



# **Saint Paul Public Schools**

## **Regular Meeting**

**Tuesday, March 18, 2014 5:30 PM**

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

**BOARD OF EDUCATION**



**Mary Doran**  
*Chair*



**Keith Hardy**  
*Vice Chair*



**John Brodrick**  
*Clerk*



**Anne Carroll**  
*Treasurer*



**Jean O'Connell**  
*Director*



**Louise Seeba**  
*Director*



**Chue Vue**  
*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**

**March 18, 2014**  
**5:30 PM**

**A G E N D A**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVAL OF THE ORDER OF THE MAIN AGENDA**

**IV. PUBLIC COMMENT** (Time Certain 5:35 p.m.)

**V. RECOGNITIONS** (6:15 p.m. or possibly 6:00 p.m. if there are a limited number for public comment)

- |  |   |
|--|---|
| A. Acknowledgement of Accomplishments of SPPS Students   | 7 |
| B. Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools That Have Won Athletic Awards and Championships | 8 |
| 1. Murray Middle School - Girls' Basketball Team - City Champion   |   |
| 2. Washington Technology Magnet - Wrestling Team - Middle School City Champion   |   |
| 3. Central High School - Girls' Basketball Team - City Champion  |   |
| 4. Central High School - Boys' Nordic Ski Team - City Champion   |   |
| 5. Central High School - Boys' Swim Team - City Champion   |   |
| 6. Central High School - Wrestling Team - City Champion  |   |
| 7. Highland Park Senior High School - Gymnastics Team - City Champion  |   |
| 8. Highland Park Senior High School - Girls' Nordic Ski Team - City Champion   |   |
| 9. Johnson Senior High School - Boys' Basketball Team - City Champion  |   |

**VI. APPROVAL OF THE ORDER OF THE CONSENT AGENDA**

**VII. APPROVAL OF THE MINUTES**

- |  |    |
|--|----|
| A. Minutes of the Regular Meeting of the Board of Education of February 18, 2014 | 17 |
|--|----|

**VIII. COMMITTEE REPORTS**

A. Committee of the Board Meeting of March 4, 2014	31
<b>IX. SUPERINTENDENT'S REPORT</b>	
A. Recognition of 3M	
B. SSSC Monitoring: Partnership VisionCard	38
C. Presentation of SSSC 2.0	52
D. Human Resource Transactions	65
<b>X. CONSENT AGENDA</b>	
The Consent Agenda Items below fall under one or more of the following Strategic Plan Goals: 1) Achievement, 2) Alignment and 3) Sustainability.	
A. Gifts	
1. Authorization to Accept Gift of personal Protective Equipment from 3M	73
2. Acceptance of Gift from Travelers to the AVID Program	74
B. Grants	
1. Request to Accept a Grant from the Capitol Region Watershed District for Rain Garden at Chelsea Heights Elementary	75
2. Request for Permission to Partner on a Grant Application to the Headwaters Social Justice Fund	76
3. Request for Permission to Pursue Playground Remodel with KaBoom	77
4. Request for Permission to Accept a Grant from Metro Educational Cooperative Service Unit	78
5. Request for Permission to Partner on a Grant Application to the Minnesota Office of Higher Education's Intervention for College Attendance Program (ICAP)	79
6. Request to Submit an Application for a Public Entity Innovation Grant to Ramsey County	80
7. Authorization to Accept a Ramsey County Public Entity Innovation Grant for Groveland Elementary Recycling Improvements	81
C. Contracts	
D. Agreements	
1. Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for Educational Assistants	82
2. Approval of Employment Agreement and Related Memoranda of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Teachers, Local 28, Exclusive Representative for Teachers, for 2013-2015	84
E. Administrative Items	

1. Establishment of the Unclassified Position of Custodial Supervisor for Independent School District No. 625 and Relevant Terms and Conditions of Employment	86
2. Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 123.70 Health Standards: Immunizations	87
3. Monthly Operating Authority	88
4. Reactivation of the Deputy Chief Job Classification for Independent School District No. 625 and Relevant Terms and Conditions of Employment	89
5. Request for Title Change	90

#### F. Bids

1. Request for Proposal No. A202384-K Contract for District-Wide Food Waste Management Services	91
2. Request for Proposal No. A202384-K Contract for District-Wide Municipal Solid Waste and Recycling Services	92
3. Bid No. A202801-K Partial Window Replacement - Four Seasons Elementary	93
4. Bid No. A202818-K Flooring Replacement at Highland Middle School	94
5. Bid No. A202974-K, Ventilation System Replacement at EXPO Elementary	95
6. Bid No. A202988-K Flooring Replacement - Humboldt Secondary	96
7. Bid No. A203029-K, Interior Demolition, Humboldt Jr. High	97
8. Bid No. A203239-K, Interior Renovations at Journeys Secondary School	98

#### XI. OLD BUSINESS

#### XII. NEW BUSINESS

A. Resolution on Early Childhood Education	99
B. Resolution on Staffing Supports to Promote Strong Schools, Strong Communities	100
C. Project Labor Agreements	102
1. Como Park Senior High, 740 Rose Avenue West - Replacement of degraded running track	
2. Murray Middle School - Pool area renovations	
3. Nokomis Montessori Magnet School South, 525 White Bear Avenue North -- Partial roof replacement and associated other work	
4. Washington Technology Magnet School, 1495 Rice Street -- Partial roof replacement & associated work	
5. Wheelock Early Education - Roof replacement	
6. Various (Bruce Vento Elementary, Student Placement Center, Wheelock	

Early Education, Randolph Heights Elementary & Barack & Michelle  
Obama Elementary) -- 2014 fire alarm system replacements

D. Resolution on Minimum Wage 103

**XIII. BOARD OF EDUCATION**

A. Information Requests & Responses

B. Items for Future Agendas

C. Board of Education Reports/Communications

**XIV. FUTURE MEETING SCHEDULE**

A. Schedule Additional Board Meeting

B. Board of Education Meetings (5:30 unless otherwise noted) 106

C. Committee of the Board Meetings (4:30 unless otherwise noted) 107

**XV. ADJOURNMENT**

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

**DATE:** March 18, 2014

**TOPIC:** Acknowledgement of Good Work by Students.

**A. PERTINENT FACTS:**

1. St. Paul high school students have achieved some great results this year in debate. The following students deserve mention from competing in the MN Urban Debate League--  
**Yassin Ahmed** of Como Park High School - becoming the first student of color to win the prestigious Rosemount Round Robin debate tournament. Yassin and his debate partner **Stryker Thompson** also placed in quarterfinals at the State Tournament - the first time in their school's history that they have placed at the tournament.

**Ayaan Natala** and **Tiana Bellamy** of Central High School becoming only the second African American women team in the country to qualify for the Tournament of Champions, taking place in KY this spring.

**Dan Bannister** and **Ian Dill** of Highland Park High School - placing in semi-finals at the MN State High School Debate Tournament; Dan Bannister also placed as 1st speaker at the tournament.

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

**B. RECOMMENDATION:**

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

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Murray Middle School** – The girls' basketball team was city champion. Brian Pearson and Michael Cornelious were the coaches. The team roster consists of:

Raiyne Adams  
Cailah Bloom-Plasch  
Lymika Bryant  
Vontrece Copeland  
Mya Fitzgerald  
Aaliyah Hopkins  
Zaraya March  
Toni McCray  
Dejanae McKinney  
Arlandus Montgomery  
Kamora Shambley  
Autumn Tucker  
Makayla Watson  
Mariona Williams

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.



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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Washington Technology Magnet** – The wrestling team was middle school city champion. Adam Hennen is the coach. The team roster consists of:

Moo Si Blut	Thart Moo
David Cheng	Wah K. Moo
Adam Chugtai	Ywah H Moo
Blut Doh	Mocko Nah
Poe Shi Hsi	Jimmy Oliver
Kaw Bleh Htoo	Taw Nay Say
Kaw Doh Htoo	Mo Shay
Lay Kler Htoo	Lah Shee
Thomas Htoo	Ta Lar Soe
Lay Kler	Hrang Cin Thang
Kengly Lee	Eh Thaw
DeMarlen Moek	Hel Thaw
Eh Thaw Moo	Moo That Thaw
Hser "Jaden" Moo	Hsa Wah
Kae Blut Moo	Moo Nay Ywa

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Central Senior High School** – The girls' basketball team was city champion. Marta Waalen is the coach. The team roster consists of:

I'lia Ballard	BriAna Mason
Aleeya Curtis-Evans	Taylor Moton
Betsy Entenman	Erin Moynihan
Anika Gardner	Jeresiea Paul
Kennedy Gay	Hayjah Richards
Lilly Greenawald	Rayna Sherow
Jada Jones	Asiya Smith
Chelcie Kizart	Lytic Williams

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Central Senior High School** – The boys' Nordic ski team was city champion. Robb Lageson is the coach. The team roster consists of:

Santi Bhattarai-Kline  
William Bogenschultz  
Matthew Dosland  
Ethan Ferry  
Leland Johnson  
Alexander Malm  
Keagan McCully  
Aidan McVey  
Aidan Meekin  
Spencer WareJoncas

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Central Senior High School** – The boys' swim team was city champion. Eric DeLuca is the coach. The team roster consists of:

Carlos Albornoz Ruiz	Haroun Khalid
Jack Aughey	Lineas Meyer-Grimberg
Sean Biessener	Nelson Moroukian
Marius Brown	Isaac Murray-Stark
Sam Christianson	Frederick O'Brien
Ian Conery	Nathan Orts
William Dean	Noah Oviedo-Bornmett
Truman Emmings	Julien Oxenham
Justin Ernst	Maxwell Peterson
Colin Finnegan	Robert Stills
Samuel Gerteis	Nathan Taylor
David Grundmeier	Jonathan Tuttle

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Central Senior High School** – The wrestling team was city champion. Wardell Warren is the coach. The team roster consists of:

Jacob Arndt	Oluwadare Sobande
Harvey Bradley	Christopher Tonge
William Brennhofner	Stephon Tonge
Silas Burnett	Kalvyn Var
Zachary Ferguson	Jaime Villalva-Lijo
Maurice Fields	Paul Weber
Tristan Knick	Teng Yang
Ryer Peace	Tony Yang

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Highland Park Senior High School** – The gymnastics team was city champion. Katherine Balzart is the coach. The team roster consists of:

Anna Chirhart  
Natalia Gaytan  
Madisyn Hammick  
Claire Johnston  
Colleen McGough  
Michaela McGough  
Alex Penn  
Sarah Wall  
Kit Wenzel  
Jessica Spahn (manager)

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Highland Park Senior High School** – The girls' Nordic ski team was city champion. Brad Moening is the coach. The team roster consists of:

Olivia Atmore  
Elana Breitenbucher  
Julia Connly  
Anna Engelhardt  
Caroline Krall  
Mimi Mejia  
Erica Meyers  
Erin Moening  
Lydia Newman-Heggie  
Elowyn Pfeiffer

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.

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

**DATE:** March 18, 2014

**TOPIC:** Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools that have won Athletic Awards and Championships

**A. PERTINENT FACTS:**

1. **Johnson Senior High School** – The boys' basketball team was city champion. Vernon Simmons is the coach. The team roster consists of:

Sedrick Clark  
Carlin Clarke  
Peirre Conwell  
Eric Elliott  
Devon Goode  
Malik Jones  
Mitchell McDonald  
Jalen Mobley  
Justus Murphy  
Jalen Romero  
Derek Siedschlag  
Andre Smith  
Alex Toney  
Louis Williams

2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by John Vosejpka, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

That the Board of Education recognize and congratulate the coaches, teams and individuals for their accomplishments.



**INDEPENDENT SCHOOL DISTRICT NO. 625**  
**Saint Paul, Minnesota**  
**MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION**  
**February 18, 2014**

**I. CALL TO ORDER**

The meeting was called to order at 5:34 p.m.

