school and that this had not been made known to SPPS at an earlier point as it had been made clear that SPPS was fully in favor of moving this to all high schools once the pilot was completed..
- Another Board member stated SPPS is partnering with the U of MN to do a study with Johnson and reiterated SPPS would like to see this at other high schools. What is the framework or timeline for MT to add more buses so this can be done. What is MT's timeline? Response: The bus garage space is the limiting factor to do it, then MT would need to see if service to all high schools would be cost effective.
- Where is the equity in this with Minneapolis? This puts SPPS in a very difficult situation. SPPS/MT needs to develop a schedule of decisional points so the information is there to assess feasibility/functionality. Response: The results of the pilot need to be assessed. MT could possibly do a pass program pilot for those routes that would currently work.
- That does not get to the goal of having an entire school using MT and there is an equity issue of who gets a pass or not. SPPS needs to assess its best path forward. Response: The challenge is how to serve that volume of students getting to one place at one time.
- MT stated from its perspective there was no request for a plan. SPPS responded one was put forward to the MT representative based on Metro Transit serving all high schools once the Johnson pilot was completed. This new response puts SPPS in a position where Metro Transit can't support its plans. Response: MT needs to evaluate the potential for doing the routes, it needs to do the metrics. From an operational standpoint it is focusing on the Johnson pilot but is open to evaluating other possibilities.
- A Board member asked if MT has had any conversations about increasing ridership and broadening routes with any St. Paul/Ramsey County entity other than SPPS? Does MT have a broader commitment around St. Paul in general? Is that part of conversations? Response: MT has a commitment to St. Paul for service improvement and is working on plans for the region with Minneapolis and St. Paul in particular. The plan would be how improvement can be done over the next 10 to 15 years and does require additional operating resources.
- A Board member noted ridership would be helped with service to the schools and student ridership.
- A Board member stated this is all about establishing start times that are best for students. If SPPS can't partner with MT it still needs to do this knowing it is what is best for the kids, particularly the later start time for high schools. SPPS needs to find a way to do this.
- Can the options be fleshed out? Response: The options are fleshed out and the impacts would be those listed.
- Could some sort of highbred be explored? Possibly.
- Staff stated cost is an issue at the \$2 million as proposed, especially considering the difficulty in establishing the budget for the current year.

- This new information creates challenges, the Board needs time to discuss this further. Perhaps the expert panel will provide added ideas. SPPS will work in partnership with a willing partner to get this done but needs additional time, information and options.
- The Board asked staff to look at reasonable options, have a hard conversation on whether SPPS will pursue this in a timely fashion and to work with MT to explore options and hopefully establish a timeline.
- What would happen if one additional school was brought into the pilot? Response: It would impact the 2nd tier which is the heaviest transport tier - it would create a very complicated routing process.
- MT stated it does not want to overpromise but does want to work in partnership with SPPS on this. It would be open to looking at a highbred plan to get part way there. Creative Arts might be possibility.
- The Board asked Metro Transit to look at the student data SPPS provided last year, all of the information is there. They were asked to do an analysis on that data. Use of an expert panel also makes sense.

The consensus of the Board was to continue this discussion at the October 20 Board meeting.

B. Final FY 15 Budget Revision

The CFO indicated the change in the General Fund Fully Financed was \$14,190,860 and in the Community Service Fully Financed \$2,011,842. The revision of the Fully Financed Funds reflects final changes in revenue and expenditures for both funds. A report to the Board is required by the auditors for compliance and control.

Final FY 15 Budget Revision (All Funds-Revenue Changes)

The Alternative Facilities (Pay As You Go) Levy of \$9,663,616 was budgeted in the General Fund and then transferred to Building Construction to address reporting requirements.

Revenue	Adopted Budget	Previous Revision	Final Revision	Revised Budget
General Fund	\$529,117,689	(\$789,110)	\$0	\$528,328,579
General Fully				
Financed	39,518,088	10,711,666	3,479,194	53,708,948
Food Service	26,306,100	0	78,520	26,384,620
Community Service	20,090,888	789,110	0	20,879,998
Community Serv.				
Fully Financed	4,826,592	1,906,941	104,901	6,838,434
Building				
Construction	15,100,000	0	0	15,100,000
Debt Service	45,091,000	0	0	45,091,000
TOTAL	\$680,050,357	\$12,618,607	\$3,662,615	\$696,331,579

Final FY 15 Budget Revision (All Funds-Expenditure Changes)

The Alternative Facilities (Pay As You Go) Levy of \$9,663,616 was budgeted in the General Fund and then transferred to Building Construction to address reporting requirements

Revenue	Adopted Budget	Previous Revision	Final Revision	Revised Budget
General Fund	\$537,217,689	\$9,616,305	\$5,799,794	\$552,633,788
General Fully				
Financed	39,518,088	10,711,666	3,479,194	53,708,948
Food Service	26,306,100	0	78,520	26,384,620
Community Service	20,804,172	0	0	20,804,172
Community Serv.				
Fully Financed	4,826,592	1,906,941	104,901	6,838,434
Building				
Construction	24,272,906	0	0	24,272,906

Debt Service	41,517,000	0	0	41,517,000
TOTAL	\$694,462,547	\$22,234,912	\$9,462,409	\$726,159,868

General Fund - Un-Committed and Restricted fund Balance Re-Appropriation

Transfer Un-Committed Fund Balance for Retiree Health to OPEB Trust	\$3,000,000	Additional funding for OPEB Trust
Use of Restricted Fund Balance Operating Capital	2,799,794	Acquisition and Renovation of Bus Garage at 261 Chester
Total Un-Committed & Restricted Fund Balance Re-Appropriation	\$5,799,794	

MOTION: Ms. O'Connell moved the Committee of the Board recommend the Board of Education approve the final FY 15 budget revisions as presented. Ms. Carroll seconded the motion.

The motion passed.

C. Pay 16 Levy Update

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 Pay 16 school levy funds the 2016-17 school year that will be adopted next June. Based on last year, levies comprise 20% of the school budget.

Levy changes are driven by several factors. The largest, for the operating category, is tax base growth resulting in less State aid for nearly all equalized levies. Others are statutory pension contribution increase of \$1.6 million and an OPEB increase of \$1.3 million; changes in debt and other facility formulas, including \$15 million in bond sale, and the new long-term facility maintenance (LTFM) category.

SPPS levy categories are:

- 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 and ECFE.

Pending changes impacting the final Pay 16 levy ceiling are:

- Enrollment projection updates made by SPPS to the MDE reporting system (impacts Operating category)
- MDE updates to Debt Service levy category, which could also impact LTFM levy
- MDE applied a late 2014 Tax Increment Financing (TIF) adjustment on 10/1/15.

The proposed pay 16 levy ceiling is as follows:

Levy Category	Certified Pay 15 Levy	Estimated Maximum Pay 16 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%

Schools levy to provide revenue that helps fund cost of staff (salary and benefits), school supplies, OPEB and pension obligations, health and safety projects, facilities maintenance, debt service obligations and other expenses. Schools can only levy what is authorized by law.

Factors impacting school levies include such things as changes to the 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 and fiscal disparities and tax increment financing (TIF) changes.

The CFO indicated SPPS has filed for an extension on the District's levy with Ramsey County and MDE until 10/7. MDE made some late (10/1) adjustments related to TIF and is still updating SPPS debt levy amounts so they will be running another levy update so SPPS can confirm figures and the final maximum levy ceiling amount for the District.

QUESTIONS/DISCUSSION:

- How many districts were impacted by these late changes/runs? Response: A large number were impacted.
- The Board chair expressed great frustration with MDE's timeliness in supplying accurate data to SPPS on both the budget and the levy. She stated SPPS has mandatory requirements that must be met and the inability of state and local entities to meet their obligations to supply accurate data to meet those timelines is extremely taxing for staff and frustrating for the Board and administration.
- How will SPPS adjust the numbers if there are changes? Response: Staff will look at categories to find those that will have the least impact to district,

D. Administrative Response to the Latino Consent Decree Report

The Superintendent indicated many of the issues raised by the LCD Parent Advisory Council and the LCD Steering Committee are closely related to the SPPS strategic plan, Strong Schools, Strong Communities 2.0 and to its three strategic goals of Achievement, Alignment and Sustainability. These are important aspects of the district, and SPPS will continue to work with its district departments, schools and other specialists to increase effectiveness, accountability and relevance in all of these areas of the Consent Decree.

Staff indicated the LCD's plan to update, review and evaluate the LCD Program Implementation Guide. The recommendation is made pursuant to the LCD Stipulation, Section VII, Section B Evaluation that "there shall be from time to time an evaluation made as to the home language background identification and assessment process and the other programs under this Stipulation to assure District compliance with all areas under the LCD>" Staff stated there are gaps between what the LCD stipulation states and what is actually done across the district. The last recorded Implementation Guide dates back to 1988. The current Guide, as it is today, does not address all the advancements, improvements and best practices in education. Revision would ensure the LCD is implemented in the modern era in such a way as to meet its goal of advancing Latino students, closing the achievement gap and to align it t the District's Strategic Plan.

District goals are to create a plan for full implementation of the LCD, to go beyond compliance, to ensure that the Guide is created in a meaningful manner and that it will have positive outcomes for students and families.

Staff stated there are 5,273 Hispanic students attending SPPS, 2,643 of them qualify for LCD services. He then proceeded to review the recommendations made and the responses from administration.

1. Recommendation #1 - Student Information Form -- the Declaration of Home Language has been translated into Spanish. Full implementation and inclusion in the enrollment process will be in place as of October 5, 2015.
2. Recommendation #2 - Declaration of Formal Instruction for Latino Students New to the County -- The Student Intake Form has recently been updated. Additions to this form (e.g. What was the last grade completed by your child?) will be in place as of October 5, 2015. SPPS will work closely with the Latino Consent Decree (LCD) Program and the Office of Multilingual Learning (MLL) in an effort to remain consistent in information gathered and disseminated for all Latino/Hispanic students new to the country, as well as where the information will be maintained (e.g. database) and to whom it would be reported including the method and timelines. Concentrate not only on home language but academic language gained during their education so have greater knowledge of their formal academic abilities.
3. Recommendation #3 -- Spanish Language Assessment for Latino Students New to the Country -- The concern of an initial language assessment for native Spanish speaking students new to country that not only identifies their mastery of English language but also assess their academic levels of proficiency in core subjects, is compelling. In order to place student appropriately and to provide continuous educational experiences; it is necessary to gather both types of information.

Research, Evaluation and Assessment (REA) will provide support to identify appropriate assessments and provide leadership regarding administration. SPPS will work closely with the Office of Multilingual Learning (MLL), the Latino Consent Decree Program and the Office of Family Engagement & Community Partnerships with the identification of an appropriate assessment, it is feasible the pilot could begin in the fall of 2016.

A recent inquiry into the potential for a pilot indicated that in the school year 2014-15, 36 students enrolled in SPPS as native Spanish speakers new to the country. If this number is an indication of the patterns, it is realistic that SPPS could implement a successful pilot.

Expected Challenges include (1) Identification of an appropriate assessment; however SPPS has a wealth of resources in the Latino community to be able to partner and identify an assessment. (2) How the data will be collected and shared with school staff so that the students are placed in appropriate courses as well as provided support for the English language will necessitate a long-range plan that will involve several departments including the Office of Teaching and Learning, Multilingual Learning, perhaps College and Career Readiness and the Division of Schools. Collaboration and consistent messages to instructional staff as well as families will be essential.

4. Recommendation #4 - Latino/Hispanic Curriculum and Minnesota Standards Alignment for Social Studies K-5 - The SPPS Social Studies Department under the Office of Teaching and Learning will create a curriculum map clearly showing alignment of MN State Standards for Social Studies and Latino/Hispanic culture by January 2016. That being said, the SPPS Social Studies Department will:
 - Develop a detailed curriculum map that demonstrates alignment with the Social Studies Academic Standards of the Latino/Hispanic Culture curriculum for grades K-5. The map will give the LCD Parent Advisory Council and Latino/Hispanic parents a clear vision of what, when and how this content is taught in
 - Foundations of Social Studies K
 - Foundations of Social Studies 1
 - Foundations of Social Studies 2
 - Foundations of Social Studies 3
 - North America Geography 4
 - Early Americas History 5

- Obtain digital or print copy of the Embedding Latino Culture in the K- 3 Social Studies Curriculum from LCD for revision.
- Create a Latino/Hispanic MN Standards Alignment document using American Indian Curriculum MN Standards Alignment as a model (Appendix D).
- Embed the revised Latino Culture in the K, 1, 2, 3 Foundation of Social Studies Curriculum in the SPPS Social Studies website
- Develop a parent friendly version of Mexico unit from North American Geography 4.