**II. ROLL CALL**

Present: Mary Doran, Louise Seeba, Anne Carroll, Chue Vue,  
John Brodrick, Jean O'Connell, Keith Hardy,  
Superintendent Silva, Mr. Lalla, General Counsel,  
Marilyn Polsfuss, Assistant Clerk

**III. APPROVAL OF THE ORDER OF THE AGENDA**

A. Order of the Main Agenda

**MOTION:** Ms. Carroll moved, seconded by Mr. Brodrick, the Board approve the Order of the Main Agenda.

The motion passed with the following roll call vote:

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

**IV. PUBLIC COMMENT**

- Katy McEwen – Class size
- Jessica Knight – Contract negotiations
- Sarah Geving – Teacher negotiations
- David Palm – Support for teachers
- Jennifer Tacheny – Class size,
- Sara Schmidt – Why chose private school
- Jennifer Ewald – Have full time nurse and social workers in all schools
- Mariah Duncan – Class Size (comments from a student)
- Pastor Charles Gill – Ask to avoid strike because of cost to students
- Jeff Martin – Disappointment with process in negotiations
- Leon Sanders – Class sizes and standardized testing
- Jeff Risberg – SPPS & SPFT have same goals for students, differ on how to get there
- Tanya Refshauge – Support for teachers for children's success
- Jeanne Doyle – Value of full time social worker and cutting edge classes
- Monica Vega – Inform LCD of basis of demands should be provide in Spanish for Latino community – LCD in a neutral position but concerned for education of the children and the community in general.
- Sai Thao – Hmong Parent Advisory Council – avoid striking
- Zuki Ellis – Pre-K Options SPPS needs to find a way so all children get into Pre-K programs
- Chris Stewart – Disruption to families from a strike
- Adan Kalathum – Avoid strike

- Rachel Gillespie – Support for teachers increase in salary
- Jennifer Strack – Support staff in classrooms
- Duane Phillips – African American achievement gap
- Tom Goldstein – Avoid a strike as this seems to be adult issues at the expense of kids
- John Tempke – Pre-K and job readiness for all students as priorities
- Mark Robinson – PAASAC – Achievement gap in SPPS and education of African American children.

### III. APPROVAL OF THE ORDER OF THE AGENDA (Continued)

#### A. Order of the Consent Agenda

**MOTION:** Ms. Carroll moved approval, seconded by Ms. O'Connell, of the Order of the Consent Agenda.

The motion passed with the following roll call vote:

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

### V. APPROVAL OF THE MINUTES

#### A. Minutes of the Regular Meeting of the Board of Education of January 21, 2014

**MOTION:** Ms. Seeba moved approval, seconded by Ms. O'Connell, of the Minutes of the Regular Meeting of the Board of Education of January 21, 2014.

The motion passed with the following roll call vote:

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

### VI. COMMITTEE REPORTS

#### A. Committee of the Board Meeting of February 11, 2014

The first item on the agenda was a presentation by the St. Paul Public Schools Foundation spotlighting their two major programs the Tutoring Partnership and the New Lens Urban Mentoring Program.

Next was the Legislative Update. The SPPS Legislative Liaison provided additional information on the following areas:

- The Pension Merger Study
- Standard Adult High School Diploma
- Teacher Licensure
- Special Education case load
- The Integration Rule
- The Facilities Study
- The Bullying Bill
- The Pre-K Bill

Two slight revisions were made to the SY 2014-15 Calendar: First, ending the first quarter on Friday, October 31, instead of Monday, November 3 and secondly, moving the P/K/E Conference Prep and Secondary Professional Development day from Monday, March 2 to Friday, February 27.

**RECOMMENDED MOTION:** That the Board approve the revised SY 2014-15 Calendar.

The motion passed with the following roll call vote:

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

The Quarterly Financial Report was published and reviewed by the Board with the following

**RECOMMENDED MOTION:** That the Board of Education approve the Quarterly Financial Report as published.

The motion passed with the following roll call vote:

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

The FY 2015 Budget Guidelines were also published and reviewed by the Board. The guidelines establish the foundation on which the budget for next year will be constructed.

**RECOMMENDED MOTION:** That the Board of Education approve the FY 2015 Budget Guidelines with the recommended modifications to language.

The motion passed with the following roll call vote:

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

A Negotiations Update was provided indicating SPPS continue to negotiate with a number of bargaining units. A resolution was presented outlining what would occur should a strike actually happen. A motion was recommended that

**RECOMMENDED MOTION:** The Resolution be brought forward to the February 18 Board of Education meeting for approval.

Director Seeba stated that in an effort to focus attention on the upcoming mediation talks and to ensure the most productive negotiating environment, the Board should consider delaying

consideration of the Resolution detailing the impact of a strike on district operations. To that end she moved:

**MOTION: Director Seeba moved the Board lay the Resolution on the table. Director Brodrick seconded the motion.**

The motion passed with the following roll call vote:

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

The Resolution was tabled.

The Board was then provided with an update on community outreach efforts related to the SSSC 2.0 Strategic Plan and

A Policy Update provided information on the revisions to Policy 414.00 Tobacco and Nicotine Free Environment. As this revision constituted a clean-up/clarification of language. The following motion was recommended:

**RECOMMENDED MOTION: That the Board waive the need for three readings and adopt the editorial changes to policy 414.00 Tobacco and Nicotine Free Environment.**

The motion passed with the following roll call vote:

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

The need for an "Intellectual Property Policy was discussed as well.

At this point, a motion was made to continue the COB meeting and the Board moved into a closed Board of Education Meeting on Labor Negotiations.

The February 11 Committee of the Board meeting was called back into order at 4:35 p.m. on February 18. The modified language provided for the 2014-15 Budget Guidelines was reviewed. A request was made that Administration consider greater staff and family inclusion in the budgeting process in order to make it a more inclusive process.

The Work Session was the only other item of business left to address from the February 11 COB. Various locations were suggested for **2014 Listening Sessions** and the Board Secretary was asked to explore suitability and availability of the various sites and bring the information back to the COB. The other item discussed was scheduling **additional Board meetings** that resulted in the following two motions:

**RECOMMENDED MOTION: That the Board of Education schedule a Closed Board of Education meeting for 5:00 p.m., February 25, 2014 for the purpose of discussion on labor negotiations.**

The motion passed with the following roll call vote:

Mr. Brodrick	Yes
--------------	-----

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

**RECOMMENDED MOTION:** That the Board of Education schedule a Special Board of Education meeting for February 25, 2014 to begin upon the adjournment of the Closed Board meeting for the purpose of review of old and new business.

The motion passed with the following roll call vote:

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

**MOTION:** Ms. O'Connell moved the Board of Education accept the report on the Committee of the Board meeting of February 11, 2014 and approve the minutes as published. Ms. Carroll seconded the motion.

The motion passed with the following roll call vote:

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

## **VII. RECOGNITIONS (Time Certain 6:30 p.m.)**

### **BF 29580** Recognition of Former Board Member, Elona Street-Stewart

Governor Dayton's Council on the Rev. Dr. Martin Luther King Jr. Statewide Celebration announced former SPPS board member, Elona Street-Stewart, had been chosen as one of Governor Dayton's Council on the Rev. Dr. Martin Luther King Jr. Statewide Celebration Award Winners for 2014. This annual award is presented to those whose work embodies the spirit of the Rev. Dr. Martin Luther King Jr.'s life and message. Her work on behalf of all students and especially students of color, in Minnesota is greatly appreciated by those within our local communities, but is felt statewide.

### **B. Acknowledgement of Accomplishments of SPPS Students**

These recognitions were rescheduled to March, as many of the students were not available due to illness.

### **BF 29581** Recognition of former SPPS Board Member, George Berry

Director Hardy stated he was recognizing George Berry as the first member of the African American community to serve on the SPPS Board of Education. He was appointed in 1966 and served three terms on the Board. Director Hardy stated, as it is Black History Month, it is important to recognize local advocates who have made significant contributions to and impact on the community.

## **VIII. SUPERINTENDENT'S REPORT**

A. SSSC Monitoring: Leadership VisionCard

The Assistant Superintendent, Office of Teaching, Learning and Leading and the Executive Director of Human Resources provided an update on the third Leadership VisionCard. It was noted that the measures used for the VisionCard changed in Year 2 and the new measures were continued into the third year card.

They noted the measures being used are somewhat limiting particularly in the measure of Central Administration results as data is now available to allow a deeper look particularly in the racial equity and leadership measures.

2010 Goals as compared to expected 2014 results are:

<u>2010</u>	<u>2014 Expected</u>
Well-rounded curriculum	Guaranteed delivery of curriculum
Pockets of excellence	Better achievement across the system
Principal as building administrator	Principal as instructional leader
Site decisions made in isolation	Shared leadership and accountability
Data used at the end of the year to tell	Data used throughout the year to inform and
How site did	improve instruction.

The SSSC 2.0 Goal 1 of Achievement recognizes the need for strong leadership to provide an outstanding education for all students.

The timeframe for review of Central Administrators (Superintendent's direct reports [10], other district leaders [22] and other central administrators [76]) is a rolling review timeframe based on calendar year or hire date. The school review timeframe for principals (50) and assistant principals (43) is based on the school year. Evaluation tools and processes were created to support and monitor leadership progress for both central administration and school leadership (principals, assistant principals and administrative interns). This evaluation cycle is based on goal setting, informal observations, and check-ins on progress, self-evaluation and formal evaluation. Additional input is provided by the Five Essentials Survey administered annually as a tool for school improvement.

Measures for Central Administrators are:

1. The percent of central administrators with a current completed annual evaluation (Vision >97%).
2. The percent of central administrators rated at or above standard on last evaluation (Vision Level is >90%).
3. The percent of central administrators who have implemented racial equity department-wide (Vision Level is >90%).

89% (Baseline) of central administrators have completed annual evaluations on the new evaluation cycle compared to 86% last year. Both years, nearly all central administrators evaluated met or exceeded the standard in their overall performance rating (98% or Vision Level). District leaders' implementation of racial equity development department-wide increased by 10% moving into the Vision Level. 83% of central administrators have departmental equity plans with specific action steps (Progress level).

Leadership measures for Principals are:

1. The percent of principals with a current completed annual evaluation (Vision is >97%).
2. The percent of principals rated at or above standard on their last evaluation (Vision Level >90%).
3. The percent of tenured principals with a completed evaluation proficient or better in each of the four performance expectations (Vision is >90%).

The four performance expectations (all revolving around racial equity as a central core) are instructional, strategic, managerial and communication.

All principals due for evaluation had a completed annual evaluation for SY 2011-12 and 2012-13. Principals rated at or above standard increase to Vision Level (100%) this year.

Tenured principal strategic measures in the shared leadership area remained at Vision level for SY 2012-13 but dropped from 95% to 90%. Shared Vision and Leadership Ability remained at Progress Level (82%). Shared Vision increased by 1% and Leadership Ability dropped by 3%.

Tenured principal managerial measures in performance management remained at Progress Level for SY 2012-13 with a 3% drop (85%). Time Management moved into Vision Level with a 4% increase to 92%. Resource Allocation remained at Vision level with a 3% increase (96%).

Communication measures for tenured principals showed Effective Communication remained at Progress Level with a 1% increase (85%). Conflict Management remained at Vision Level with a 1% decrease (92%). Family and Community Engagement remained a Progress Level with a 2% increase (86%).

In the Instructional measurements for tenured principals, Adult Learning Support remained at Progress Level with a 3% increase. Student Achievement Goals had a 1% increase (71%-Progress) and Student Data Use had a 6% increase (76% or Progress Level). Culturally Competent Environment increased by 23% and moved from Intervene Level to Concern Level (37%).

Assistant Principals measures are:

1. percent of APs with a current completed annual evaluation (Vision = >97%)
2. percent of APs rated at or above standard on last evaluation (Vision is >90%)

95% of APs have completed annual evaluations for SY 2012-13 compared to 54% last school year. APs rated at or above standard increased to Vision Level (90%).

School staff feedback indicators (Five Essentials Survey) show that:

1. 92% of school staff agree or strongly agree that the principal has clear expectations for meeting instructional expectations.
2. 75% of school staff agree or strongly agree the principal participates in instructional planning with teams of teachers.
3. 88% of school staff agree or strongly agree that the principal is interested in the professional development of teachers.
4. 88% of school staff agree or strongly agree that the principal communicates a clear vision for the school.

At this point Principals from two schools spoke on the programs that offer support to their schools and the effect these programs have had upon them and their staff. Battle Creek Middle School utilizing the Induction Mentor Program and Phalen Lake Hmong Studies Magnet served by the Turnaround St. Paul program.

#### QUESTIONS/DISCUSSION:

- For Central Administration leaders, does the evaluation include evaluation input by people reporting to them? Response: Currently the report is completed by their direct supervisor. As the process evolves, it will move toward taking a more 360-degree evaluation view.
- What kind of professional development (PD) is there for leaders? Response: The Administrators' Academy provides PD focusing in on the strategic plan. Principals provide PD at monthly staff meetings, along with AP and departmental leadership for intern development. There are many strands of PD in a differentiated process, internal coaching, discussions on where individual is at and what goals have been set for self and

the building. Strong action plans grow internal and external development. Goals are set and reviewed three times a year. Principal self-evaluation provides input on results achieved. PD involves a series of differentiated goals, as no two leaders are alike.

- Engaging stakeholders as it ties to principal evaluation, is there feedback from parent engagement groups working with the schools? How is this group given a voice within the process in order to shape the school?
- Why is the culturally competent environment where it is? Response: It is a move in a positive direction. The program is new involves the introduction of the racial equity programs. As it is rolled out, staff receives feedback about additional resources needed. With few staff development days, it is difficult to balance teacher PD and being in the classroom. SPPS needs to see students achieve at high levels tied to leader competency but ensure it is doing that as part of the measure as well. It sets high expectations.
- Student achieving at high levels, what are the variables? Do they include standardized testing? Response: It is about growth, engagement, how equitably systems are being integrated in buildings, empowering staff, setting goals and in classrooms conversations about growth as well as in PLCs and other measures.
- Is MCA testing part of the variable? Response: There is no set metric about multiple artifacts. At the time assessments are completed the high stakes results have not yet come back.
- PD for central administrators? Response: This involves utilization of best practice, conversation round key topics some formal training. The academy is foundational. Central admin racial equity work is their key PD. Each group has specific development within their plans for direct reports the most consistent of which is racial equity work.
- The Board expressed their excitement at the report from the two schools and thanked the leaders, grantors and evaluators for their work in partnerships with the schools.
- What is one key learning gained from charter schools and one key learning shared? The importance of PD and one on one conversations with experts. Just getting the work done. The opportunities provided by Turnaround St. Paul and conversations with people doing groundbreaking work. Visits between schools and conversations with peers.
- Staff feedback from the Five Essentials survey, who is that from? Response: For this presentation, the data is from teachers only.

B. Negotiations Update

The Chief Executive Officer provided a brief overview of negotiation's status for Nutritional Services, School & Community Service Personnel. EAs, Principals and Teachers.

C. SSSC 2.0 Update

Staff provided an update on current outreach efforts noting there were five sessions remaining to be conducted.

QUESTIONS/DISCUSSION:

- What was attendance like last Thursday? Response: It did not meet expectations.
- How will we draw people to the events? Response: SPPS has to go to the people rather than them to us. Several group meetings with community leaders, partnerships and parent groups have been conducted in addition to the scheduled large presentations.
- Once the SSSC 2.0 plan is adopted, the implementation work will begin through gathering feedback from parent groups, etc. This should draw more direct involvement.
- Will another webinar be scheduled? Response: All remaining meetings will be live streamed. A webinar can be added, if necessary.

C. Human Resource Transactions

**MOTION:** Mr. Hardy moved that the Board approve the Human Resource Transactions for the period January 1, 2014 through January 31, 2013 as published. Ms. O'Connell seconded the motion.

The motion passed with the following roll call vote:



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

## IX. CONSENT AGENDA

**MOTION:** **Ms. O'Connell moved the Board approve all Consent Agenda Items as published. Mr. Hardy seconded the motion.**

The motion passed with the following roll call vote:

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

### A. Gifts

**BF 29582** Request for Permission to Accept Donations of Musical Instruments from Mr. Holland's Opus Foundation

That the Board of Education authorize the Superintendent (designee) to accept these donations from the Mr. Holland's Opus Foundation to support music education in Saint Paul Public Schools and specifically at Harding High School and Saint Paul Music Academy; and to implement the project as specified in the award documents.

**BF 29583** Peace Maker Gift to Linwood Monroe Arts Plus 2014

That the Board of Education authorize the Superintendent (designee) to accept the \$6212.00 gift from the Peace Maker of Minnesota and provide a letter expressing appreciation for the gift.

### B. Grants

**BF 29584** Request for Permission to Accept a Grant from the Ecolab Foundation

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Ecolab Foundation to make improvements to the Cherokee Heights Elementary Media Center; to accept funds; and to implement the project as specified in the grant documents.

**BF 28585** Request for Permission to Accept a Grant from FIRST

That the Board of Education authorize the Superintendent (designee) to accept a grant from FIRST for funds to implement Lego League robotics at Expo Elementary and Open World Learning; to accept funds; and to implement the project as specified in the award documents.

**BF 29586.** Request for Permission to Accept a Grant from FIRST (For Inspiration and Recognition of Science and Technology)

That the Board of Education authorize the Superintendent (designee) to accept a grant from FIRST for funds to implement Lego League robotics at Open World Secondary School; to accept funds; and to implement the project as specified in the award documents.

**BF 29587** Request for Permission to Submit Grant to General Mills Communities of Color for SPPS Multicultural Resource Center

That the Board of Education authorize the Superintendent (designee) to submit this request for Communities of Color support from the General Mills Foundation; to accept funds, if awarded; and to implement the projects as specified in the award documents.

**BF 29588** Request for Permission to Submit a Grant Application to the Minnesota Department of Education to Provide Academically-linked Out-of-School-Time (OST) Activities at Five District Schools

That the Board of Education authorize the Superintendent (designee) to submit an application to the Minnesota Department of Education to provide academically-linked Out-of-School-Time (OST) activities at five district schools; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 28589** Permission to Accept a Grant from Oak Grove Capital

That the Board of Education authorize the Superintendent (designee) to accept grant funds from Oak Grove Capital to fund 25 laptop computers for Gordon Parks High School.

**BF 29590** Request for Permission to Accept Multiple Gifts and Grants from the Saint Paul Public Schools Foundation

That the Board of Education authorize the Superintendent (designee) to accept multiple gifts and grants from the Saint Paul Public Schools Foundation; to accept funds; and to implement the project as specified in the award documents

**BF 29591** Request for Permission to Accept a Grant from the Sauer Children's Renew Foundation

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Sauer Children's Renew Foundation to make improvements to the Cherokee Heights Elementary Media Center; to accept funds; and to implement the project as specified in the grant documents.

**BF 29592** Request for Permission to Submit a Grant Application to the Travelers Companies, Inc.

That the Board of Education authorize the Superintendent (designee) to submit an application to the Travelers Companies, Inc. for approximately \$69,500.00 to cover part of the costs of implementing the Academy of Finance at Como Park Senior Park High School; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29593** Request for Permission to Partner on a Grant Application to the U.S. Department of Justice Office on Violence Against Women

That the Board of Education authorize the Superintendent (designee) to partner on a grant application with Casa de Esperanza to the U.S. Department of Justice Office on Violence Against Women to provide in-school meetings for teen moms; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29594** Request for Permission to Submit a Grant Application to the U.S. Department of Labor to Expand the Como Park High School Academy of Finance and Develop the Humboldt High School Academy of Information Technology.

That the Board of Education authorize the Superintendent (designee) to submit an application to the U.S. Department of Labor to provide smaller learning communities at Como Park Senior High and Humboldt Senior High School to help students learn skills and gain certificates and credentials needed for success in STEM-related Finance and Information Technology careers; to accept funds, if awarded; and to implement the project as specified in the award documents.

C. Contracts

**BF 29595** History Enrichment Program Partnership Between the Minnesota Historical Society and Washington Technology Magnet School  
That the Board of Education authorize the Superintendent (designee) to enter into this partnership and accept \$17,000 from the Minnesota Historical Society for programming at Washington Technology Magnet School.

D. Agreements -- None

E. Administrative Items

**BF 29596** Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Minnesota Teamsters Local 320, Exclusive Representative for Nutrition Services Employees  
That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those nutrition services employees in this District for whom the Minnesota Teamsters Local No. 320 is the exclusive representative; duration of said Agreement is for the period of July 1, 2013 through June 30, 2015.

**BF 29597** Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 123.70 Health Standards: Immunizations  
That the Board of Education excludes the named students from school effective February 27, 2014, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

**BF 29598** Monthly Operating Authority  
That the Board of Education approve and ratify the following checks and wire transfers for the period December 1, 2013 – December 31, 2013.

(a) General Account	#608312-611086	\$57,554,713.14
	#0000438-0000470	
	#7000443-7000507	
	#0000094-0000111	
(b) Debt Service	-0-	\$1,379,750.01
(c) Construction	-0-	<u>\$3,092,479.66</u>
		\$62,026,942.81

Included in the above disbursements are 2 payrolls in the amount of \$35,531,241.22 and overtime of \$177,248.92 or 0.50% 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 May 31, 2014.

F. Bids -- None

**X. OLD BUSINESS** -- None

**XI. NEW BUSINESS**

**BF 29599** Action on Civil Service Commission Reappointment

A request to approve a reappointment to the Civil Service Commission was received from the Office of the Mayor for the City of Saint Paul on January 22, 2014. The reappointment was for Jeannette Sobania, who was originally appointed as an "alternate" Commissioner in January 2011. Ms. Sobania will be reappointed to assume the position of "permanent" Commissioner replacing Lynne Larkin-Wright who resigned effective January 31, 2014. Ms. Sobania's term would run from February 1, 2014 to February 2020.

**MOTION:** Mr. Brodrick moved the Board of Education approve the appointment of Ms. Sobania to the position of Commissioner on the Civil Service Commission as requested by the Office of the Mayor of the City of Saint Paul. Ms. Carroll seconded the motion.

The motion passed with the following roll call vote:

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

**B. Project Labor Agreements**

1. 1780 West 7th Street - Replace/repair concrete masonry units & new exterior finish (No PLA to be used)
2. Hazel Park - Flooring Replacement (No PLA to be used)

<b><u>BF 29600</u></b>	Galtier Community School - Interior renovation to accommodate personalized learning curriculum
<b><u>BF 29601</u></b> interior	Humboldt Junior High School - Entry addition, site improvement & renovations
<b><u>BF 29602</u></b>	Humboldt Senior High School - Replacement of floor finishes on third floor & replacement of corroded pool piping, pool water supply and returns

**MOTION:** Ms. O'Connell moved the Board accept Administration's recommendations and approve PLAs for the following projects: Galtier interior renovation, Humboldt Junior High renovations for Open World, Humboldt Senior High partial flooring replacement & pool piping replacement. No PLAs will be utilized for the Hazel Park and 1780 West 7<sup>th</sup> Street projects. The motion was seconded by Ms. Carroll.

The motion passed with the following roll call vote:

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

## **XII. BOARD OF EDUCATION**

**A. Information Requests & Responses - None**

**B. Items for Future Agendas**

- A request was made that the raising of the minimum wage in Minnesota be discussed at the next COB meeting relative to producing a resolution in support of raising the wage. Considering SPSS's population, this is an important issue to kids, parents and student achievement. RESPONSE: The Legislative Liaison indicated she believed the bill would

be held in conference committee, but that it could be added to the SPPS Legislative Agenda as a support item.

- A request was made that the Board consider a resolution in support of the School Safety Bill at the March 4 COB. RESPONSE: The Legislative Liaison indicated a number of representatives from various school districts have a follow-up appointment with the bill's authors relative to changes in the bill and clarification of language. She indicated that at this point, with the changes under consideration, producing a clearly stated resolution would be difficult.
- A request was made for information on how SPPS has reduced testing. Where has it been reduced, what has been done with a comprehensive overview of changes and what will change? Response: The CEO has such a report and will forward it to the Board.

C. Board of Education Reports/Communications

- Director Hardy provided a brief overview of the NSBA Advocacy Institute.
- Director Brodrick noted February 19 is the 40<sup>th</sup> anniversary of the signing of a law regarding SPPS providing school transport for secondary students living more than two miles from school.

### **XIII. FUTURE MEETING SCHEDULE**

A. Action to Schedule Board of Education Meeting

**MOTION: Mr. Hardy moved the Board schedule a Special Board of Education meeting for 4:30 p.m. on June 10, 2014 for the purpose of Non-Renewal of Teachers and change June 10 COB start time to 5:00 p.m.**

The motion passed with the following roll call vote:

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

B. Board of Education Meetings (5:30 unless otherwise noted)

- February 25 – Closed 5:00 p.m.
- February 25 – Special – following closed BOE
- March 18
- April 15
- May 20
- June 10 – Special 4:30 p.m. – Non-Renewal of Teachers
- June 24
- July 15
- August 19
- September 23
- October 4
- November 18
- December 9 – Closed (Superintendent Evaluation)
- December 16

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

- February 11
- March 4
- April 8
- May 6

- June 10
- July 15
- September 9
- October 7
- October 28
- December 2

#### **XIV. ADJOURNMENT**

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

The motion passed with the following roll call vote:

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

The meeting adjourned at 9:14 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  
March 4, 2014**

**PRESENT:** Board of Education: Keith Hardy, Mary Doran, John Brodrick, Anne Carroll, Jean O'Connell, Chue Vue, Louise Seeba (arrived at 4:42 p.m.)