During 2015-2016, LCD staff will review the elementary Social Studies curriculum K-5 through culturally relevant lens..

5. Recommendation #5 -- Home Liaisons and Notices -- The Office of Multilingual Learning will determine the needs of liaison positions on a site-by-site basis. Human Resources (HR) will support the needs assessment through the hiring process. New Educational Assistants Level 2 will pass a language assessment test that will qualify them to translate materials as needed by their site. Current EA2s have already passed the language assessment and will assist as requested by their site.

Educational Assistants will assist in parent teacher conferences as requested or needed by their site. This is also a responsibility outlined in the job description for their position and in the Educational Assistant labor agreement (Article 7, Section 7.7). Any non-compliance should be addressed through the site administrator in conjunction with the Office of Multilingual Learning and as appropriate, the HR Consultant.

Educational Assistants will assist as needed by their site, in the following, under this Stipulation: home visit assessments; parent encouragement in school activities; availability in communications with parents; participation in assessments; and, to the extent feasible, participation in educational programs under this Stipulation. These responsibilities are outlined in their job description. Any non-compliance should be addressed through the site administrator in conjunction with the Office of Multilingual Learning and as appropriate, the HR Consultant.

The Office of Multilingual Learning has 3 trainings scheduled for the 2015-2016 school year: October 2, 2015, January 19, 2016, and April 26, 2016.

6. Recommendation #5A - Meetings with LCD staff -- The Office of Multilingual Learning (MLL) will hold three bilingual educational assistants professional development meetings during the 2015-16 school year. This PD is for all MLL EAs in the district. Within this framework, the Office of Multilingual Learning (MLL) agrees to provide an opportunity for the LCD Program to meet with its staff. The meetings will be 45 minutes long following the MLL professional development day. These meetings will take place on October 2, 2015, January 19, 2016 and April 26, 2016.

Sara Reyes, LCD Parent Advisory Council District Liaison, has been appointed to lead this initiative on behalf of the LCD program and the LCD Parent Advisory Council. The goal of these meetings is to foster collaboration and engagement across the LCD program, the Office of Multilingual Learning (MLL), the Latino/Hispanic families and their children.

QUESTIONS/DISCUSSION:

- A Board member asked how committee members felt about the new approach? Response: Members of the LCB stated they have seen growth over many years in the committee and the students and they want to continue to be active participants in supporting Latino youth. They expressed thanks for listening and supporting and holding the LCD accountable. They expressed the desire to involve more parents as

part of projects and schools so they can provide/receive help and so their children have the same opportunities as others in SPPS.

- Explain the difference between Latino students and those impacted by LCD. Response: 13% of SPPS students are Hispanic American; of those 5,273, about one-half or 2,643 qualify under LCD for services. How do they qualify? (1) under the transition to English language (ELL services), (2) for bilingual support in content area to help Latino students make transitions with minimum loss of knowledge, (3) for support in learning to read and write at a second grade level in Spanish (dual immersion program) and (4) for an understanding of Latino culture which is embedded in the social studies curriculum. Some aspects of the LCD apply to all Latino students – discrimination, counseling, etc.
- A Board member congratulated the parent committee on having 15 very strong people as part of the LCD and who support not only the students qualifying for the services but all Latino students. What the LCD accomplishes affects all SPPS students, improvements impact all kids at some level. The things the LCD brings to the table help all SPPS children. She extended the Board's thanks to the parent committee. She then asked how they plan to be sure things agreed to stay in place and are implemented as expected. Response: The LCD has plans to work toward a succession plan.
- A Board members asked if the parents felt empowered to express issues and concerns at their schools, to go to their principal or the next level up? Response: One parent described a problem she had experienced which was resolved through LCD assistance. Another indicated that not all parents have this information as they are not English speakers but the LCD helps and these parents now know who to go to for help. Another praised the Parent Academy where the process was described along with information on who to contact.
- A Board member stated the LCD is a flag bearer for all Latino students.

MOTION:	Ms. Carroll moved the Committee of the Board recommend the Board of Education accept the administrative response to the Latino Consent Decree Report. The motion was seconded by Ms. O'Connell.
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The motion passed.

E. Calendar Committee Update

Staff presented their recommendations for the next three-year cycle of SPPS calendars - 2016-17, 2017-18 and 2018-19 along with similar recommendations for Crossroads.

Staff reviewed the process used in reviewing/constructing the annual calendars. The committee works off State Requirements for hours of instruction using the secondary base minimum days of 170. They asked for input from a wide variety of groups - the various PACs, staff and parents asking four pertinent questions of each group. Parent group feedback indicated there was:

- A need to consider revising conferences in SPPS
- Parents felt a two day week was not useful
- The last day of school should be Wednesday, Thursday or Friday
- Limit Mondays and Fridays off in the same week
- For religious/cultural days off - can they be pre-designated or excusal for all with one call?

Parents liked these things about the calendars:

- That they are done in different languages
- The key (squares, stars, circles)
- Format
- Calendars are posted well before school starts
- Students were excused for religious holidays

A comparison was provided of high school instructional days among 7 districts. SPPS has the second highest number (175) after Minneapolis (176).

Other items of note are families and staff prefer 10 day winter breaks, staff prefer not to end on Mondays and Good Friday continues to be a professional development day.

Changes from previous calendar years include:

- Added instructional days - PreK/K start the Thursday of opening week, PreK February PD day has changed to an instructional day
- Winter break extends over three weeks
- The first quarter is extended to maximize initial instruction period particularly for transition grades.

Future considerations and next steps are:

- Review student and staff absence data
- review behavioral referrals
- Consider a longer Thanksgiving break and a shorter winter break
- Look at operational costs vs. days off school
- Consider surveys before and after breaks
- Create a cultural and religious holiday calendar

MOTION: Ms. O'Connell moved the Committee of the Board recommend the Board approve the calendars as presented. Ms. Carroll seconded the motion.

The motion passed

QUESTIONS/DISCUSSION:

- Was length of school day considered? No
- The last day is a Friday? Response: For students, school ends on Monday for staff.
- Is June 9 a full day for students? Response: Yes, with all records due from teachers on the following Monday.
- Was there feedback about going into June? Response: The biggest challenge is not being able to start before Labor Day so there is not a lot of flexibility on number of days. Length of instructional day could be considered..
- How does SPPS compare to other districts for end time? Response: All districts can start earlier than SPPS who must start after Labor Day due to limits imposed by State Fair and transportation. Minneapolis ends on June 7
- The format, has consideration been given to having elementary, middle and secondary calendars separate? Response: No, but it is something to consider.
- What about feedback on having a longer school year? Response:; That was asked in an earlier survey and there was no interest in doing it. There are plans to do another survey and that question can be posed again..
- How will SPPS communicate important days to families, to schools? Response: The committee is working with Communications, through the Principals Play Book, to get that information out as a calendar of important dates. Other methods of communications are being looked at.
- Staff stated the committee is working to find a way to provide this information in a way that is most appropriate for the district's demographics.

F. Facilities Master Plan (FMP) Update and SPPS Athletics Current Reality and Vision for Future

1. Facilities Master Plan (FMP) Update

The Director of Facilities stated the report was to inform the Board about past, current and potential future facilities funding and how it relates to the FMP.

Staff reviewed the planning process for the FMP, indicating the work was now in the final Phase 4 stage of finalizing the District's plan for making building and land improvements; sharing the plan with families, students, partners and the community.

The report went on to provide a historical perspective. The State authorized bonding of \$15 million per year for SPPS for alternative Facilities Authority (deferred maintenance), health and safety, QZAB, Certificates of Participation and grants. SPPS is in a "City in the First Class". SPPS sought Installment Contract Authority in 1989 for acquisition and new construction of Expo and Rondo. This was amended to limit to districts with approved desegregation plans in 1990 (St. Paul, Minneapolis and Duluth are the only districts with plans at that time) and joint district integration projects. The authorization was continued in 2013 for Cities of the First Class schools when the integration statute was substantially modified. The total SPPS facilities investments from 1989 to 2015 is approximately \$651 million and includes new construction, major repair/replacement, abatement and renovation.

Approximately \$30 million annually is the existing funding paradigm.

- Health and Safety Levy - \$4 million
 - o Covers health and safety projects
 - o It is restricted funding
 - o It requires MDE approval
 - o It is planned in 1-year intervals, 18 months prior
- Alternative Facilities Levy - \$11 million
 - o Covers deferred maintenance
 - o It is restricted funding
 - o It requires MDE approval
 - o It is planned in 2-year intervals, 12 months prior
 - o A 10 year list is required from the District
- Capital Bonds - \$15 million
 - o Is funding for the betterment of school facilities
 - o It is restricted funding
 - o It requires Board approval
 - o It requires MDE approval if combined into projects over \$500,000
 - o It is planned in 1-year intervals, 18 months prior

Staff indicated the purchasing power of alternative facilities funding has decreased 38% from 1994 to 2015. \$11 million in 1994 is now equivalent to \$6.8 million. \$17.7 million would be required in today's dollars to make the equivalent of the 1994 \$11 million.

Facilities is utilizing CGCS Reversing the Cycle of Deterioration and the 2008 SPPS Facilities Conditions and Educational Adequacy Assessment Summary as "guiding documents" in the FMP process. The calculation for current replacement value (CRV) is square footage x cost per square foot to build new + specific assets. This calculation uses published, geographically differentiated, industry-accepted current data, refined for building/site specifics. When data is updated periodically it tracks with the Construction Cost Index and Consumer Price Index giving an accurate depiction of the impacts of inflation. Current CRV on the 2015 SPPS portfolio is approximately \$2.1 billion.

Major Repair/Replacement (MRR) is about 2% to 4% of total CRV. It is used for cyclic, anticipatable expenditures for when building systems reach the end of their life. Building systems reach end of life faster when proper preventative maintenance is not performed. It aligns loosely with the previous Alternative Facilities program (now a portion of LTFM). By aligning to CRV, helps SPPS to keep pace with inflation and changes to the portfolio. The 2008 SPPS FCA-EAA identified 3.6% of CRV for systems reaching end of life or \$378 million. \$145 million (1.3% of CRV) was actually funded (including some scope outside of the FCA-EAA).

Facilities Condition Index (FCI) is the total cost of facility needs divided by CRV. SPPS, generally, is in good condition compared to large urban peers. FCIs require continual

assessment of district facilities and systems. Some districts target specific FCIs and budget in order to maintain their buildings below that number.

A proactive facility condition monitoring and an aggressive MRR program only speaks to maintaining assets currently owned by SPPS. Targeted improvements are critical to academics. Such things as program expansion/alignment (e.g. career and technical education), improvements to meet academic needs (white boards, digital network improvements, appropriate spaces, etc.) and acoustic improvements. Targeted improvements are critical to the function of SPPS buildings and long-term financial stewardship (expanded fire suppression systems, building automation systems and energy improvements).

SPPS must develop a balanced framework for facilities investment with:

- Development of a continuously updated MRR program with dependable, consistent funding that averages 2-4% of CRV of the entire portfolio annually. (Source: LTFM, Capital Bonds)
- Targeted, efficient capital improvements to support academics and building function, identified 3-5 years in advance of need, funded distinctly from MRR. (Capital bonds, certificates of participation).
- Preventative and demand maintenance operations funding in order to realize best performance and lowest life cycle cost of building systems. (General Fund)

Facilities funding, going forward, will require such things as:

- Installment Contract Authority that allows SPPS to identify the appropriate funding levels for its needs balanced with its overall financial health.
- Needs and funds will ebb and flow, but need to average within industry best practice range for MRR. Capital improvements and targeted expansion should supplement MRR core funding. Close coordination with debt schedules should help maximize opportunities when they arise.
- Other potential facets are standing matching grant opportunities and energy improvement revolving loan funds.

The passage of the Long Term Facilities Maintenance (LTFM) revenue in the 2015 legislative session allowed all districts consistent access to funding for deferred maintenance and health and safety related projects (per pupil formula). Regardless, 68 Minnesota school districts have recently or are planning to have a facilities-related referendum. Staff provided a comparison of Minneapolis, Edina and South Washington County districts.