Staff: Michelle Walker, Liz Keenan, Jacqueline Allen, Laurin Cathy, Doug Revsbeck, Lisa Sayles Adams, Ryan Vernosh, Andrew Collins, Sharon Freeman, Julie Schultz-Brown, Efe Agbamu, Marsha Baisch, Matt Mohs, Theresa Battle, Marie Schrul, Darlene Fry, Michelle Bierman, Kate Wilcox-Harris, Kathy Brown, Martin Hoerth

Other: Tony Lonetree

**I. CALL TO ORDER**

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

**II. AGENDA**

**A. Presentation of SSSC 2.0**

The original SSSC goals continue under SSSC 2.0:

- Goal 1: Achievement for all students
- Goal 2: Alignment of school programs
- Goal 3: Sustainability to optimize classroom resources and academics

The five SSSC 2.0 focus areas are:

- **Racial equity transformation** – this will involve changes to practices and systems, lead to valuing and investing in all students and examination of personal racial beliefs. In 2014-15, SPPS will deliver culturally responsive professional development (PD) to teachers at approximately 19 schools and to other staff. SPPS will develop plans for adoption of racially equitable curriculum and develop training for parents.
- **Personalized learning** – will establish personalized learning as a way SPPS educates all students. It will provide more technology tools to schools and students and will support and develop teachers. In 2014-15, implementation will involve a selection of 9<sup>th</sup> grade core subjects being up on the SPPS platform by January 2015. It will develop a process for curriculum vetting and purchase through OTLL, OPL and the IT Governance Council.
- **Ready for college and career** – students will be encouraged to start planning during their middle grade for high school and beyond. Post-secondary credit accrual opportunities will be increased and Career & Technology (CTE) will be expanded. In 2014-15 SPPS will incorporate Naviance and college-prep activities during Foundations (advisory) in middle school and will implement a 9<sup>th</sup> grade transition program.
- **Excellent PK-12 programs with connected pathways** – this will expand cultural, language and specialized programs. It will ensure programs have clear pathways from elementary through high school and provide opportunities to enroll in challenging classes for all students. In 2014-15, SPPS will launch 8<sup>th</sup> grade at Parkway Montessori and Creative Arts. It will develop elective African-American course offerings at middle and high schools and begin development of secondary articulation for Mandarin immersion.
- **Systems that support a premier education.**—this area aims at attracting and retaining students and families, building an exceptional workforce, equipping buildings for students' learning needs and establishing efficient and effective financial and operational practices.

In 2014-15, SPPS will monitor enrollment patterns to ensure continuity between programming, projections and resources. It will provide more PD for non-instructional staff.

Next steps are to hold general and topic-specific information sessions with students, families and the community and continue meetings with district partners and community organizations. It will develop a plan for SSSC 2.0 monitoring and reporting (VisionsCards) and work with district teachers, administration and other staff on implementation.

**RECOMMENDED MOTION:** Ms. Carroll moved, seconded by Ms. Doran, that the Committee of the Board recommend the Board of Education adopt the Strong Schools, Strong Communities (SSSC) 2.0 Strategic Plan and approve the three goals and five focus areas that are components of the plan.

**Motion passed.**

**QUESTIONS/DISCUSSION:**

- What is meant by training the parents? Response: It is to make parents familiar with the district's racial equity work. Pacific Education Group has many very distinct training modules one of which is for parents. SPPS is considering taking some of those concepts and tailoring them to meet the district needs for parent training. This could involve a combination of different programs that meet the needs of the community members.
- These learning opportunities for parents, that really means families (not just parents) and would not be limited to Parent Academy, correct? Response: Yes, it would go beyond Parent Academy and would involve families. SPPS will also continue to expand its work with students on racial equity.
- The 2-page summary sheet, the wording "opportunity gap" (rather than achievement gap) is used. If that is the preferred phrasing then now is a good time to introduce that language.
- Under the Sustainability bullets, the wording "Attract and retain students and families" might better be phrased "by improving customer service". Retaining an exceptional workforce might also be added, as that is vital to the work.
- In the focus areas, what implementation efforts are focusing on kids who are still falling behind? Are there strategies for this? Response: That is the struggle, to make the work as all encompassing as possible. The work is about creating equity and specific work is being done across the board to shore up students. Racial equity is more about a system of supports and all other areas involve implementation of teaching and learning.
- In the area of closing the achievement gap and tactics that will lead to that end, the materials do not seem intentional enough in addressing that.
- In the 2-page write-up on changing practices and systems, distribution of school funds equitably, there needs to be a more in depth conversation on how it is going to be achieved. How will the budget address this? There are good best practices being used in some schools, how will those move on to other schools? What about distribution of staff and application of funding for schools?
- It was noted the write up is more focused on means rather than ends. Focus on processes and procedures as means to achieve ends. The ends connection needs to be made stronger.
- The middle school start of planning for high school and beyond, does that start at 6<sup>th</sup> or 8<sup>th</sup> grade? Response: It starts at 6<sup>th</sup> Grade (and actually in some cases earlier) and builds on through that experience.
- With regard to changing practices and systems, barriers need to be identified and specific practices and systems addressed to eliminate those barriers. Until parents hear specifics on these it may lead to some frustration.
- A premier education for all is what the Board wants, closing the gap is also vital, is SSSC 2.0 specific enough to close the achievement gap? It is important to have the 2-page summary document that distills what will happen but that document can be strengthened further.



- Intentionality needs to come in the implementation and in the communication of what and why things are being done. Staff needs to make the 2-pager clearer and explain where various actions connect to the strategic plan.
- Will there be more specific information available on the website? Response: The summary document is all that is on the web currently. That can be made stronger and expansions can be added to provide more detail.
- The proposed African American studies, administration needs to ensure it is available across the district not just in one school.
- How far ahead of the curve will SPPS be as it implements the strategic plan? Response: SPPS is setting trends in certain areas: Pre K, racial equity, college and career readiness, the choice system. The SSSC plan is unique compared to other districts. Intentionality of implementation will make the difference, delivery is essential.
- It was noted the VisionCard system is also far ahead of most districts.

B. Special Education Update: Secondary Schools

The update began with a review of various definitions for ASD (Autism Spectrum Disorder), DC (Developmental Cognitive Disability) and EBD (Emotional Behavioral Disorder). A chart was presented showing Special Education Students by Gender and Race from 2008 through 2013. In all cases, American Indian males had the highest percentages followed closely by African American males. Work rooted in racial equity is being done within the district to address racially disparate inequities. A focus has been placed on transforming a culture from specialized staff/programming for some of the student population to moving students into core classroom experiences in schools closest to their homes.

The amount of time that a special education student spends with his or her non-disabled peers is laid out under Federal definition. Level I (80-100%), Level II (40-60%) and Level III (0-40%). Historically, SPPS students have been identified as level III at a higher rate than other comparable school districts.

In the areas of ASD and EBD Programs representations are:

	EBD Black	EBD White	ASD Black	ASD White
• All Levels	66%	19%	15%	66%
• Level III	75%	11%	30%	33%

SPPS Special Education reading proficiency compared to Special Education students statewide (2008-2012) shows an average difference of 28% to 41% proficiency, respectively. 2013 to date is 22% SPPS to 33% statewide. Math proficiency shows similar discrepancies (2009-2013): 33% statewide, 21% SPPS.

District-wide, there are 274 Level III EBD students in 20 schools (7 high schools with 80 students, 7 middle schools with 68 students and 7 elementary schools with 126 students). District-wide there are 179 Level III ASD students in 22 schools (6 high schools with 65 students, 7 middle schools with 48 students and 9 elementary students with 66 students). Charts were provided showing where Level III EBD students were located in middle and high schools, by school and grade. Similar charts were provided for ASD students.

In the past SPPS Special Education Level III EBD and ASD programs were an isolated environment where students spent all of their school days. In 2013 and beyond when Level III EBD and ASD students need out-of-classroom support, they go to "resource rooms." 90% of all of the students are in at least one general education classroom per day.

In the past, 100% of SPPS Level III EBD and ASD students were in isolated environments 100% of the day. Currently and in future, 20% of students are in resource rooms 5% of the day; 60% are in resource rooms 40% of the day and 20% are in resource rooms 90-95% of the day. Co-teaching is provided for EBD and ASD students who have mainstream classes which break out as 10% are in special education environments only, 10% have one mainstream class, 60% have two mainstream classes and 20% have three or more mainstream classes. Instead of being in an isolated part of the school, in most instances

general education and special education teachers co-teach in classrooms (2011-12 had 15 classrooms, 2013-14 has 125 classrooms).

There has been a change in academic focus with an increased offering of AVID going from 2 students and no teachers in 2011-12 to a projection of 16 teachers with 165 students in 2014-15. More students are taking Read 180 classes and are also taking more rigorous English Language Arts (15% in 12-13 to 85% in 13-14).

Complete data for suspensions and referrals will be available in April; in the meantime, SPPS is supporting students and teachers through co-teaching, use of Positive Behavior Intervention and Support (PBIS) and non-violent crisis prevention.

Two principals joined the meeting to discuss what they are doing in their buildings to make a difference with the least restrictive models, behavior interventions, modifications and materials for use in addressing individual student issues.

Next steps include ongoing refinement in working with principals and teachers monthly and continuation of work with all schools to become better at working with ALL students.

#### QUESTIONS/DISCUSSION:

- The change of practices in buildings, specifically the binder with information about the kids, when will that be standard in all buildings? Response: SPPS is looking at practices and how to best prepare gen ed and special ed teachers to meet the needs of all the kids in their classes. This is a collaborative model and it is building best practices that can be moved across all schools. The best method for moving these is still being explored.
- Incidents in schools seem to be put upon special ed students when disruption occurs. Are there statistics on disruptions (special ed vs. regular students)? Facts would be valuable in clarifying some of the misinformation to families. Response: There are several things bearing on some of the disruptions including the new grade transitions in middle and high school. This update provides Board members with facts as to the numbers of special ed students within the various schools and, as you can see, it is a small number at each site. Incident facts are best dispelled at the school level. Best practices are shared among principals and assistant principals for the schools and are disseminated through them to their staff. It was noted that if a special ed child cannot manage being in a general ed situation they are not exposed to it.
- It was noted it would be nice to know proportionality (i.e., one incident out of a 100 involved special ed, etc.)

A motion was made and passed extending discussion an additional 10 minutes.

- Is there a need for more services at Level I and II? Response: That is part of the adaptability in integrating Level III into the general ed population; staff have to keep shifting to provide supports in the schools for Level I and II. Every school is different and needs to plan better for all of this, scheduling, staffing, etc. Schools look at pre-empting incidents or tweaking practices to address needs.
- There is concern out there throughout the district; acceptable behavior should be expected in all schools irrespective of classifications.
- It was noted that SPPS has an obligation to special ed students, as it has to all other students, to provide them with the best possible education. The conversation needs to be moved back to ensuring each students get the best SPPS has to offer while recognizing when things are not going well and addressing those issues by putting supports in place. The focus needs to be on serving kids' needs in a respectful environment for both kids and adults. In addition, making sure resources are where they are needed to provide the best education for all students.
- It was noted real time data is crucial in meeting the needs of students.

C. FY 15 General Fund Budget Rollout Plan

The Controller reviewed the key planning assumptions:

1. SSSC 2.0 Plan is the first consideration in funding.
2. The budget is built on current law.
3. The Referendum Fund shows an additional \$9.0 million for Personalized Learning Through Technology
4. The blended site-based and centralized funding method will be used again in FY 15 for schools
5. A table detailing the average salary and benefits will be provided for budget prep.
6. The budget should maintain an unassigned fund balance of at least five percent of the general fund expenditures in accordance with Board policy.
7. Non-school programs will be reported into three categories: Central Administration, District-wide Support and School Service Support.
8. Fully financed budgets with anticipated revenues and expenditures of over \$500,000 for the 2014-15 school year will be included in the adopted budget.
9. The budget for 2014-15 must be approved by the Board by 6/30/2014.

She then went on to provide the “big picture” overview of the General Fund.

	<u>FY14 Adopted</u>	<u>FY 15 Prelim.</u>	<u>Difference</u>	<u>% Change</u>
Revenue	\$505.6	\$526.0	\$20.4	4.03%
Fund Balance	12.7	5.1*	(7.6)	(59.8%)
Expenditures	<u>518.3</u>	<u>532.9</u>	14.6	2.82%
Balance	0	(1.8)		

\*FY 14 (6/30/14) unassigned fund balance projected as of December 2013, 5.9% (\$5.1 million above 5% Board Policy.)

It was noted staffing/class size issues will raise expenditures so this needs to be addressed as the budget moves forward.

The proposed schedule for budget adoption begins in February with a presentation to district leadership followed by a macro budget picture for the Board in March. March and April will see Administration consulting with schools on FY 15 planning (enrollment, class size, space, etc.) prior to budget distribution. April 11 is proposed for distribution of school budgets followed by presentations to various groups from mid-April to mid-May. April 15 will see distribution of tools and worksheets to General Fund programs. School budgets must be returned by May 9 and General Fund budgets by May 16. June 18 is slated for Board approval of the budget.

**QUESTIONS/DISCUSSION:**

- Engagement with school sites, it appears expenditures assume schools will do all that they are currently doing plus SSSC 2.0 expectations. Response: Yes. Administration will be discussing the impact of class size language on sites where there are limitations in order to avoid possible major issues if exceptions have to be made to class size ranges. It is coordinating with sites and the Federation as see where projections are going.
- With the recent changes in bond rating processes, the Board needs to have discussion and guidance on its reserve fund policy.
- In terms of coordination between visionaries and the money people on the long-range plan, how will the vision and money be reconciled? Response: Administration is working on a five-year budget to project funding and expenditures. It is thinking long-range on the cost to do everything it wants to do and is building a budget model to support the school side along with providing money to do support services as well. Administration is being thoughtful about the five-year picture and having some sense of what resources are available and what might need to be scaled back. Finance is also always looking for opportunities to save and/or realign resources.

- The Board needs more background on the fund balance. Does it need to be increased above the 5% board policy? Response: The bond changes were basically a reassignment of rating criteria focusing more on solvency, coverage of long-term liabilities and fund balance. SPPS does need a higher fund balance.
- The expenditures figure does not include the class size staffing changes recently negotiated. Is that correct? Response: Correct, that is approximately \$10.8 million.
- Administration will be focusing in with schools on the staffing changes and how that will affect their budgets. There are categorical rules on how funds are invested within the schools so when schools get their allocations the budget formula has pretty much defined how the money is allocated.
- Are there opportunities on the fully financed side for grants, etc for revenue? Response: At this point, there is nothing major; SPPS will have to do better alignment. MDE is allowing some flexibility on title resources for another year which helps.
- Administration will consult with schools and communities, what does that mean? Response: The first part is the principal, assistant superintendents and Placement will consult on enrollment numbers. The contract designated “Committees” that will look at enrollment will, at some sites, have challenges. The principals will need to go back to their leadership team and their community to define what the potential is and what mitigation strategies might be. The second part is school forums engaging their communities in the school budget. Secondary principals have been asked to come to their initial budget meeting with their schedulers so everyone is involved at the beginning of the conversation.
- The importance of an aggressive consultative process was stressed so misinformation is reduced as an issue. The community needs to understand the process and the implications.
- The “committees on class size” are really about having a voice at the schools. It is an opportunity to communicate what the changes mean, how it is different from the past and what options are available.
- Are Intervention Specialists included in the budget figures as they stand now? Response: Yes.

D. Standing Item: Negotiations Update

The CEO provided a status update on EAs, Principals and School and Service Personnel negotiations. She noted the teachers are voting on ratification of their agreement on March 4..

The Board complemented the SPPS negotiation team on their professionalism.

E. Standing Item: Policy Update

Two procedures are being developed in compliance with the Minnesota Data Practices Act (MN Statutes, Chapter 13): **Access to Public Data** and **Access to Data for Data Subjects**. The work is being done in consultation with the Office of the General Counsel and should be completed and routed by the end of March.

Work is going forward on the “**Sex and Gender Inclusion Policy**” in order to ensure all students have access to programming, extra curriculars and facilities in which they feel comfortable and safe. It will address systemic and environmental inequities for trans youth. (i.e., Trans identified students show an increase in illness resulting from not using restrooms due to feeling unsafe or uncomfortable.) Intersection with the Bullying Policy and Racial Equity Policy are also being looked at.

Stakeholder engagement in this policy is largely collaborative. Identification of stakeholders includes: students, staff (teachers, counselors, nurses, athletic directors, etc.), supportive families, Out for Equity, Gay-Straight Alliance and Health Start Clinics, etc. Multiple venues will be made available for feedback and input. MSHSL will be kept informed of the process..

The **Intellectual Property Policy** is also moving forward. Higher ed policies are being looked at and CGCS is being consulted for model IP district policies. Stakeholder engagement will be largely consultative. Identified stakeholders include OTLL, staff

(teachers, admin), Personalized Learning staff, students and targeted staff (i.e., those who use 3D printers).

**QUESTIONS/DISCUSSION:**

- Why are data practices being revisited? Response: SPPS is not in compliance. It does not have written procedures in place.
- Will the two policies be ready for the new school year? Response: The sex and gender will possibly be brought forward in May. Intellectual property is scheduled for its first reading in the fall.
- There is a glossary available for the sex and gender policy. Staff was asked to send this out to Board members.
- A request was made for an update on Out for Equity.

**F. Work Session**

**1. Board Check-In**

The Director of the Office of Racial Equity provided observations on Board interaction during the meeting and provided input on possible modifications that might be made.

**2. Future Meetings**

Discussion was held on what level of detail Board members want at Board and COB meetings along with clarification on the use of small group meetings. Information at monthly Board meetings is provided to enlighten the public. Information presented at the COB meetings is provided for additional discussion of issues, for guidance or for receiving a response. The idea of establishing other committees was raised.

**3. Listening Sessions**

The Board Secretary was instructed to find dates for three Listening Sessions to be held in March, April and May. Preferred locations were the Conway Community Recreation Center, the Rice Street Library and the West 7<sup>th</sup> Community Center.

**4. District Council Assignments**

Board members reviewed and reallocated their assignments to the various District Councils.

**III. ADJOURNMENT**

<b>MOTION:</b>	<b>Ms. O'Connell moved the meeting adjourn. Motion seconded by Mr. Brodrick.</b>
----------------	--

<b>Motion passed.</b>
-----------------------

The meeting adjourned at 9:25 p.m.

Respectfully submitted,  
Marilyn Polsfuss  
Assistant Clerk

## GOAL 2: Partnership

Vision Card Levels



Intervene Concern Baseline Progress Vision

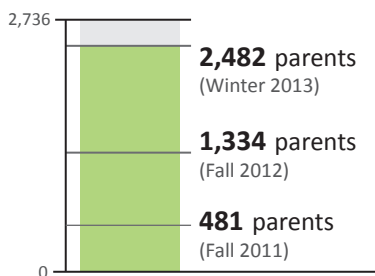
All data from March 2013 through February 2014, unless otherwise noted.

### PARENT/COMMUNITY ENGAGEMENT

#### Parent Academy - Graduates

VISION = 2,736+

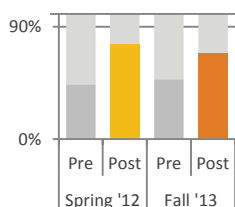
(10% of low-income families)



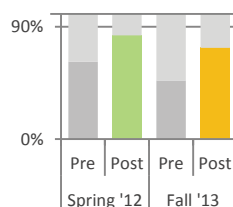
#### Parent Academy - Impact

Parent Academy participants who...

...know how to help child  
prepare for MCA tests



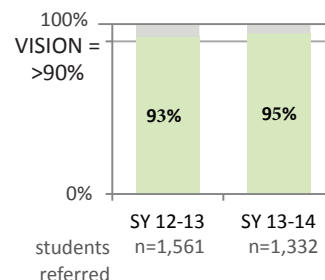
...understanding and  
ability to navigate the  
public school system



VISION = >90%

#### Truancy & Neglect

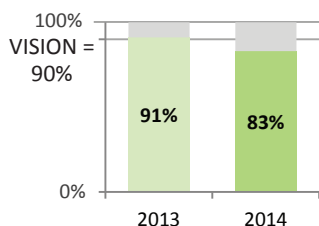
% of students referred for attendance  
issues whose case did not reach court  
petition as of March



### REMOVING BARRIERS

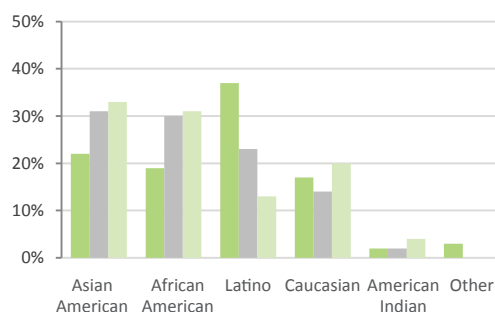
#### On-time Kindergarten applications

as % of total projected seats  
(not including Pre-K students  
continuing to K)



#### Early Childhood & Family Education (ECFE) and 21st Century Learning Community (CLC) Participation

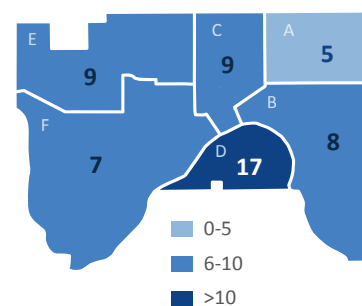
■ SPPS ECFE ■ SPPS K-12 ■ 21st CLC



VISION = No race/ethnic group more than  
10 percentage points less in share of ECFE or  
21st CLC population compared to K-12

#### Number of Partners Certified to Serve Students in a Given Area

per 1,000 students  
(as of 3/1/14)

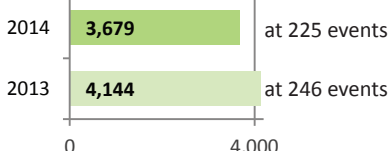


100% of all grant \$ received  
were aligned to  
*Strong Schools,  
Strong Communities*

### COMMUNICATIONS, MARKETING AND OUTREACH

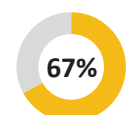
#### Direct Contacts

VISION =  
4,000/yr



#### School Marketing

VISION = 100%



43/64 schools

School initiated  
outreach through calls,  
emails, texts and  
community events.  
(as of 3/1/14)

#### Multimedia/Multilingual Connections



#### Facebook

facebook.com/  
SaintPaulPublicSchools  
2013: 466 likes  
2014: 2,900+ likes



#### Video

200,000+ views  
of 100+ videos, including  
45 school-specific



#### Twitter

@spps\_news  
2013: no account  
2014: 1,200+ followers  
@SPPS\_SuptSilva  
2013: 288 followers  
2014: 2,250+ followers



#### Digital Family Contacts

Email addresses for 55%  
of family contacts (28%  
for families with language  
other than English)  
Text-capable cell phone  
number for 70% (39% for  
families with language  
other than English)



#### E-Newsletters

n=1,123 subscribers  
Open Rate: Never lower  
than 27% (Industry  
standard average = 21%)  
Click Rate: Never lower  
than 39% (Industry  
standard average = 13%)



#### Pageviews

(compared to  
3/1/12-1/28/13)  
+13% (to 2.9 million)  
on www.spps.org and  
staff.spps.org  
+17% (to 8.9 million)  
on school-specific sites