2. SPPS Athletics Current Reality and Vision for Future

The Assistant Superintendent for High Schools stated athletics provides a connection to students' academic achievement and social and emotional success. Research supports the value students received from participation in athletics with:

- Increases in academic achievement (GPA) and attendance
- Building a student's character
- Building resilience, grit and self confidence
- Providing a sense of belonging
- Instructing on how to achieve individual and team goals
- Promotes a healthy lifestyle and
- Promotes physical fitness.

The purpose of the SPPS athletic program is to promote lifelong personal growth and development. Student participation can encourage individual development by providing opportunities for leadership, sportsmanship, fellowship, teamwork, commitment to goal achievement, character building, communication skills, competition and school pride.

There are several Board policies related to athletics: 102 - Equal Opportunity/Non Discrimination (Title IX of the Education Amendments of 1972, Adapted sports); 500 -

Gender Inclusion; 507.02 Athletics: District-wide Athletic Council and 710 - Transportation: Athletics.

Outcomes from the SPPS Athletic Administrative Council include:

- Uniting and inspiring communities around athletic programming
- Leverage assets in the local system and external to the local system
- Ensuring that athletics collaborate with the FMP process to have possible programs and facilities for student participants that adhere to the FMP guiding principles
- Providing valuable advice on overseeing athletics programming and
- Developing and recommending ideas to improve athletic programs.

SPPS individual schools are members of the Minnesota State High School League (MSHSL) which provides:

- Competitive, equitable and uniform opportunities for high school students to learn valuable lessons through participation in athletics and fine arts
- Support for member schools with programs that address sportsmanship, chemical health, scholarship recognition
- Oversees more than 4,500 registered contest officials and judges and
- Provide educational programs for coaches.

NCAA Freshman-Eligibility Requirement for college readiness include:

- Test Scores - Division I uses a sliding scale to match test scores and core grade point averages (GPA); Division II requires a minimum SAT score of 820 or an ACT sum score of 68.
- GPA - NCAA lists courses on its Eligibility Center's website. Division I requires a 2.3 GPA and Division II a 2.20. Only courses that appear on a schools' List of NCASS Courses are used in the calculation of GPA.
- Division I requires 16 core courses and Division II currently requires 14 core courses (16 core courses for students enrolling on or after 8/1/2013.)

SPPS has a storied history of 101 years of hockey, is the second oldest football conference in Minnesota (1891) and is competitive in regional and state with qualifiers and state champions (and dominates in badminton). SPPS has four turf fields, field houses, updated gyms at Como and Humboldt. It has seven high schools, 33 athletic programs and 323 teams. It has 12 middle schools with 12 programs and 132 teams.

SPPS athletic eligibility is:

- All 7th and 8th grade students are eligible to participate in middle school sports.
- All students entering as 9th graders are eligible to participate with credit accumulation criteria after 9th grade.
- All SPPS middle school students from the 7th and 8th grades who wish to participate at the senior high school level may petition to try out for a varsity team.

Participation in SPPS athletics in middle and high school has grown from 7,840 in 2010-11 to 8,668 in 2014-15.

Athletics reports directly through the Assistant Superintendent of High Schools as follows: Lead Athletic Director, District Athletic Specialist, High School Directors, Middle School/K8 Directors, High School Coaches, High School Assistant Coaches and Middle School Coaches. The budget totals \$4,028,214 - \$1,024,261 Salaries/benefits, \$369,575 transportation and \$2,634,372 Fees for Services (rentals, officials, etc.)

SPPS has partnerships with St. Paul Parks and Recreation, Ramsey County, Minnesota Vikings, The Dunkers, community organizations, the Minnesota Twins, St. Paul public golf courses, Minneapolis Public Schools, the MSHSL, TRIA, Health Partners and the Sanneh Foundation (Captains' Leadership Camp).

SPPS existing facilities include: gymnasiums Central and Harding stadiums (football and soccer), turf fields at Humboldt and Johnson (football and soccer); tennis courts, grass soccer, baseball and softball fields, swimming pools and running tracks.

In the last 10 years the top three most popular sports have been football, soccer and badminton. Participation along racial preferences are: football (African-American males), hockey (white males and females), soccer and track & field is the most diverse. School specific are Washington - Karen, Hmong, African immigrants prefer wrestling, Asian girls - badminton. Charts were provided showing athletic participation by girls and boys.

The vision for Athletic Facilities in the next 10 years is to elevate its current facilities to a consistent and high degree of performance, to engage more students with activities geared toward community interest and engagement, fitness and well-being and to provide facilities that are multi-purpose and flexible to support changing needs. An analysis of athletic facilities was carried out looking at maintenance and improvements needed; a need assessment was compiled for all facilities and presented at a meeting for review, discussions were held on how athletics should grow in the next 10 years, seven criteria were defined, needs prioritized by site and rated based on the seven criteria and the current state of partnership facilities and agreements was reviewed. Following this process cost estimates were prepared to all improvements, all improvements were prioritized district-wide, key partnership properties were identified and a strategy defined for consistent scheduling at those facilities and opportunities for new partnerships were identified that would maximize use of any new facilities.

The ranking priorities are:

1. SPPS will elevate its current athletic facilities to a consistent and high degree of performance.
2. SPPS will only build multi-sport, multi-season athletic facilities. The District should have the capacity to change lines / stripes and infrastructure (nets, etc) quickly and cost-effectively.
3. SPPS will seek to have consistently high quality athletic facilities, which also have the lowest life cycle cost.
4. SPPS will cease supporting athletic venues that are too small to be functional / efficient.
5. SPPS will plan for athletic space needs with partner organizations (Parks & Rec, private and public colleges) as a collective entity.
6. SPPS will be cognizant of the impact on athletic events (parking, noise, light pollution) on our adjacent neighborhoods.
7. SPPS will prioritize investments into athletic facilities that serve the greatest day-to-day impact of our learners and communities. More specialized facilities will be supported via public and private partners
8. SPPS does not need to acquire new property for the purpose of athletic facilities. For what shortfalls we have, creating / leveraging partnerships with public and private entities is the prudent course of action.

Charts were provided for major repair and replacement, permit activity and athletic participation across the district.

Based on the SPPS analysis, areas of the district most in need of equitable access to athletic facilities, both for competitive athletics, as well as general health and wellness were determined. It was found there is reasonable ability to meet SPPS athletic needs through existing district resources, as well as adjacent partnerships. For competitive athletics, the analysis indicates the solution is as much an operational one as it is a facilities one. Improved site-coordination, transportation, and student engagement activity planning could mitigate many of the difficulties heard about.

SPPS would propose uniting all district requests for the use of partners' facilities so as to allow for better negotiation leverage and confirmation of dates and times for SPPS athletic needs. This would further solidify the district as a priority when scheduling in

shared use facilities. Solutions might also come in the form of a policy recommendation to the Board. An examples might be for standing access to \$1M that could be used as seed money or to encourage matching grants toward priorities identified by the FMP as being viable and in the spirit of district direction.

SPPS athletic permit users include: Urban Tennis League (tennis courts), Inner City Youth Association (tracks), Highland Groveland Rec. Assoc. (baseball, soccer, track), St. Paul United Soccer (soccer fields), North End Fast Pitch Softball (softball fields), Somali Youth Soccer (soccer fields), Saint Paul Blackhawks (soccer fields) and various Legion and VFW Baseball teams (baseball fields).

Major challenges are:

- Budget constraints – participation and costs have increased, yet funding has been decreased
 - o Centrally funded categories are coaches and athletic salaries, transportation and officials
 - o School and externally funded: equipment, lower level teams and their coaching staff, tournament transportation, extra officials; fees for MSHSL; end of season banquets; sports: Alpine skiing, lacrosse, cheerleading, dance
- Facilities

Some ideas that have been discussed to address the challenges are:

- Vet Athletic Directors' identified ideas for the challenges they identified for the respective sports they oversee and for site specific facilities challenges
- Increase partnerships to better coordinate programming, funding and access
- Use priority criteria from FMP process to guide Athletic Facility enhancements
- Increase cooperative agreements to increase participation, competitiveness and funding
- Aggressively seek external funding through funding campaigns to address budget limitations and facility needs that will be unmet in final FMP.
- Increase visibility for athletics (marketing, highlighting student athletes and coaches)
- Complete a 3 year Strategic Plan to realize vision for athletics
- Conduct research to determine impact of participation on students' attendance and academic achievement

QUESTIONS/DISCUSSION:

- Are there gaps in participation in specific ethnic groups that need to be addressed? Response: One gap is demand for Lacrosse. Sports are becoming much more integrated and that is why there is expansion in participation. Tennis is more inclusive. Hmong are moving into football to greater extent. SPPS has largest middle school program in metro area. Debate, robotics, speech, band, orchestra, drama, one act plays also part of this. Phy Ed teachers who introduce sports within middle schools expand interest for the students. Relationship of what Parks and Rec support reflects in interest in SPPS sports. Female participation provides different set of life skills some girls haven't had previously.
- A Board member expressed interest in data on participation by race, gender and age and length/breadth of participation. Are kids continuing in the same area of athletics or quitting? The impact of loss of such things as after school buses or the benefit of Metro Transit. Participation rates and how fees affect that. The context of who drives changes in offerings? What is the process of when a sport is deleted or added/expanded. Response: REA is excited about exploring the research in this area. Generally, the initial budget projection impacts athletics and in turn has an impact on racial groups and gender, staff recommended a balance between middle schools and high schools..
- How can the disparity between SPPS and other districts regarding availability of resources be addressed? Response: In some areas SPPS is not competitive but it does hold its own in others, regardless athletics offers other benefits to the participants. Sports is about character development.

- Sports that are not funded, how is that decided and how are funding amounts arrived at? Response: Fees are charged, fund raising is done, allocated budget is used though schools are getting fewer flexible dollars. it was noted a discussion needs to happen on non-funded sports.
- On the slide on partnerships – specify both St. Paul and Ramsey County Parks and Rec.
- What about the cost of uniforms and equipment. Response: That has fallen on individual schools and teams and fund raising falls to the coaches. The plus is kids get an opportunity to participate in sports. Only 0.7% of the budget is specified for athletics.
- Athletic programs are obvious to parents and families. Athletic facilities are one of most noticeable things to the community at large.
- Are athletic facilities being put into the considerations within the FMP? Response: Yes, it basically looks at everything SPPS owns. The athletic council provides input what SPPS needs to do with what it currently owns and helps define long term needs.

G. Standing Item: Policy Update - No Report

H. Standing Item: PLTT Update - No Report

I. Standing Item: SSSC 2.0 Update - No Report

J. Work Session

1. **Board Check-In**

The Board were provided four questions and it was suggested they agree to a subject area within a meeting agenda and review that area in light of the questions during their check-in. Board members were encouraged to provide their subject selection to the Ex Team who would select the final subject area.

2. **EMID Update**

Director Carroll, the Board's representative to EMID, provided a review of the new business model that has been proposed for EMID. Under the new model, SPPS could be a potential provider of services and/or a user in some cases. She noted, that since SPPS has opted to withdraw from EMID as of June 30th, there is no need for the Board to select an EMID representative for 2016.

III. ADJOURNMENT

MOTION	Ms. O'Connell moved the meeting adjourn, seconded by Ms. Doran.
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The motion passed.

The meeting adjourned at 9:34 p.m.

Respectfully submitted,

Marilyn Polsfuss
Assistant Clerk



Spotlight on Student Growth

October 20, 2015

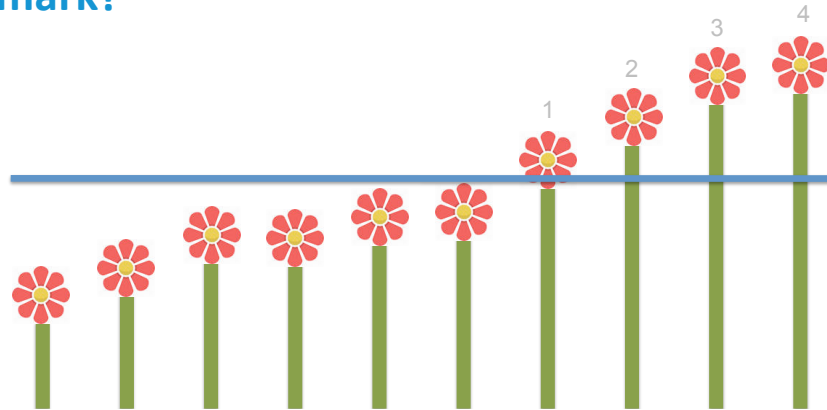


Proficiency

- Proficiency = Did a student reach the target score?
 - Ex: Minnesota Comprehensive Assessment (MCA) targets linked to grade-level standards
- Percent proficient = What percentage of students reached that target?