# Partnership Vision Card

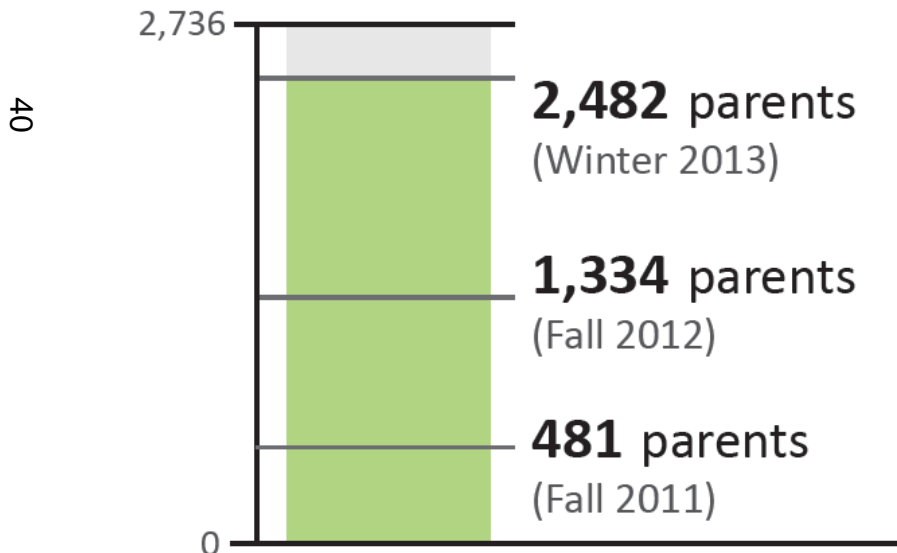
Our Measures



# Parent/Community Engagement

## Parent Academy - *Graduates*

VISION = 2,736+  
(10% of low-income families)





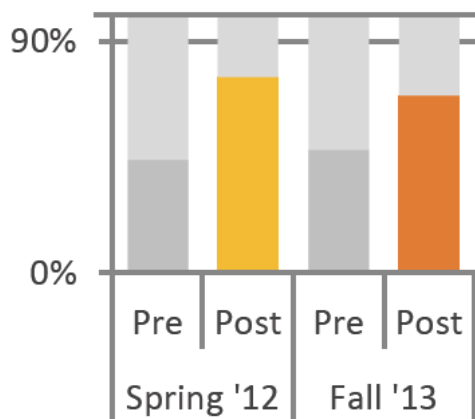
# Parent/Community Engagement

## Parent Academy – *Impact*

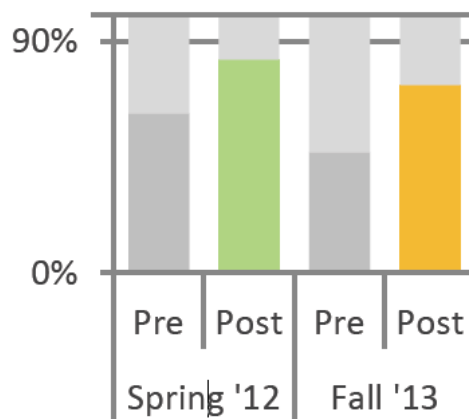
*Parent Academy participants who...*

*..know how to help child prepare for MCA tests*

41



*...understanding and ability to navigate the public school system*



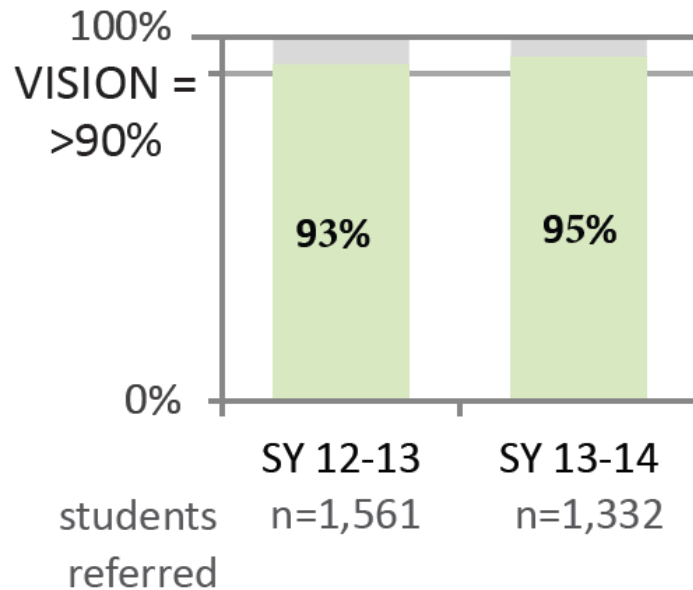
VISION = >90%



# Parent/Community Engagement

## Truancy and Neglect

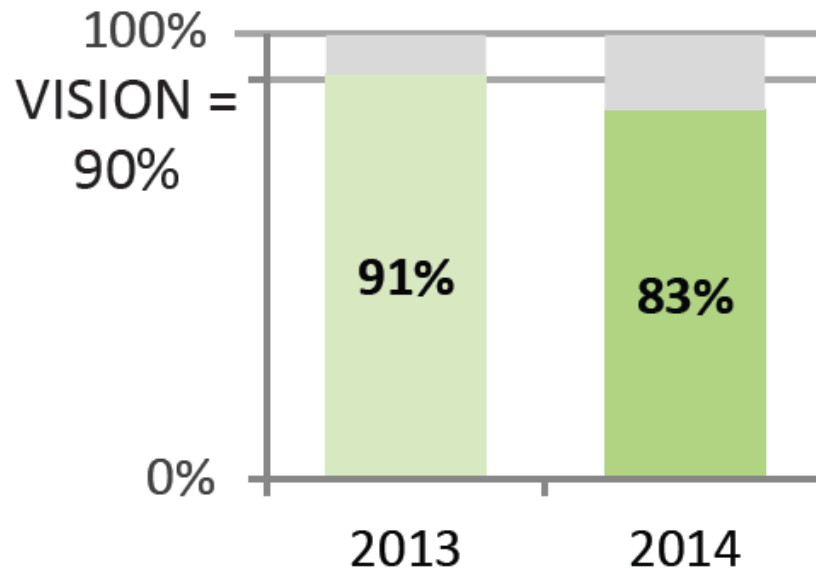
% of students referred for attendance issues whose case did not reach court petition as of March



# Removing Barriers

## On-time Kindergarten Applications

as % of total projected seats (not including Pre-K students continuing to K)



# Removing Barriers

## Grants



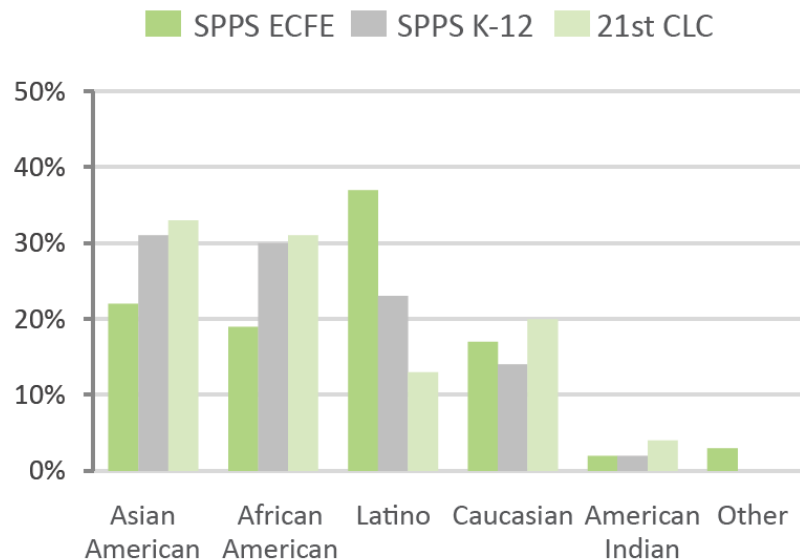
of all grant \$ received  
were aligned to  
*Strong Schools,  
Strong Communities*





# Removing Barriers

## Early Childhood and Family Education (ECFE) and 21<sup>st</sup> Century Learning Community (CLC) Participation



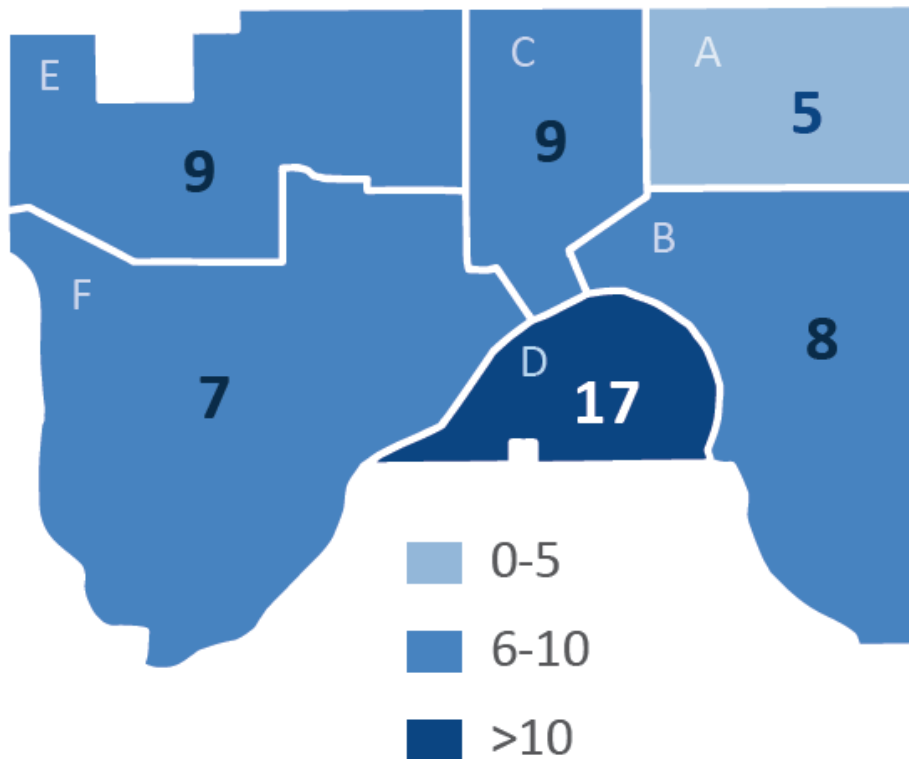
VISION = No race/ethnic group more than 10 percentage points less in share of ECFE or 21st CLC population compared to K-12



# Removing Barriers

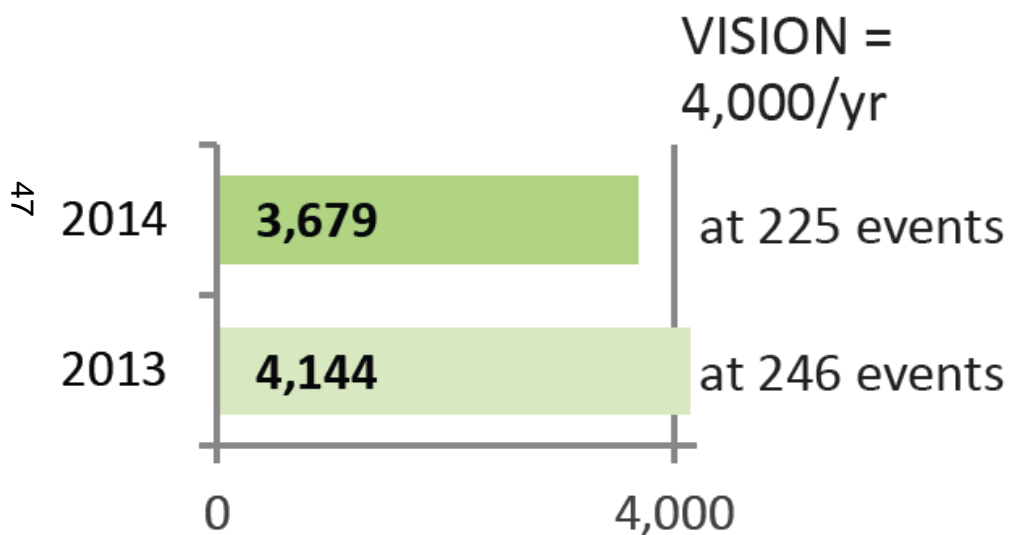
## Number of Certified Partners Serving a Given Area

per 1,000 students (as of 3/1/14)



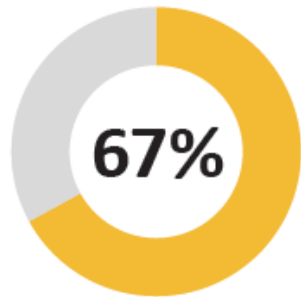
# Communications, Marketing and Outreach

## Direct Contacts



# Communications, Marketing and Outreach

## School Marketing



43/64 schools

VISION = 100%

School initiated outreach through calls, emails, texts and community events.  
(as of 3/1/14)





# Communications, Marketing and Outreach

## Multimedia/Multilingual Connections



### Facebook

facebook.com/  
SaintPaulPublicSchools

2013: 466 likes

2014: 2,900+ likes



### Video

200,000+ views  
of 100+ videos, including  
45 school-specific



### E-Newsletters

n=1,123 subscribers

Open Rate: Never lower  
than 27% (Industry  
standard average = 21%)

Click Rate: Never lower  
than 39% (Industry  
standard average = 13%)



### Twitter

@spps\_news

2013: no account

2014: 1,200+ followers

@SPPS\_SuptSilva

2013: 288 followers

2014: 2,250+ followers



### Digital Family Contacts

Email addresses for 55%  
of family contacts (28%  
for families with language  
other than English)

Text-capable cell phone  
number for 70% (39% for  
families with language  
other than English)



### Pageviews

(compared to  
3/1/12-1/28/13)

+13% (to 2.9 million)  
on www.spps.org and  
staff.spps.org

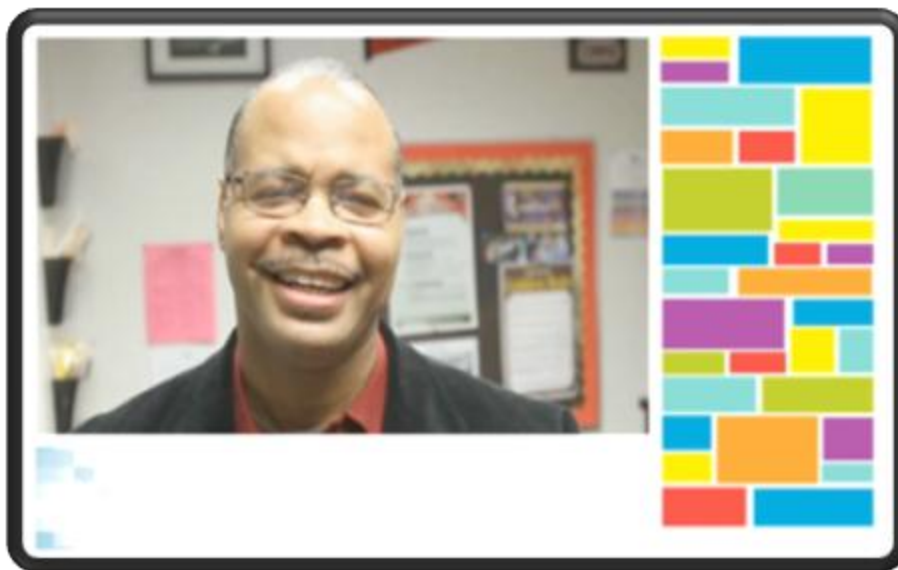
+17% (to 8.9 million)  
on school-specific sites



# Communications, Marketing and Outreach

## Video Promotions

50



**School Choice Fair**



**Priority Enrollment Deadline**

# Questions?



***Strong Schools, Strong Communities  
for All SPPS Students***

# **SSSC 2.0 Strategic Plan**

*Regular Board Meeting*

*3/18/14*



# Purpose

To recommend that the Board:

- 1.) Adopt the *Strong Schools, Strong Communities (SSSC) 2.0* strategic plan
- 2.) Approve the three goals and five focus areas that are components of the plan



# SSSC Goals Continue Under SSSC 2.0

**Goal 1: Achievement** for all students

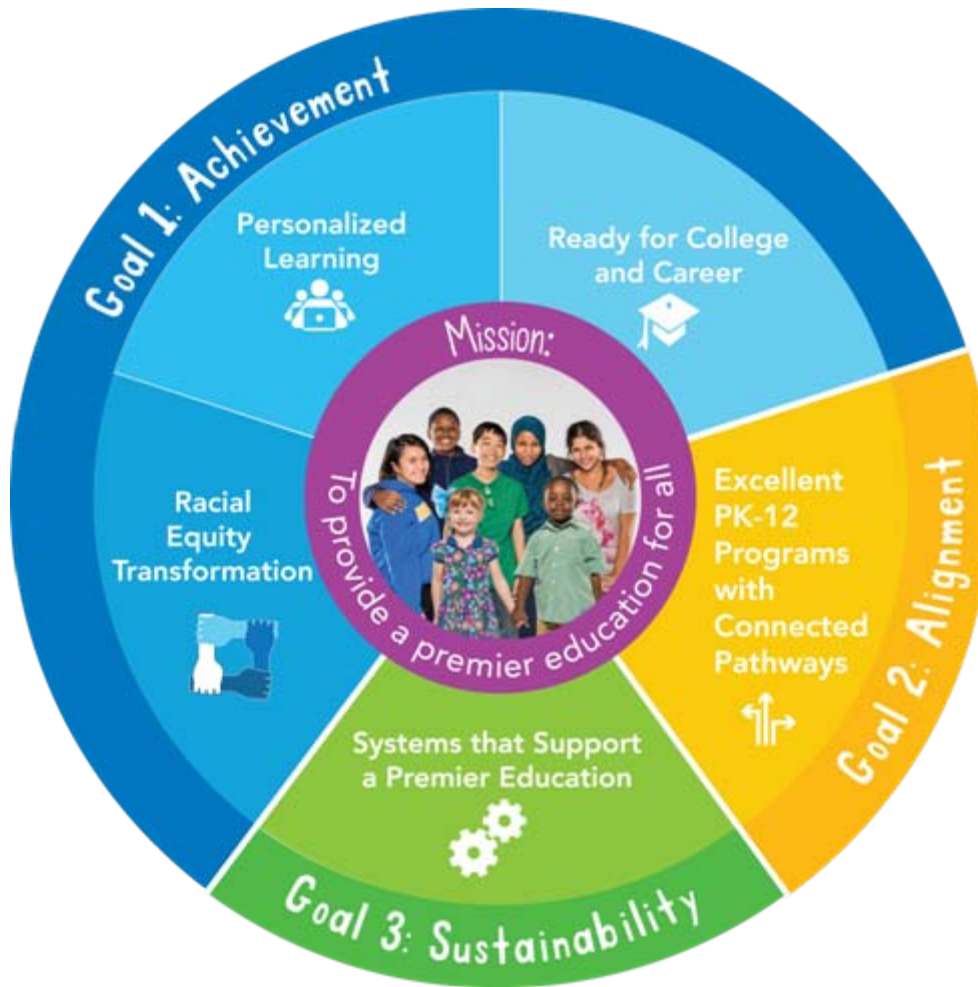
**Goal 2: Alignment** of school programs

**Goal 3: Sustainability** to optimize classroom resources and academics



18 MAR 14

# SSSC 2.0 Focus Areas



## Focus Areas

- Racial Equity Transformation
- Personalized Learning
- Ready for College and Career
- Excellent PK-12 Programs with Connected Pathways
- Systems that Support a Premier Education



# Focus Area: Racial Equity Transformation

- Tactics
  - Change practices and systems
  - Value and invest in all students
  - Examine our personal racial beliefs
- 2014-15 Implementation highlights
  - Deliver culturally responsive PD to teachers at approximately 19 schools
  - Develop plan for adoption of racially equitable curriculum
  - Develop training for families





# Focus Area: Personalized Learning

- Tactics
  - Establish personalized learning as way SPPS educates all students
  - Provide more technology tools to schools and students
  - Support and develop teachers
- 2014-15 Implementation highlights
  - Selection of 9<sup>th</sup> grade core subjects on SPPS platform by January 2015
  - Develop process for curriculum vetting and purchase through OTLL, OPL, and IT Governance Council



# Focus Area: Ready for College and Career

- Tactics
  - Start planning during middle grades for high school and beyond
  - Increase post-secondary credit accrual opportunities
  - Expand Career and Technology (CTE)
- 2014-15 Implementation highlights
  - Incorporate Naviance and college-prep activities during Foundations in middle school
  - Implement 9<sup>th</sup> grade transition and support program



# Focus Area: Excellent PK-12 School Programs with Connected Pathways

- Tactics
  - Expand cultural, language, and specialized programs
  - Ensure programs have clear pathways from elementary through high school
  - Provide opportunities to enroll in challenging classes for all students
- 2014-15 Implementation highlights
  - Launch 8<sup>th</sup> grade at Parkway and Creative Arts
  - Develop elective African-American studies course offerings at middle schools and high schools
  - Begin development of secondary articulation for Mandarin immersion



# Focus Areas: Systems that Support a Premier Education

- Tactics
  - Attract and retain students and families
  - Build an exceptional workforce
  - Equip buildings for students' learning needs
  - Establish efficient and effective financial and operational practices
- 2014-15 Implementation highlights
  - Monitor enrollment patterns to ensure continuity between programming, projections, and resources
  - Provide more PD for non-instructional staff



# Implementation Example: School Start Times

Start	End	Tasks
Nov 2013	April 2014	<ul style="list-style-type: none"> <li>• Receive input from DPAC</li> <li>• Review research and studies on topic</li> <li>• Research best practices</li> </ul>
Jan 2014	May 2014	<ul style="list-style-type: none"> <li>• Transportation, Strategic Planning, DPAC formulate start time scenarios to survey with stakeholders</li> </ul>
April 2014	May 2014	<ul style="list-style-type: none"> <li>• Create engagement plan</li> </ul>
May 2014	Sept 2014	<ul style="list-style-type: none"> <li>• Engage with and survey community</li> </ul>
Sept 2014	Nov 2014	<ul style="list-style-type: none"> <li>• Bring recommendation to Board for vote</li> </ul>
Jan 2015	Feb 2015	<ul style="list-style-type: none"> <li>• Transportation seek bids for bus routes</li> </ul>
Jan 2015	Sept 2015	<ul style="list-style-type: none"> <li>• Communicate with students and families about start times</li> </ul>
Sept 2015	Sept 2015	<ul style="list-style-type: none"> <li>• Start school with determined start times</li> </ul>



# Monitoring and Reporting - VisionCards

- Will continue to monitor and report on progress through VisionCards
- Reorganized by Focus Areas
  - Reclassified phase one measures into the five Focus Areas, plus Growth and Proficiency
  - Cut measures that have reached, or are approaching, Vision Level or are no longer relevant
  - Created new measures
- Timing
  - Aug or Sept 2014: Present measures and Vision Levels for board approval
  - Sept 2014 – July 2015: Present first cycle of SSSC 2.0 VisionCards



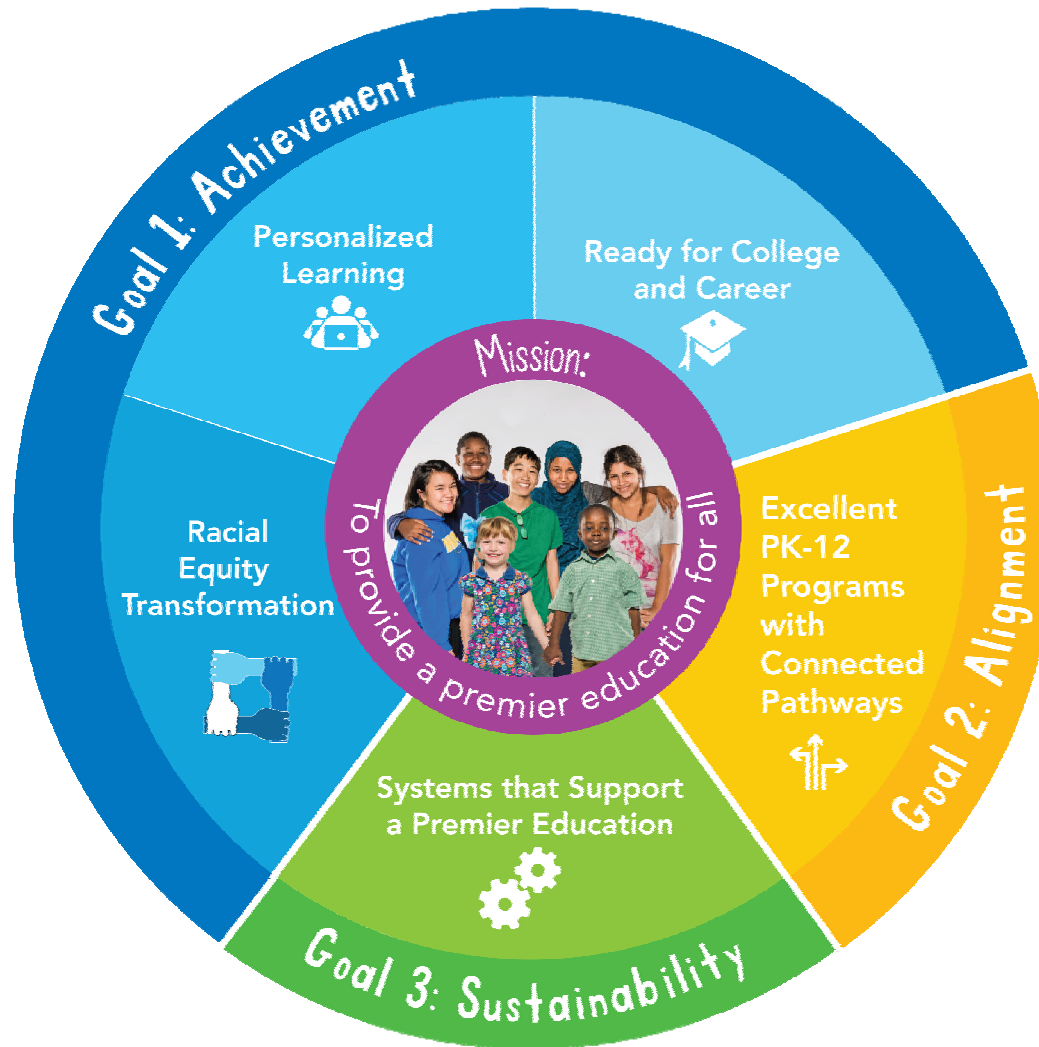


# Next Steps

- Hold topic-specific information sessions with students, families, and community
- Continue meetings with district partners and community organizations
- Present plan for SSSC 2.0 monitoring and reporting – VisionCards
- Work with district teachers, administration, and other staff on implementation