Proficiency: How many reached the given mark?



- 4 out of 10 (40%) surpassed the given height



Change in Percent Proficient

- Change = How does this year compare to previous years in terms of the percentage of students reaching the target score?
 - Compares different years in terms of percent proficient = What percentage of students reached that target?
 - Compares students who took the test last year as a group to different students who took the same level test this year as a group



Change in Percent Proficient: How many more reached a given mark than last year?



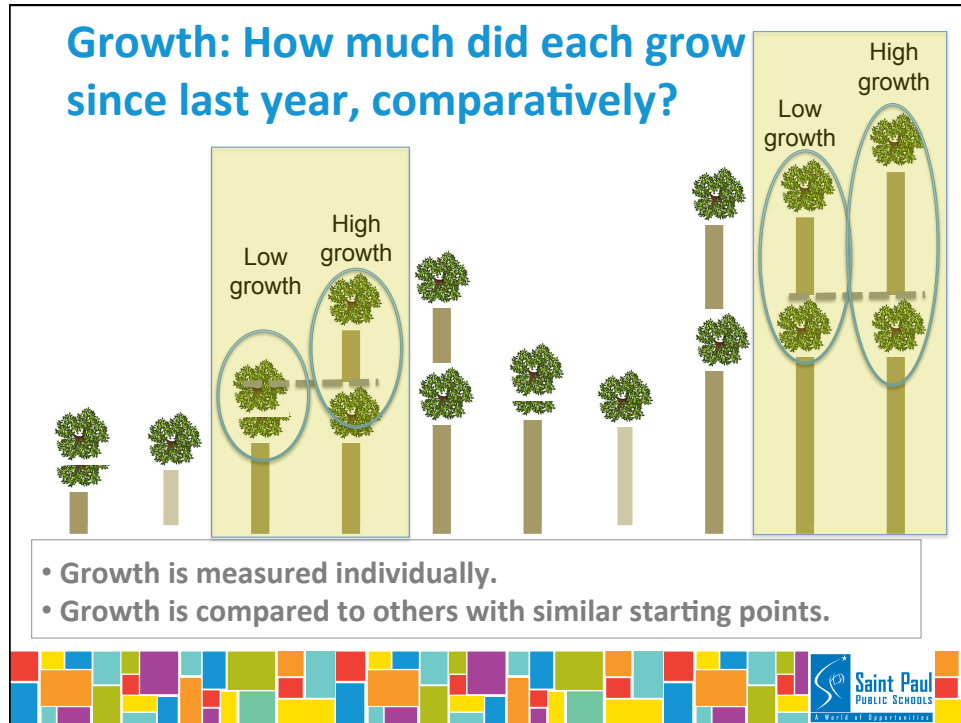
- 5 out of 10 (50%) reached the given height this year
- 10 percentage points more than last year



Growth

- Individual student growth = How much did a given student improve from the previous measurement?
 - MCA Growth Model = How did a students' year-to-year change in score compare to others with the same score on the previous test?
 - *Note:* This is the same individual growth model that is used for the MN Department of Education (MDE) Multiple Measurement Rating (MMR), for the "Growth" and "Achievement Gap Reduction" domains.
- Percent making growth = What percentage of students made growth that was about the same or higher than other students with the same score on the previous test?
 - MDE assigns categories Low, Medium, and High to group the individual student growth results.
 - *Note:* A student making medium or high growth is not necessarily making enough growth to reach proficiency.





Where in SPPS did we see the largest percentages (> 40%) of students making high MCA growth in 2015?

Math 2015

- L'Etoile du Nord: 41%
- Como Elementary: 56%
- Phalen Lake: 59%

Reading 2015

- Como Elementary: 41%
- Horace Mann: 45%
- L'Etoile du Nord: 45%



Where in SPPS did we see large percentages of students (>30%) making high MCA growth over the past four years?

Math

- Como Park Elementary (4/4)
- Phalen Lake (4/4)
- Horace Mann (4/4)
- Groveland Park (4/4)
- Chelsea Heights (4/4)
- St. Anthony Park (3/4)
- Randolph Heights (3/4)
- St. Paul Music Academy (3/4)
- Washington Tech (3/4)

Reading

- Como Park Elementary (4/4)
- Phalen Lake (3/4)
- Horace Mann (4/4)
- Groveland Park (4/4)
- Chelsea Heights (3/4)
- St. Anthony Park (4/4)
- Randolph (3/4)
- Capitol Hill (3/4)
- Open (3/4)



Where in SPPS did we see large percentages of students (>30%) making high MCA growth over the past four years?

Math and Reading

- Como Park Elementary (8/8)
- Phalen Lake (7/8)
- Horace Mann (8/8)
- Groveland Park (8/8)
- Chelsea Heights (7/8)
- St. Anthony Park (7/8)
- Randolph Heights (6/8)



Spotlight: Como Park Elementary

Principal Christine Vang
and Como Elementary students



Spotlight on Student Growth

October 20, 2015



REVISITING SCHOOL START TIMES 2015 DISCUSSION



Getting Grounded: Objectives and Limitations

**Later Start
Times for
Secondary
Schools**

- Research-based benefits
- Wanted by many in SPPS community

**Three tier
System**

- With or without Metro Transit
- Two tiers not viable
- Requires 100+ more buses and drivers

**Some
Elementary
Schools
Earlier**

Purpose

- The purpose of this presentation is to present the Administration's leading recommendation and new alternatives for school start times for SY2016-17



Background



- Over the years, SPPS has heard from many families about later start times for secondary students.
- Teens have later sleep patterns, which are largely biological, not behavioral
 - Delayed onset of melatonin for teens makes it difficult to go to bed earlier.
 - 9 or more hours of sleep is best for teenagers
- Research shows later school start times for teens have many benefits



Recap of 2014 Discussion

- In 2014, SPPS engaged in an extensive discussion with the SPPS Community – *“Rethinking School Start Times”*
- Received thousands of responses from students, families, and staff
- Feedback was mixed regarding the proposed changes to start times
- Two tier system was discussed, still not feasible
- The Board voted to approve recommendation not to change start times
- SPPS Administration committed to continue considering the topic



Continued Analysis – Johnson HS Pilot Program

- SY15-16, Johnson High School launched a pilot program evaluating:
 - Later start time – 8:30
 - Metro Transit Student Passes for transportation
- Early indicators are positive
 - 1,100 Metro Transit passes distributed
 - No reports of issues on the buses
 - 25% of opt-out students have switched to Metro Transit
 - Increased participation in after-school activities
- Students will be surveyed in fall and in spring to gauge impacts of later start time



Continued Analysis – Metro Transit Partnership

- SPPS has continued working with Metro Transit, with mutual interest of expanding partnership
- Multiple SPPS schools are served well by Metro Transit bus routes and LRT green line
- Unfortunately, final analysis revealed that Metro Transit does not have the capacity to add service to another SPPS comprehensive high school

Leading Recommendation

- **Option #1 - Continue Working with Metro Transit for Expansion**
 - Johnson HS starts at 8:30 and partners with Metro Transit
 - Keep current three tier set-up with most other secondary schools at 7:30 start
 - Keep all elementary schools at 8:30 and 9:30 starts
 - Continue working with Metro Transit and revisit when partnership expansion options are available.

Implications of Leading Recommendation

- ✓ No cost increase over current structure (besides for annual inflation)
- ✓ Allows time to continue studying pilot at Johnson High School
- ✓ Keeps open the possibility of change in the future
- ✓ Will not require multiple start time changes for elementary schools as Metro Transit becomes able to partner at more schools

- ↓ Teens still waking up before research based recommended time
- ↓ Much of community eager to see transition to later start for secondary students

Alternatives: Option #2 – Change Start Times

- **Option #2: Change Start Times (7:45, 8:35, 9:30)**
 - Secondary schools go to 8:35 start
 - Community elementary and some regional magnets go to 7:45 start, with no bus pick-up before 7:00
 - Districtwide magnets, some regional magnets stay at 9:30 start
 - Continue partnering with Metro Transit for Johnson HS



Implications: Option #2 – Change Start Times

- ✓ Later start for all secondary schools (8:35 a.m.)
 - Research-based health benefits for adolescents
 - Public engagement showed support for later start for teens
- ✓ Later start for first tier (7:45 a.m.)
 - 15 minutes later than change proposal presented last year

Implications cont'd: Option #2 – Change Times

- ↓ Start times may eventually change *again* after Metro Transit is able to expand partnership
- ↓ 90% of schools would have a new start time
 - 25 elementary schools will have to move to first tier
 - 7 elementary schools will move to the third tier
- ↓ \$2 million cost increase due to less efficient routes

Implications cont'd: Option #2 – Change Times

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- ↓ Impacts to family time
- ↓ Shifts in childcare needs for many families
- ↓ Impacts on staff and stability of schools
- ↓ Requires reconfiguration of EDL bussing, which may require longer rides home
- ↓ Scheduling challenges for games at Parks & Rec sites

Alternatives: Op #3 – Discontinue Analysis

- **Option #3: Discontinue Analysis**
 - Keep the current structure for the foreseeable future.
 - Conclude the analysis of changing start times structure.

- **Implications**
 - ✓ Ends the uncertainty of school start times
 - ↓ Not responsive to secondary students and parents
 - ↓ Is not in the best interests of adolescent students

Alternatives: Option #4 – Hybrid option

- **Option #4: Later Start for 1 More HS and Early Start for 5 Elementary Schools**
 - 1 Additional high school goes to 8:30 start with yellow bus transportation
 - 5 Community elementary schools go to 7:45 start, with no bus pick-up before 7:00
 - All other schools stay with current schedule
 - Continue partnering with Metro Transit for Johnson HS



Selecting Early Start Elementary Schools

- The following would be considered when selecting the 5 community elementary schools to move to 7:45 start:
 - One school from every Area except Area D
 - Mix of high and low poverty schools
 - Mix of PK-5 and K-5
 - Number of bus routes
 - Location of school size of



Implications: Option #4 – 1 Additional HS later and 5 elementary schools earlier

- ✓ Allows us to go to a Phase 2 of changing start times, even without Metro Transit.
- ✓ It allows us to learn from the earlier start time for elementary schools.
- ✓ Secondary parents may appreciate continued movement towards system-wide change.



Implications: Option #4 – 1 Additional HS later and 5 elementary schools earlier

- ↓ Only two secondary schools have a later start.
- ↓ The communities for the selected early start elementary schools will likely be displeased.
- ↓ Tight timing does not allow for adequate community engagement
- ↓ Some of the elementary families may try to transfer to a different school to avoid going to school earlier
- ↓ Potential increase in number of teacher transfer requests disrupting continuity of staff
- ↓ After school services will be impacted by only a few elementary schools moving to earlier start time.
- ↓ Increases the challenges in scheduling games at Parks and Rec sites. Currently SPPS must be off fields by 5:00 for adult leagues.



Alternatives: Option #5 – Hybrid option

- **Option #5: Later Start for 3 More HS and Early Start for 13 Elementary Schools**
 - 3 Additional high school goes to 8:30 start with yellow bus transportation
 - 13 Community elementary schools go to 7:45 start, with no bus pick-up before 7:00
 - All other schools stay with current schedule
 - Continue partnering with Metro Transit for Johnson HS



Implications: Option #5 – 3 Additional HS later and 13 elementary schools earlier

- ✓ Allows us to go to a Phase 2 of changing start times, even without Metro Transit.
- ✓ Secondary parents may appreciate continued movement towards system-wide change.

- ↓ Middle schools and 3 schools with 9-12 would still have early start
- ↓ More elementary schools impacted
- ↓ Greatly increases the challenges in the scheduling of games at Parks & Recs sites.

At-a-Glance Comparison of Options

Option Description	Later Start Time for more Secondary Schools?	Start time changes for Elementary Schools?	Cost Increase
Leading Recommendation - Op #1: Continue Working with Metro Transit for Expansion	No	No	--
Option #2: Change Start Times System wide	Yes – all middle and high schools	Yes – 25 schools earlier, 7 schools later	\$2M
Option #3: End Discussion with No Change	No	No	--
Option #4: Expand later start to 1 high school and early start for 5 elementary schools	Yes – 1 additional high school w/yellow buses	Yes – 5 or 6 elementary schools earlier	--
Option #5: Expand later start to 3 high schools and go to early start for 13 elementary schools	Yes – 3 additional high schools w/yellow buses	Yes – 13 elementary schools earlier	--

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Next Steps

- Continue communicating about leading recommendation and alternatives to SPPS community
- Continue to re-engage with subject matter experts
- Receive feedback from stakeholders
- Present final recommendation to Board at COB on November 11th
- Final decision for SY16-17 made at Board meeting



Questions?



Pay16 Levy Update

Board of Education

Marie Schrul

Chief Financial Officer

October 20, 2015



Purpose



To update the Board of Education on the
Pay16 levy

The Basics

- School levy authority is established in law
- School budgets are a combination of state, federal and local funding, including the voter approved referendum
- Unlike cities and counties, 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

What is Driving Levy Changes?

- Tax base growth results in less state aid for nearly all equalized levies—largest factor for operating category
- Statutory Pension contribution increase of \$1.6 million and OPEB increase of \$1.3 million
- Changes in Debt, and other Facility formulas, including \$15 million in bond sale and new long term facilities maintenance (LTFM) category
- Enrollment projection updates

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

(Updated as of 10/7/15)



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Levy Category	Certified Pay 15 Levy	Estimated Maximum Pay16 Levy Ceiling 10/7/15	Difference
Operating	\$45,652,773	\$47,242,112	\$1,589,339
Pension/OPEB/Contractual	33,156,451	36,133,492	2,977,041
Facilities	54,161,940	54,572,087	410,147
Community Service	<u>3,435,950</u>	<u>3,260,938</u>	<u>(175,012)</u>
Total – All Levy Categories	\$136,407,114	\$141,208,630	\$4,801,515
Percent Change			3.52%

Estimated Annual Property Tax Impact

3.52% Levy Increase

(assuming a 4.5% increase in market value)

Home Estimated Market Value	Pay 2015 ISD 625 Property Taxes	Estimated Pay 2016 ISD 625 Property Taxes	Estimated Change in School Tax
\$75,000	\$282.21	\$295.82	\$13.61
100,000	417.65	444.75	27.10
151,500 [median]	715.07	755.37	40.30
200,000	995.25	1,048.17	52.92
300,000	1,572.84	1,651.59	78.75
400,000	2,150.44	2,255.01	104.57
500,000	2,703.10	2,825.16	122.06

This information is prepared by Ramsey County, Property Records and Revenue



Estimated Annual Property Tax Impact Commercial/Industrial 3.52% Levy Increase (assuming no change in market value)



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Commercial/Industrial Estimated Market Value	Pay 2015 ISD 625 Property Taxes	Estimated Pay 2016 ISD 625 Property Taxes	Estimated Change in School Tax
\$100,000	\$572.65	\$594.04	\$21.39
200,000	1,218.40	1,264.42	46.02
500,000	3,374.05	3,502.48	128.43
1,000,000	6,967.38	7,232.72	265.34

This information is prepared by Ramsey County, Property Records and Revenue

Q&A Review

Why do school boards levy?

- To provide revenue that helps fund cost of staff (salary and benefits), school supplies, OPEB & pension obligations, health and safety projects, facilities maintenance, debt service obligations and other expenses
- Schools can only levy what is authorized by law



Q&A Review



What factors impact school levies?

- Changes in tax base
- Legislative changes to formulas and equalization factors
- Pension contribution changes required by law
- 08 • 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

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

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Questions

HUMAN RESOURCE TRANSACTIONS
(September 2, 2015 through October 1, 2015)
October 20, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Anderson, E. C.	Classroom Teacher	08/22/2015	\$26.51	Creative Arts Secondary
Angelo, J. C.	Classroom Teacher	08/22/2015	\$30.78	Nokomis Montessori South
Braun, S. B.	Classroom Teacher	09/21/2015	\$22.08	Crossroads Science
Bregier, R. J.	Classroom Teacher	08/22/2015	\$26.51	Central Senior High
Bulger, T. E.	Classroom Teacher	09/08/2015	\$25.61	Battle Creek Elementary
Danks, D.	Classroom Teacher	08/22/2015	\$36.01	Agape High school (ALC)
Del Sébastien, O. X.	Classroom Teacher	08/22/2015	\$34.92	Wellstone Elementary
Fuller, S. A.	Classroom Teacher	08/22/2015	\$25.61	Eastern Heights
Gill, A. N.	Classroom Teacher	08/22/2015	\$25.61	Obama Service Learning
Haas, K. L.	Classroom Teacher	09/03/2015	\$25.61	Wellstone Elementary
Harju, C. N.	Classroom Teacher	09/14/2015	\$38.03	Central Senior High
Mollner, J. G.	Classroom Teacher	08/22/2015	\$27.78	Central Senior High
Moua, S. L.	Classroom Teacher	09/21/2015	\$27.34	Eastern Heights
Punyko, E. J.	Classroom Teacher	09/21/2015	\$25.61	Farnsworth Aerospace Upper
Rader, K. E.	Classroom Teacher	08/22/2015	\$25.61	Four Seasons A+
Shelley, S. E.	Classroom Teacher	08/22/2015	\$25.61	The Heights Community
Skonseng, P. J.	Classroom Teacher	08/22/2015	\$25.61	Creative Arts Secondary School
Streb, S. K.	Classroom Teacher	08/22/2015	\$25.61	Maxfield Elementary
Vacinek, C. D.	Classroom Teacher	08/22/2015	\$29.02	Eastern Heights Elementary
Swenson, K. A.	ELL Teacher	08/22/2015	\$36.91	Creative Arts Secondary
Cook, L. C.	Special Education Teacher	10/05/2015	\$31.01	Wellstone Elementary
Dupas, L. D.	Special Education Teacher	09/08/2015	\$32.92	Battle Creek Middle
Furey, B. J.	Special Education Teacher	08/22/2015	\$34.27	Farnsworth Aerospace Upper

HUMAN RESOURCE TRANSACTIONS
October 20, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Wiggins, D. P.	Special Education Teacher	09/21/2015	\$45.57	Riverview School of Excellence
Kennedy, A. M.	Teacher on Special Assignment	09/08/2015	\$45.16	Title I Fed Program Offices
Gill, V. O.	School/Community Professional	09/18/2015	\$23.11	Linwood Monroe Arts Plus Upper
Omar, R. M.	School/Community Professional	10/05/2015	\$23.77	Colborne Admin Offices
DiPrima, C. G.	Education Assistant	09/01/2015	\$25.07	Linwood Monroe Arts Plus Upper
Sanford, A. N.	Education Assistant	08/31/2015	\$15.19	Four Seasons A+
Yang, M. S.	Education Assistant	09/28/2015	\$15.19	Como Park Elementary
Aguilar Vazquez, E. I.	Teaching Assistant	09/08/2015	\$13.52	Linwood Monroe Arts Plus Lower
Ahmed, I. M.	Teaching Assistant	09/21/2015	\$12.99	Battle Creek Elementary
Al-Kordi, S. D.	Teaching Assistant	09/05/2015	\$13.06	Wellstone Elementary
Armstrong, M. L.	Teaching Assistant	09/15/2015	\$12.86	American Indian Magnet
Bell, T. J.	Teaching Assistant	09/08/2015	\$12.86	Galtier Elementary
BellaRose, K. S.	Teaching Assistant	09/23/2015	\$14.25	Highland Park Senior
Bros, Z. E.	Teaching Assistant	09/08/2015	\$12.86	Randolph Heights
Copenhaver, M. C.	Teaching Assistant	10/05/2015	\$14.52	Bridge View
Earl, A. V.	Teaching Assistant	09/08/2015	\$12.86	Galtier Elementary
Gahlon, E. D.	Teaching Assistant	09/08/2015	\$12.86	American Indian Magnet
Giles, N. L.	Teaching Assistant	09/08/2015	\$14.25	Ramsey Middle School
Haeg, L. M.	Teaching Assistant	09/05/2015	\$13.52	Central Senior High
Hansen, L. C.	Teaching Assistant	09/30/2015	\$15.25	Highland Park Middle
Hoffman, J. P.	Teaching Assistant	09/15/2015	\$14.52	Highland Park Middle
Holod, E. J.	Teaching Assistant	09/24/2015	\$12.86	L'Etoile du Nord Upper
Jackson, C. A.	Teaching Assistant	09/08/2015	\$14.52	Como Park Senior High
Jesch-Kulseth, L. A.	Teaching Assistant	09/08/2015	\$13.59	JJ Hill Montessori

HUMAN RESOURCE TRANSACTIONS
October 20, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Khang, M.	Teaching Assistant	09/05/2015	\$12.39	271 Belvidere Bldg
Lautenshlager, J. K.	Teaching Assistant	09/22/2015	\$13.59	Bruce F Vento Elementary
Lingel, J. A.	Teaching Assistant	09/10/2015	\$14.25	Journey's Secondary
McGee-Kahveci, J. L.	Teaching Assistant	09/21/2015	\$14.52	Bridge View
Mitchell, B. A.	Teaching Assistant	09/08/2015	\$13.52	Creative Arts Secondary
Mohamud, A. F.	Teaching Assistant	09/08/2015	\$11.79	Mississippi Creative Arts
Padamsee, S.	Teaching Assistant	09/28/2015	\$12.86	Obama Service Learning
Perry, N.	Teaching Assistant	09/05/2015	\$13.39	Nokomis Montessori South
Pittmon, T. D.	Teaching Assistant	09/28/2015	\$12.39	The Heights Community
Preciado Uribe, Y. B.	Teaching Assistant	09/19/2015	\$14.25	Wellstone Elementary
Quiroz, M. A.	Teaching Assistant	09/08/2015	\$11.79	Wellstone Elementary
Reed, C. M.	Teaching Assistant	08/31/2015	\$15.25	Johnson Achievement Plus
Sanders, E. J.	Teaching Assistant	09/21/2015	\$12.43	Riverview School of Excellence
Smith, E. W.	Teaching Assistant	09/16/2015	\$13.99	Bridge View
Suggs, R. L.	Teaching Assistant	09/14/2015	\$13.52	Battle Creek Middle
Tehven, M. T.	Teaching Assistant	09/17/2015	\$14.25	Highland Park Middle
Thao, Y.	Teaching Assistant	09/14/2015	\$13.99	Johnson Achievement Plus Elem
Thomas, T. J.	Teaching Assistant	09/08/2015	\$13.59	Johnson Achievement Plus
Thompson, W. D.	Teaching Assistant	09/19/2015	\$13.59	Como Park Elementary
Toe, T.	Teaching Assistant	09/08/2015	\$11.79	Phalen Lake Hmong Studies Mgnt

HUMAN RESOURCE TRANSACTIONS
October 20, 2015

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
VanZyl, S. J.	Teaching Assistant	09/23/2015	\$13.39	Washington Tech Secondary
Vang, G.	Teaching Assistant	09/08/2015	\$13.52	Highwood Hills
Vang, M. T.	Teaching Assistant	09/08/2015	\$12.86	Nokomis Montessori North
Vang, M.	Teaching Assistant	09/09/2015	\$12.86	Washington Tech Secondary
Vieth, M. D.	Teaching Assistant	09/08/2015	\$13.59	Benjamin Mays/Museum
Wallace, R. L.	Teaching Assistant	09/19/2015	\$11.79	The Heights Community
Walter, A. R.	Teaching Assistant	09/28/2015	\$13.06	Frost Lake Elementary
Webb, S. M.	Teaching Assistant	09/30/2015	\$14.52	Harding Senior High
Weyandt, N. K.	Teaching Assistant	09/08/2015	\$13.39	Bridge View
Wippler, M. A.	Teaching Assistant	08/31/2015	\$13.59	Johnson Achievement Plus Elem
Woodson, N.	Teaching Assistant	09/28/2015	\$12.86	Adams Spanish Immersion
Xiong, P.	Teaching Assistant	09/14/2015	\$14.71	Hazel Park Preparatory
Zangs, I. P.	Teaching Assistant	09/15/2015	\$14.52	American Indian Magnet
Yang, Y.	Clerical	09/21/2015	\$30.61	Colborne Admin Offices
Moreno, R. J.	Custodian	08/28/2015	\$15.74	Riverview School of Excellence
Riley, D. M.	Custodian	09/29/2015	\$15.74	Washington Tech Secondary
Yep, G. J.	Custodian	09/08/2015	\$15.74	Rondo Education Center
Yzaguirre, D. M.	Painter	10/05/2015	\$30.12	Como Service Center

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Johnson, D. G.	Classroom Teacher From: Teaching Assistant	08/22/2015	\$27.15	Benjamin Mays/Museum
Powers, R. A.	Classroom Teacher From: Teaching Assistant	09/05/2015	\$25.61	Riverview School of Excellence
Georgeson, M. I.	Special Education Teacher From: Teaching Assistant	08/22/2015	\$28.88	Riverview School of Excellence
Trone, L. A.	Special Education Teacher From: Teaching Assistant	08/22/2015	\$27.15	Mississippi Creative Arts Elem

HUMAN RESOURCE TRANSACTIONS
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PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Dungey, J.	School/Community Professional From: Teaching Assistant	09/14/2015	\$21.20	Farnsworth Aerospace Upper
Guzman, I.	School/Community Professional From: Teaching Assistant	09/14/2015	\$19.81	271 Belvidere Bldg
Nelson, A. M.	School/Community Professional From: Education Assistant	08/22/2015	\$29.00	Humboldt Secondary School
Paitich, R. D.	School/Community Professional From: Teaching Assistant	09/05/2015	\$22.96	Como Park Elementary
Mitchell, B. A.	Education Assistant From: Teaching Assistant	09/10/2015	\$15.19	Creative Arts Secondary School
Thein, N. N.	Education Assistant From: Teaching Assistant	09/05/2015	\$15.22	Highwood Hills Elementary
Williams, A. P.	Education Assistant From: Teaching Assistant	08/22/2015	\$21.31	Johnson Senior High
Khalifa, A. L.	Teaching Assistant Career Progression	10/03/2015	\$14.52	Cherokee Heights Elementary
Simon, L.	Teaching Assistant Career Progression	09/05/2015	\$18.90	St Anthony Park
Chann, V.	Clerical Career Progression	09/14/2015	\$27.92	Colborne Admin Offices
Meisel, T. J.	Clerical Career Progression	09/21/2015	\$22.87	Boys Totem Town
Rogers, C. S.	Supervisory Career Progression	07/25/2015	\$34.40	Como Service Center
Norwig, P.	Manager/Payroll Career Progression	10/08/2015	\$50.20	Human Resource
Thole, S.	Technical From: Custodian	10/03/2015	\$20.23	Como Service Center

TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Buck, I. R.	Classroom Teacher	08/22/2015	\$25.61	Harding Senior High
Gbolo, C. M.	Classroom Teacher	09/03/2015	\$41.46	Humboldt Secondary School

HUMAN RESOURCE TRANSACTIONS
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TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Nelson, C. E.	Classroom Teacher	08/22/2015	\$26.51	Maxfield Elementary
Nix, S. M.	Classroom Teacher	09/14/2015	\$27.15	Open World Learning

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Griffin, L.	Classroom Teacher	09/15/2015	Como Park Senior High
Lamb, J.	Classroom Teacher	08/22/2015	Johnson Senior High
Malady, J. C.	Classroom Teacher	10/07/2015	Como Park Senior High
Martin, D. J.	Classroom Teacher	08/22/2015	Groveland Park
Moua, G. C.	Classroom Teacher	09/25/2015	No Assigned Bldg - Misc
Shier, J. C.	Classroom Teacher	09/17/2015	Obama Service Learning
Sopiwnik, C. D.	Classroom Teacher	08/22/2015	Adams Spanish Immersion
Vukson, M. R.	Classroom Teacher	09/05/2015	Humboldt Secondary
Kaufman, S. D.	Occupational Therapist	09/05/2015	Johnson Achievement Plus
Chavez, D.	Special Education Teacher	09/11/2015	Washington Tech Secondary
Xayamongkhon, L.	Special Education ECSE	09/29/2015	271 Belvidere Bldg
Larson, C. F.	School/Community Professional	10/19/2015	Daytons Bluff Achievement Plus
Dupay, C. G.	Education Assistant	08/31/2015	Humboldt Secondary
Mondry, L.	Education Assistant	09/01/2015	Johnson Senior High
Christopher, L.	Teaching Assistant	09/09/2015	Capitol Hill Magnet
Dyslin, J. E.	Teaching Assistant	10/01/2015	Como Park Elementary
Murphy, L. A.	Teaching Assistant	09/30/2015	Obama Service Learning
Niska, L.	Teaching Assistant	09/19/2015	Bridge View
Parker, P. P.	Teaching Assistant	09/15/2015	Johnson Senior High
Immerman, L.	Custodian	10/17/2015	Washington Tech Secondary

HUMAN RESOURCE TRANSACTIONS
October 20, 2015

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Bailey, A.	Nutrition Services Personnel	08/27/2015	Jackson Preparatory
Bohmer, M. M.	Nutrition Services Personnel	08/31/2015	Ramsey Middle School
Johnson, C. N.	Nutrition Services Personnel	09/11/2015	Daytons Bluff Achievement Plus
Khottavongsa, K.	Nutrition Services Personnel	09/10/2015	Como Service Center
Garrido, M. R.	Professional Employee	09/03/2015	Colborne Admin Offices
Spellerberg, M. K.	Professional Employee	09/19/2015	Colborne Admin Offices

ADMINISTRATIVE LEAVE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Asplund, S. L.	Classroom Teacher	09/26/2015	Battle Creek Middle
Schnizlein, B. L.	Special Education Teacher	09/10/2015	Murray Middle School
Stockman, S. L.	Special Education Teacher	09/08/2015	Mississippi Creative Arts
Van Wyk, J.	Education Assistant	08/31/2015	Hamline Elementary

REINSTATEMENT AFTER LAYOFF

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Brazman, L.	Education Assistant	08/22/2015	\$28.58	Plato Admin Offices
Myles, C.	Education Assistant	09/05/2015	\$22.46	Como Park Senior High
Nelson, A. M.	Education Assistant	08/22/2015	\$25.95	Highland Park Senior
Czech, L. M.	Technical	09/08/2015	\$31.81	Como Service Center

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Grimaud, C.	Classroom Teacher	08/22/2015	\$25.61	L'Etoile du Nord Upper
Irwin, C. A.	Classroom Teacher	08/22/2015	\$28.29	Parkway Montessori & Comm Mid
Jensen, T. A.	Classroom Teacher	09/10/2015	\$48.81	International Academy - LEAP
Mickelson, J. A.	Classroom Teacher	08/22/2015	\$47.15	Nokomis Montessori South
Salas deHernandez, Q. M.	Classroom Teacher	09/03/2015	\$29.47	Riverview School of Excellence

HUMAN RESOURCE TRANSACTIONS
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<u>REHIRE</u> <u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Schroeder, L. J.	Classroom Teacher	08/22/2015	\$26.51	Bruce F Vento Elementary
Weber, H. M.	Classroom Teacher	09/02/2015	\$25.61	Central Senior High
Olson, D. K.	Special Education Teacher	08/22/2015	\$44.87	Johnson Senior High
Day, T.	School/Community Professional	09/21/2015	\$32.26	Battle Creek Middle
Smith, C. C.	Education Assistant	09/08/2015	\$15.19	Maxfield Elementary
Brandt, M.	Teaching Assistant	09/28/2015	\$13.59	L'Etoile du Nord Lower
Caban, M.	Teaching Assistant	09/22/2015	\$15.25	Eastern Heights
Carr, D. J.	Teaching Assistant	09/14/2015	\$15.25	Eastern Heights
Eshult, T. E.	Teaching Assistant	09/16/2015	\$13.59	JJ Hill Montessori
Guzman, I.	Teaching Assistant	09/08/2015	\$14.25	The Heights Community
Hartnett, M.	Teaching Assistant	09/21/2015	\$13.59	Groveland Park
Johnson, S. E.	Teaching Assistant	09/08/2015	\$12.43	Cherokee Heights
Ly, M.	Teaching Assistant	09/08/2015	\$12.86	Mississippi Creative Arts
Mitchell, K. D.	Teaching Assistant	09/08/2015	\$15.25	RiverEast Elem/Secondary
Popham, S.	Teaching Assistant	08/25/2015	\$11.79	Capitol Hill Magnet
Redmond, J. L.	Teaching Assistant	09/08/2015	\$13.39	RiverEast Elem/Secondary
Shelton, R.	Teaching Assistant	10/05/2015	\$13.39	Farnsworth Aerospace Upper
Sundermeyer, H. T.	Teaching Assistant	09/08/2015	\$19.44	Wellstone Elementary
Thao, P.	Teaching Assistant	09/21/2015	\$13.99	Bridge View
Vang, M.	Teaching Assistant	09/08/2015	\$14.25	Linwood Monroe Arts Plus Upper
Webb, C. L.	Teaching Assistant	09/08/2015	\$14.25	Linwood Monroe Arts Plus Upper
Witt, K. B.	Teaching Assistant	09/16/2015	\$12.39	Mississippi Creative Arts
Wright, S.	Teaching Assistant	09/08/2015	\$15.25	Johnson Senior High

HUMAN RESOURCE TRANSACTIONS
October 20, 2015

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Pharaoh, T.P.	Teaching Assistant	09/08/2015	\$13.52	Highland Park Senior
Garcia, A. B.	Custodian	09/21/2015	\$17.10	Wellstone Elementary
Harris, D.	Nutrition Services Personnel	09/11/2015	\$11.21	Washington Tech Secondary
Darmer, T. M.	Painter	09/16/2015	\$30.12	Como Service Center

REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Thompson, M. E.	Classroom Teacher	09/28/2015	271 Belvidere Bldg
Murray, K. M.	Special Education Teacher	09/08/2015	Four Seasons A+
Flores, S. A.	School/Community Professional	08/31/2015	271 Belvidere Bldg
Cortez, S.	Education Assistant	08/31/2015	Frost Lake Elementary
Harris, M. L.	Teaching Assistant	09/17/2015	Benjamin Mays/Museum
Manukyan, G.	Teaching Assistant	09/08/2015	Eastern Heights
Weaver, S. B.	Teaching Assistant	09/08/2015	Battle Creek Middle
Xiong, W. N.	Teaching Assistant	09/08/2015	Jackson Preparatory
Yang, K.	Teaching Assistant	09/08/2015	Nokomis Montessori North
Messenger, T. S.	School Bus Driver	08/31/2015	Colborne Admin Offices
Bennett, L.	Custodian	09/24/2015	Hazel Park Preparatory
Akeredolu, A. F.	Nutrition Services Personnel	09/01/2015	American Indian Magnet
Crew, N. N.	Nutrition Services Personnel	08/31/2015	Washington Tech Secondary
Farrankop, W. A.	Nutrition Services Personnel	08/31/2015	Washington Tech Secondary
Hagos, H. G.	Nutrition Services Personnel	08/31/2015	Johnson Senior High
Lamb, F. A.	Nutrition Services Personnel	08/31/2015	Maxfield Elementary
McHie, T. M.	Nutrition Services Personnel	09/01/2015	St. Paul Music Academy

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>
Vang, M. M.	Professional Employee	09/08/2015	Colborne Admin Offices

RECISION OF RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Givens, O.	Nutrition Services Personnel	09/23/2015	\$11.51	Washington Tech Secondary

VOLUNTARY REDUCTION IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Brazman, L.	Education Assistant	08/22/2015	\$23.45	Four Seasons A+
Harris, M. L.	Teaching Assistant	09/17/2015	\$18.24	Eastern Heights Elementary
James, L. M.	Teaching Assistant	09/05/2015	\$13.52	Humboldt Secondary
Myles, C.	Teaching Assistant	09/05/2015	\$15.25	Como Park Senior High
Williams-Davis, C. J.	Teaching Assistant	09/05/2015	\$20.75	Expo for Excellence Elementary
Yang, A.	Teaching Assistant	09/16/2015	\$13.59	Como Park Elementary

CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
McGowan, C. M.	Specialist Office	09/05/2015	\$47.73	Title I Fed Program

SUSPENSION WITHOUT PAY

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
J., K.	Classroom Teacher	10/21/2015	Como Park Elementary

RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Walker, M.	Principal	10/14/2015	Obama Service Learning
Bakken, M. L.	Classroom Teacher	01/01/2016	The Heights Community
Booth, D.	Classroom Teacher	06/16/2016	Battle Creek Elementary
Flinner, W.	Classroom Teacher	02/02/2016	Chelsea Heights
Henseler, C.	Classroom Teacher	06/17/2016	Mississippi Creative Arts
Martland, S.	Classroom Teacher	06/14/2016	Central Senior High
Simmons, A.	Classroom Teacher	07/01/2016	Rondo Education Center
Schnizlein, B. L.	Special Education Teacher	06/16/2016	Central Senior High

HUMAN RESOURCE TRANSACTIONS
October 20, 2015

RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Frierson, H. W.	Teaching Assistant	10/31/2015	Central Senior High
Carver, R.	Custodian	10/14/2015	Journey's Secondary
Adams, G. J.	Nutrition Services	01/22/2016	Como Service Center

Change in Retirement Date

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Lee, B.	Custodian	10/16/2015	Central Senior High

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Acik, S.	Classroom Teacher	06/14/2015	L'Etoile du Nord Lower
Himmelstrup, L. M.	Classroom Teacher	08/22/2015	Central Senior High
Horowitz, L. J.	Classroom Teacher	09/10/2015	Bridge View
Poupard, B. N.	Classroom Teacher	08/29/2015	Central Senior High
Raimann, A. M.	Classroom Teacher	08/29/2015	Wellstone Elementary
Rapp, K.	Classroom Teacher	10/14/2015	John A. Johnson Elem.
Asplund, S.	Special Education Teacher	11/19/2015	Battle Creek Middle
Givot, D. A.	Nurse	10/09/2015	Como Park Elementary
Gums, E. C.	School/Community Professional	08/22/2015	RiverEast Elem/Secondary
Katkar, R. G.	School/Community Professional	10/01/2015	Rondo Education Center
Navarro, B. S.	School/Community Professional	09/09/2015	Plato Admin Offices
Noor, A. D.	School/Community Professional	09/12/2015	Colborne Admin Offices
Richards, J. A.	School/Community Professional	09/26/2015	Rondo Education Center
Richmond, J. D.	School/Community Professional	09/22/2015	Battle Creek Middle
Smith, T. N.	School/Community Professional	10/13/2015	Battle Creek Middle
Yang, M. S.	School/Community Professional	10/03/2015	Ramsey Middle School

HUMAN RESOURCE TRANSACTIONS
October 20, 2015

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Leko, J. M.	Education Assistant	08/28/2015	Humboldt Secondary
Wathum-Ocama, D.	Education Assistant	08/31/2015	Central Senior High
Adeed, F. M.	Teaching Assistant	09/06/2015	Nokomis Montessori South
Brown, L. F.	Teaching Assistant	09/02/2015	Murray Middle School
Butler, K. L.	Teaching Assistant	08/26/2015	Mississippi Creative Arts
Erickson, S. F.	Teaching Assistant	09/02/2015	Capitol Hill Magnet
Glaeser, C. L.	Teaching Assistant	08/23/2015	Wellstone Elementary
Goodrich, C. C.	Teaching Assistant	10/01/2015	Johnson Senior High
Hitchens, K. M.	Teaching Assistant	09/03/2015	Crossroads Science
Jordan, A. L.	Teaching Assistant	09/10/2015	Washington Tech Secondary
Leonard, P.	Teaching Assistant	09/11/2015	L'Etoile du Nord Lower
Moss, E. B.	Teaching Assistant	09/12/2015	American Indian Magnet
Payne, C. L.	Teaching Assistant	08/28/2015	Obama Service Learning
Richardson, A. D.	Teaching Assistant	08/27/2015	Wellstone Elementary
Senungi, C. N.	Teaching Assistant	09/01/2015	RiverEast Elem/Secondary
Taulelle, K. J.	Teaching Assistant	09/03/2015	Highland Park Senior
Witzler, R. P.	Teaching Assistant	08/29/2015	RiverEast Elem/Secondary
Zupon, M. M.	Teaching Assistant	09/02/2015	Creative Arts Secondary
Ridley, S. M.	Clerical	09/19/2015	Washington Tech Secondary
Palumbo, J. L.	Custodian	09/12/2015	Phalen Lake Hmong Studies Mgnt
Brazelton, B. M.	Nutrition Services Personnel	06/11/2015	Obama Service Learning
Givens, O.	Nutrition Services Personnel	09/23/2015	Washington Tech Secondary
Hutterer, F. R.	Nutrition Services Personnel	10/03/2015	Mississippi Creative Arts
Vasquez, A.	Nutrition Services Personnel	08/18/2015	St. Paul Music Academy

HUMAN RESOURCE TRANSACTIONS

October 20, 2015

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Clukey, R. L.	Professional Employee	09/09/2015	Colborne Admin Offices
Nguyen, J. L.	Supervisory	09/16/2015	Como Service Center
McGrade, K. M.	Classroom Teacher	09/01/2015	Highwood Hills
Shaikh, N. M.	Supervisory	10/03/2015	Como Service Center

TERMINATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Nelson, E. M.	Classroom Teacher	08/31/2015	No Assigned Bldg - Misc
Nelson, K. L.	Classroom Teacher	08/31/2015	No Assigned Bldg - Misc
Wester, E. L.	Classroom Teacher	08/31/2015	Cherokee Heights
Ali, A. H.	Teaching Assistant	09/05/2015	Bruce F Vento Elementary
Hui, S.	Teaching Assistant	09/09/2015	Bridge View
Kasper, E. M.	Teaching Assistant	09/05/2015	Como Park Elementary
Merritt, J. E.	Teaching Assistant	09/18/2015	Obama Service Learning
Murray, D.	Teaching Assistant	10/14/2015	Battle Creek Middle
Perry, M. L.	Teaching Assistant	09/09/2015	Journey's Secondary
Rogers, L.	Teaching Assistant	09/09/2015	Maxfield Elementary
Schmidt, D. V.	Teaching Assistant	08/29/2015	Frost Lake Elementary

DISCHARGE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
Y., V.	Classroom Teacher	09/23/2015

LAYOFF

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Lee, B.	Education Assistant	07/01/2015	Farnsworth Aerospace Lower

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

DATE: October 22, 2015

TOPIC: Acceptance of Monetary Gift to Open World Learning Community

A. PERTINENT FACTS

1. Monetary gift of \$5,000.00 was presented to Open World Learning Community from Open World Learning Community PTA.
2. Check #2637 signed by Lisa Gale, Open World Learning Community PTA.
3. Budget code 19-250-000-000-5096-0000.
4. This will meet the District target area goal of achievement through offering scholarships for field trips.
5. This item is submitted by David Gundale, Principal, Open World Learning Community; and Theresa Battle, Assistant Superintendent, High Schools

B. RECOMMENDATION:

That the Board of Education approves the acceptance of the monetary gift of \$5,000.00 presented to Open World Learning Community from Open World Learning Community PTA.

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

DATE: October 20, 2015

TOPIC: Request for Permission to Submit Applications to Metro Educational Cooperative Service Unit (Metro ECSU) from the Office of Specialized Services

A. PERTINENT FACTS:

1. Metro ECSU helps schools and school districts, local governments and other nonprofits fulfill their missions by delivering high quality services while reducing costs through collaboration. Metro ECSU administers Regional Low Incidence Projects - Region 11, a state initiated and federally funded Special Education program serving educators, administrators and caregivers of students with low incidence disabilities..
2. The Office of Specialized Services has prepared two requests for the Region 11 work, each for approximately \$2,000: to support professional development in Personalized Learning technology for (1) paraprofessionals; and (2) teachers, therapists and school social workers. In both cases, professional development will focus on using iPad-based assistive and accessibility tools.
3. This project will meet the District strategic plan goal of ACHIEVEMENT.
4. This item is submitted by Gail Ghare, Supervisor, Office of Specialized Services; Ryan Vernosh, Director, Communications, Marketing and Development; Elizabeth Keenan, Assistant Superintendent; 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 two applications requesting approximately \$2,000 each to the Metro ECSU/Region 11 program; to accept the grant(s) if awarded; and to implement the project as specified in the award documents.

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

DATE: October 20, 2015

TOPIC: Request for Permission to Submit Application to Minnesota Humanities
from NEA Foundation to SPPS Multicultural Resource Center

A. PERTINENT FACTS:

1. The Minnesota Humanities Center has launched a competitive grant opportunity through the Minnesota State Legacy Amendment Fund. To support the Humanities Center's ongoing work in education, it is accepting proposals for initiatives that enhance student engagement in education by making space for absent narratives. Absent narratives bring into public life the stories and experiences of people and communities that are often left out or marginalized. Research shows that students and families are more engaged in school when the school culture reflects their experiences and perspectives.
2. The Center for Teaching and Learning has prepared an application for funds to support the creation of English Language Arts units that incorporate absent narratives. The project will support teachers with curricular resources, culturally responsive instructional tools and common assessments; analyze common assessments and student work to guide instruction and raise rigor for all students; and deepen the district's approaches to accessing and using absent narratives via culturally responsive teaching, themes, lessons, formative assessments, and student activities.
3. This project meets the District strategic plan goal of ACHIEVEMENT.
4. This item is submitted by Hans Ott, Director of the Center for Teaching and Learning; 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 submit this application to the Minnesota Humanities Center on behalf of the Center for Teaching and Learning; to accept a grant if awarded; and to implement the project as specified in the award documents.

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

DATE: October 20, 2015

TOPIC: Request for Approval to Apply for Funds from the Minnesota State High School League's Foundation

A. PERTINENT FACTS:

1. Our district high schools are members of the Minnesota State High School League.
2. The Minnesota State High School League Foundation has monies available to award to high schools in the State of Minnesota. These monies are sales taxes collected on tickets sold at state tournament contests. These funds are being rebated to member schools based on free/reduced lunch participation on athletic teams. The League accepts requests twice during the school year.
3. This grant will meet the District target area goals by ensuring high academic achievement for all students and accelerating the path to excellence..
4. This item is submitted by Laura Ranum, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (or Designee) to submit an application to the Minnesota State High School League's Foundation for monies being awarded to high schools in the State of Minnesota; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

DATE: October 20, 2015

TOPIC: Request for Permission to Accept Award from NEA Foundation to SPPS
Multicultural Resource Center

A. PERTINENT FACTS:

1. NEA Foundation supports new ideas and practices to strengthen teaching and learning. The Foundation's goal is to fund and share successful strategies to educate and prepare students for bright and rewarding futures. The Foundation has several deadlines each year, all of which are published in The Bridge.
2. Sherry Kempf of the Office of Equity's Multicultural Resource Center has received an NEA Foundation grant for \$5,000 to fund teacher training for the Bdote project, which offers teaching materials and a field trip that help students understand and see the Dakota Indian locales on which Saint Paul was built.
3. This project meets the District strategic plan goal of ACHIEVEMENT.
4. This item is submitted by Michelle Bierman, Director of the Office of Equity; 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 the NEA Foundation's grant of \$5,000 to the SPPS Multicultural Resource Center; and to implement the project as specified in the award documents.

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

DATE: October 20, 2015

TOPIC: Request for Permission to Accept a Grant from Scholastic Reading Club

A. PERTINENT FACTS:

1. Scholastic was founded in 1920 as a single classroom magazine. Today, Scholastic books and educational materials are in tens of thousands of schools and tens of millions of homes worldwide, helping to Open a World of Possible for children across the globe.
2. Saint Paul Public Schools has been awarded a grant for Jackson Elementary to purchase books as part of a reading club. Saint Paul Public Schools will serve as fiscal agent for this project. The total grant is for approximately \$2,000. Staff in the program researched this opportunity.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Yeu Vang, Principal, Jackson Elementary; Ryan Vernosh, Director, CMD; Sharon Freeman, Assistant Superintendent, Elementary Schools; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from Scholastic Reading Club; 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: October 20, 2015

TOPIC: Request for Permission to Submit Grant Application to YMCA Mission Impact Council from Johnson Senior High

A. PERTINENT FACTS:

1. The Mission Impact Council of the YMCA of the Greater Twin Cities is seeking innovative approaches to ensure racial equity when serving urban and underserved youth. It requested applications for projects from organizations, in partnership with the YMCA, that collaborate to address gaps in equity, quality or access. Assistant Superintendent Theresa Battle shared this opportunity with all high schools.
2. Johnson Senior High has prepared an application for approximately \$20,000 to create a foundation for a youth-centered school leadership system.
3. This project meets the District strategic plan goal of ACHIEVEMENT.
4. This item is submitted by Micheal Thompson, Principal of Johnson Senior High; 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 submit a request to the YMCA Mission Impact Council; to accept the grant if awarded; and to implement the project as specified in the award documents.

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

DATE: October 20, 2015

TOPIC: Request Permission to Enter Into a Contract With the Minnesota Literacy Council on Behalf of the Saint Paul Literacy Consortium for 2015-2016.

A. PERTINENT FACTS:

1. At its March 17, 1998 meeting the Board approved submission to the Department of Children, Families and Learning (B.F. 22629) a request from Adult Basic Education to for the Saint Paul Community Literacy Consortium, and approval for Saint Paul Public Schools to act as the fiscal agent.
2. That request was submitted and approved by the Department of Children, Families and Learning on June 1, 1998.
3. The Saint Paul Community Literacy Consortium contracts with the Minnesota Literacy Council to provide coordinated delivery of training for volunteer programs and assist with management of member organizations.
4. The amount of 179,770.08 to provide these services for the 2015-16 fiscal year will be accounted for in budget 04-005-520-322-6305-8522.
5. This project will meet the District target area goals by ensuring high academic achievement for all students and strengthening relationships with community and families.
6. This item is submitted by Scott Hall, Supervisor, Adult Basic Education; Lynn Gallandat, Director, Community Education; and Jackie Turner, Executive Director, Chief Engagement Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into a contract with the Minnesota Literacy Council on behalf of the Saint Paul Community Literacy Consortium to provide coordinated delivery of training for volunteer programs and assist with management of member services for the 2015-16 fiscal year to be accounted for in budget 04-005-520-322-6305-8522.

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

DATE: October 20, 2015

TOPIC: Request for Permission to Contract with Saint Paul Youth Services for Behavioral Specialist Program Support

A. PERTINENT FACTS:

1. Saint Paul Youth Services (SPYS) provides SPYS provides behavior intervention, family support, crisis counseling, and restorative justice services. SPYS uses accredited research to continually assess, modify and target its strategies based on what proves most effective for young people and their families, based on the particular situation..
2. Saint Paul Public Schools (SPPS) and SPYS agree to partner, with SPYS providing nine (9) behavioral support staff supporting five SPPS sites, for the 2015-2016 school-year. The 5 sites are: Washington Technology Magnet School (4), Harding Senior High School (2) American Indian Magnet (1), Humboldt Secondary (1), and Gordon Park High School (1). The SPYS behavioral support staff will support and increase early intervention strategies throughout the district. Approximately 360 students will be served by this partnership. Contract amount is \$495,000.
3. This project will meet the Strong Schools, Strong Communities goal of achievement.
4. This item is submitted by Jackie Turner, Chief Engagement Officer; Kate Wilcox-Harris, Chief Academic Officer and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to contract with the Saint Paul Youth Services for behavioral specialist support at five sites for SY 2015/2016; and to implement the services as specified in the contract.

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

DATE: October 20, 2015

TOPIC: Agreement Between Saint Paul Independent School District #625 and Minnesota Department of Education for Electronic Screening Initiative Providing Information to MDE on the Effectiveness of Using Electronic Devices to Perform Developmental and Social-Emotional Screening of 3 - 5 Year Olds.

A. PERTINENT FACTS:

1. Minnesota Department of Education (MDE) will award the District \$5,000.00 for participating in the Electronic Screening Initiative.
2. The Electronic Screening Initiative involves St. Paul families completing the Ages and Stages Questionnaire Social-Emotional section on iPads while at their Early Childhood Screening appointment with their 3 - 5 year old.
3. SPPS screening staff will provide feedback to MDE on the effectiveness of electronic screening using devices. SPPS early childhood screening staff will participate in 2 webinars and 1 day training about the process. MDE will pay SPPS \$5000 for participation and technical equipment and support.
4. The agreement period is from August 17, 2015, through March 31, 2016.
5. This item meets the goal of achievement and alignment.
6. Requested by Mary Yackley, Supervisor, Student Health and Wellness, and Elizabeth Keenan, Assistant Superintendent, Office of Specialized Services and Kate Wilcox-Harris, Chief Academic Officer,

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent to accept funds of \$5,000.00 from Minnesota Department of Education (MDE) or participating in their Electronic Screening Initiative.

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

DATE: October 20, 2015

TOPIC: Enter Into a Lease Agreement for School Buses.

A. PERTINENT FACTS:

1. Permission to enter into a lease agreement with Santander Leasing LLC (as assigned by Hoglund Bus Co., Inc.).
2. This will be a five-year lease for six school buses which will be outfitted to provide transportation for students with special needs. The total cost of the lease will be \$352,765.00, \$70,553.00 yearly. This cost is inclusive of a trade of six buses.
3. Funding for the lease will come out of the Transportation Budget.
4. This project will meet the District strategic plan goal of increased achievement by increasing equitable education.
5. This item is submitted by Tom Burr, Director of Transportation; and Jean Ronnei, Chief Operating Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into a Lease Agreement with Santander Leasing LLC (as assigned by Hoglund Bus Co., Inc.) for six school buses for a total of \$352,765.00 over a five year lease.

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

DATE: October 20, 2015

TOPIC: Agreement Between SPPS and the City of St. Paul for School Patrol Program

A. PERTINENT FACTS:

1. This agreement establishes the use of a licensed St. Paul Police Officer to oversee the school patrol program for SPPS.
2. Salary and benefits for this officer are split between the City of St. Paul and SPPS.
3. This agreement will meet the District strategic plan goal of Sustainability by allowing students to safely walk to school.
4. This item is submitted by Tom Burr, Director of Transportation, and Jean Ronnei, Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent to enter into the agreement with the City of St. Paul to provide a police officer to coordinate the St. Paul Public Schools patrol program for school year 2015/2016.

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

DATE: October 20, 2015

TOPIC: Employee Dental Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District will enter the second year of a 5-year rate guarantee for active employee dental insurance starting January 1, 2016 and continuing through December 31, 2016.
2. The District provides dental insurance coverage through HealthPartners for approximately 5,800 active employees. This is a fully-insured plan. The current cost is approximately \$3,260,000 which includes the employee's portion for family coverage. The current plan offerings and monthly premiums for 2015 are \$29.13/ single and \$94.67/ family.
3. The District offers employees a tiered plan design with a richer benefit if a member chooses to utilize a HealthPartners dental clinic. As part of the RFP agreement, HealthPartners agreed to process claims from out-of-network providers as in-network until a mutually agreed upon date. This year, HealthPartners and the District compromised to reach an agreement that out-of-network provider services would be covered at 80% in 2016. .
4. HealthPartners proposed a less than 3% rate increase for 2016: \$30.00/ single and \$97.51/ family.
5. The District's annual cost for calendar year 2016 will increase approximately \$195,600 for an estimated annual cost of \$3,357,800.
6. The District's Benefits Labor Management Committee recommends acceptance of this rate renewal.
6. This item will meet the District target area goal of alignment.
7. This item is submitted by 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 active employee dental insurance coverage with HealthPartners effective January 1, 2016, at the proposed renewal rates.

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

DATE: October 20, 2015

TOPIC: Active Employee and Early Retiree Health Insurance

A. PERTINENT FACTS:

1. The School District will enter the second year of a 3-year rate guarantee for active employee and early retiree health insurance starting January 1, 2016 and continuing through December 31, 2016.
2. The School District provides health insurance coverage through HealthPartners for approximately 5,200 active employees and 570 early retirees. The District's current cost is approximately \$48,700,000 for active employees and \$4,670,330 for early retirees.
3. The District currently offers active employees and early retirees who are not yet Medicare-eligible three HealthPartners plan options. The current plan offerings and monthly premiums are shown below:

	<u>Single</u>	<u>Single Plus One</u>	<u>Family</u>
HP Distinctions II	\$635.00	\$1429.00	\$1658.00
HP Empower HRA National One*	\$570.00	\$1248.00	\$1457.00
HP Empower HSA National One	\$473.00	\$1065.00	\$1235.00

4. HealthPartners has proposed an approximate 4% increase for the medical plans for 2016. The following are the proposed rates for calendar year 2016:

	<u>Single</u>	<u>Single Plus One</u>	<u>Family</u>
HP Distinctions II	\$656.00	\$1477.00	\$1713.00
HP Empower HRA National One*	\$590.00	\$1292.00	\$1508.00
HP Empower HSA National One	\$496.00	\$1117.00	\$1,295.00

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

5. The District's annual cost for calendar year 2016 will increase approximately \$2,134,813 for an estimated annual cost of \$55,505,143.
6. This agreement supports the District's 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 a contract for active employee and early retiree health insurance coverage with HealthPartners, effective January 1, 2016, at the proposed premium renewal rates.

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

DATE: October 20, 2015

TOPIC: Employee Life Insurance Renewal

A. PERTINENT FACTS:

1. The School District will enter the first year of a 3-year rate guarantee for employee life insurance starting January 1, 2016 and continuing through December 31, 2016. The current carrier is Minnesota Life Insurance Company.
2. The volume of life insurance coverage for the District is approximately \$298,439,166.00. The current rate is \$0.097 per \$1,000 of coverage.
3. The current total cost to the District for life insurance is approximately \$356,335.00 per year.
4. Minnesota Life recommends no rate change for 2016.
5. The Benefits Labor Management Committee recommends approval of this rate and continued coverage with Minnesota Life Insurance Company.
6. This agreement will meet the District target area goal of alignment.
7. This item is submitted by 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 life insurance with Minnesota Life with no change in premium renewal rates.

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

DATE: October 20, 2015

TOPIC: Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 123.70 Health Standards: Immunizations

A. PERTINENT FACTS:

1. There are students in the district who are not in compliance with M.S. 123.70 Health Standards for Immunizations. The students' parents/guardians have been informed of needed immunizations, provided a copy of the law, and given information about community immunization clinics. A contact is made to verify the parents/guardians know that the child is non-compliant, understand the law, and are aware of the possible exemptions to the law. All parents/guardians have had a minimum of 30 days to comply with the law after they are informed that their child is non-compliant.
2. A list of the students is under separate cover.
3. This project will meet the District target area goals by ensuring high academic achievement for all students.
4. Requested by Mary Yackley, Supervisor, Student Health and Wellness, and Dr. Elizabeth Keenan, Assistant Superintendent, Office of Specialized Services.

B. RECOMMENDATION:

That the Board of Education excludes the named students from school effective October 20, 2014, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

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

DATE: October 20, 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 August 1, 2015 – August 31, 2015.

(a) General Account	#646129-646990	\$29,549,244.23
	#0001521-0001569	
	#7001371-7001403	
	#0000716-0000738	
(b) Debt Service	-0-	\$0.00
(c) Construction	-0-	<u>\$2,436,345.83</u>
		\$31,985,590.06

Included in the above disbursements are 2 payrolls in the amount of \$16,783,066.44 and overtime of \$36,775.75 or 0.22% of payroll.

(d) Collateral Changes

Released: None

Additions: None

2. That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending January 30, 2016.

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

DATE: October 20, 2015

TOPIC: Post Age-65 Retiree Health Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District provides health insurance coverage for post-age 65 retirees through HealthPartners for approximately 2,510 retirees. The District's cost for calendar year 2015 is approximately \$9,900,000.
2. The District covers Medicare-eligible retirees who reside in Minnesota with the HealthPartners Freedom Plan. Retirees who are non-Medicare eligible or who reside outside of Minnesota are covered by the HealthPartners National One Plan or the HealthPartners Retiree Medical Plan. Current monthly premiums are:

	Single	Family
HealthPartners Freedom Plsn	\$256.60	\$513.20
HealthPartners National One Plan	\$613.57	\$1471.51
HealthPartners Retiree Medical Plan	\$256.60	\$513.20

3. HealthPartners has proposed an approximate 3% increase for the Freedom Plan for 2016. The National One Plan for 2016 incurred an approximate 4% increase. The following are the proposed rates for calendar year 2016:

	Single	Family
HealthPartners Freedom Plan	\$264.90	\$529.80
HealthPartners National One Plan	\$638.11	\$1530.37
HealthPartners Retiree Medical Plan	\$264.90	\$529.80

4. The District's annual cost for calendar year 2016 will increase approximately \$297,000 for an estimated annual cost of \$10,197,000.
5. This agreement supports the District's 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 contracts for retiree health insurance coverage with HealthPartners effective January 1, 2016, at the proposed premium rates.

Board of Education Meetings

(Regular meetings at 6:05 unless otherwise noted)

- October 27 - Special Closed - CANCELLED
- November 9 - Special Closed 4:30 p.m.
- November 10 - Special 4:30 p.m.
- November 17 - Special Closed 4:00 p.m.
- November 17
- December 15 - Special Closed 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)

- 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