# Questions?



18 MAR 14



**HUMAN RESOURCE TRANSACTIONS**  
(February 1, 2014 through February 28, 2014)  
**March 18, 2014**

**NEW APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Andrade, R. M.	Central Administrator	02/10/2014	\$38.11	Title I Funded Programs
Asplund, S. L.	Classroom Teacher	02/06/2014	\$27.54	Battle Creek Middle
Kendrick, J. M.	Classroom Teacher	02/06/2014	\$40.29	Benjamin Mays/Museum
Lo, V.	Classroom Teacher	02/24/2014	\$28.80	Como Service Center
Vang, M.	Classroom Teacher	02/05/2014	\$24.27	Nokomis Montessori North
Keller, N. J.	Social Worker	02/18/2014	\$29.68	RiverEast Elem/Secondary
Kolles, A. J.	Special Education Teacher	02/04/2014	\$25.17	Obama Service Learning
Speese, G. W.	Special Education Teacher	02/19/2014	\$32.99	Murray Middle School
Foege, J.	School/Community Professional	02/04/2014	\$24.07	Plato Admin Offices
Barnes, B. C.	Teaching Assistant	03/04/2014	\$13.05	Daytons Bluff
Barze, T. L.	Teaching Assistant	02/18/2014	\$13.53	RiverEast Elem/Secondary
Dailey, D. P.	Teaching Assistant	02/06/2014	\$11.95	Juvenile Service Center
Foster, O. R.	Teaching Assistant	02/03/2014	\$11.95	Battle Creek Middle
Halonen, C. M.	Teaching Assistant	02/13/2014	\$14.05	Battle Creek Elementary
Khalifa, A. L.	Teaching Assistant	02/18/2014	\$11.38	Cherokee Heights
Larson-Miller, P.	Teaching Assistant	02/24/2014	\$13.05	Eastern Heights
McGovern, D. J.	Teaching Assistant	02/10/2014	\$14.05	American Indian Magnet
Min, H.	Teaching Assistant	02/18/2014	\$11.38	St. Paul Music Academy
Roberts, D. T.	Teaching Assistant	02/26/2014	\$12.95	Farnsworth Aerospace Upper
Smaller, R.	Teaching Assistant	02/14/2014	\$13.53	Johnson Achievement Plus
Thomas, D. J.	Teaching Assistant	02/18/2014	\$11.99	Battle Creek Elementary
Hollerbach, L.	Clerical	12/18/2013	\$23.86	Como Service Center
Kephart, S. L.	Clerical	12/18/2013	\$19.94	Como Service Center
McCurdy, J. T.	Custodian	01/29/2014	\$14.94	Highland Park Senior

**HUMAN RESOURCE TRANSACTIONS**  
**March 18, 2014**

**NEW APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Kirchstein, S. M.	Nutrition Services Personnel	02/24/2014	\$14.60	Como Service Center
Stevenson, C. V.	Nutrition Services Personnel	02/05/2014	\$10.50	Como Service Center
Tieh, F. P.	Nutrition Services Personnel	02/04/2014	\$10.50	Central Senior High
Tohm, R. J.	Nutrition Services Personnel	02/04/2014	\$10.50	Hazel Park Preparatory Academy
White, S.	Nutrition Services Personnel	02/05/2014	\$10.50	Open World Learning Community
Yang, A. P.	Professional Employee	02/10/2014	\$34.66	Colborne Admin Offices

**PROMOTION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Kurtz, N. G.	Specialist From: Classroom Teacher	02/24/2014	\$27.18	Plato Admin Offices
Wendorff, B. J.	Specialist From: Classroom Teacher	02/14/2014	\$48.70	Plato Admin Offices
Brodsho, K. M.	Education Assistant Career Progression	04/01/2014	\$19.14	Adams Spanish Immersion
Farley, L. J.	Education Assistant From: Teaching Assistant	02/03/2014	\$14.37	Ramsey Middle School
Stewart, G. D.	Custodian Career Progression	01/13/2014	\$24.01	Como Service Center

**TEMPORARY APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Anderson, J. L.	Classroom Teacher	02/24/2014	\$46.33	Focus Beyond (18-Adult)
Kutz, J. L.	Classroom Teacher	02/07/2014	\$30.03	Ramsey Middle
Sharp, D.	Classroom Teacher	02/10/2014	\$33.24	Highland Park Middle
Stafford, A. N.	Classroom Teacher	02/26/2014	\$33.63	Plato Admin Offices
Timm, B.	Classroom Teacher	02/10/2014	\$31.09	Battle Creek Elementary
Byrne, T. J.	ELL Teacher	02/10/2014	\$31.94	Como Park Elementary

**HUMAN RESOURCE TRANSACTIONS**  
**March 18, 2014**

**LEAVE OF ABSENCE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Blue, L. A.	Classroom Teacher	02/13/2014	Capitol Hill Magnet
Driesen, A. M.	Classroom Teacher	02/19/2014	Mississippi Creative Arts
Goldman, T. R.	Classroom Teacher	03/25/2014	Mississippi Creative Arts
Horowitz, L. J.	Classroom Teacher	02/26/2014	Journey's Secondary
Paterson, K. V.	Classroom Teacher	02/11/2014	Battle Creek Middle
Yang, G. G.	Classroom Teacher	01/25/2014	Benjamin Mays/Museum
Corrow, M. A.	ELL Teacher	03/03/2014	Highland Park Middle
Madland, E.	Social Worker	01/02/2014	Obama Service Learning
Riederer, H. E.	Special Education Teacher	02/28/2014	Highland Park Middle
Foote, G. L.	Speech Pathologist	02/28/2014	Cherokee Heights
Ali, S. M.	School/Community Professional	02/27/2014	Student Placement Center
Larson, C. F.	School/Community Professional	02/06/2014	Daytons Bluff
Davis, G. M.	Teaching Assistant	09/11/2013	Battle Creek Middle
Framstad, J. T.	Teaching Assistant	01/08/2014	Battle Creek Elementary
Hines, K. S.	Teaching Assistant	02/24/2014	Parkway Montessori & Community Middle
Hitchens, K. M.	Teaching Assistant	03/09/2014	Crossroads Science
Larson, S. G.	Teaching Assistant	09/03/2013	St Anthony Park
Un, R.	School Bus Driver	02/04/2014	Colborne Admin Offices
Matheny, P.	Custodian	02/14/2014	Hazel Park Preparatory Academy
Hurley, P. L.	Nutrition Services Personnel	02/04/2014	Como Park Senior High
Sattler, S. J.	Nutrition Services Personnel	01/17/2014	Como Service Center
Purinton, K.	Tri-Council	02/21/2014	Como Service Center

**HUMAN RESOURCE TRANSACTIONS**  
**March 18, 2014**

**ADMINISTRATIVE LEAVE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
W., L.	Classroom Teacher	02/13/2014
H., D. L.	Special Education Teacher	02/19/2014
P., M.	Teaching Assistant	02/21/2014

**REHIRE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Yusuf, A. L.	Education Assistant	02/10/2014	\$18.21	Four Seasons A+
Atmore, A.	Teaching Assistant	01/29/2014	\$12.41	Cherokee Heights
Knox, A.	Teaching Assistant	02/25/2014	\$20.06	Farnsworth Aerospace Upper

**REINSTATEMENT FROM LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Baldwin, M. M.	Classroom Teacher	02/03/2014	Hamline Elementary
Davenport, K. L.	Classroom Teacher	02/19/2014	Expo for Excellence
George, A. J.	Classroom Teacher	02/03/2014	Benjamin Mays/Museum
Malone, D.	Classroom Teacher	02/11/2014	Obama Service Learning
Miller, P. M.	Classroom Teacher	02/18/2014	Maxfield Elementary
Schultz, J. L.	Classroom Teacher	02/03/2014	Humboldt Secondary
Yang, G. G.	Classroom Teacher	02/03/2014	Benjamin Mays/Museum
Siegel Garcia, M. B.	Nurse	02/03/2014	Capitol Hill Magnet
Rome, E. E.	Speech Pathologist	02/25/2014	Maxfield Elementary
Larson, C. F.	School/Community Professional	02/18/2014	Daytons Bluff
Cunis, R.	Education Assistant	02/03/2014	Humboldt Jr High - Admin Bldg
Beck, R.	Teaching Assistant	02/03/2014	Frost Lake Elementary
Follmer, S. J.	Teaching Assistant	02/03/2014	Benjamin Mays/Museum
Framstad, J. T.	Teaching Assistant	02/24/2014	Battle Creek Elementary
Gibbons, R.	Teaching Assistant	02/18/2014	The Heights Community School

**HUMAN RESOURCE TRANSACTIONS**  
**March 18, 2014**

**REINSTATEMENT FROM LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Moore, D. L.	Teaching Assistant	02/05/2014	Benjamin Mays/Museum
Salween, D.	Teaching Assistant	02/03/2014	International Academy-LEAP
Un, R.	School Bus Driver	02/25/2014	Colborne Admin Offices
Brazelton, B. M.	Nutrition Services Personnel	02/03/2014	Early Ed Ben Mays-Rondo
Sowemimo, R. A.	Nutrition Services Personnel	02/25/2014	Como Service Center
Stein, V. N.	Nutrition Services Personnel	02/03/2014	American Indian Magnet

**VOLUNTARY REDUCTION IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Lehmann, M. A.	Assistant Principal	02/10/2014	\$56.54	Johnson Achievement Plus
Bouissieres, B. A.	Teaching Assistant	02/18/2014	\$13.11	L'Etoile du Nord Upper
Shellenberger, M. L.	Teaching Assistant	02/18/2014	\$11.38	Riverview School

**CHANGE IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Dooley, E.	Classroom Teacher From: Specialist	01/27/2014	\$46.33	Murray Middle School

**SUSPENSION WITHOUT PAY**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
A., J. A.	Classroom Teacher	02/11/2014
S., M.	Classroom Teacher	03/12/2014
A., J. J.	Education Assistant	02/13/2014
H., I.	Teaching Assistant	02/20/2014

**RETIREMENT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Benson, N. G.	Classroom Teacher	02/08/2014	Indian Education Program
Coyle, M.	Classroom Teacher	02/01/2014	Eastern Heights
Curtis, M.	Classroom Teacher	06/14/2014	Ronald M Hubbs Center
Donch, D.	Classroom Teacher	06/14/2014	Murray Middle School
Hanrehan, M.	Classroom Teacher	06/14/2014	Mississippi Creative Arts

**HUMAN RESOURCE TRANSACTIONS**  
**March 18, 2014**

**RETIREMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Marston, R. E.	Classroom Teacher	08/02/2014	Crossroads Montessori
Nelson, D.	Classroom Teacher	06/14/2014	Central Senior High
Zahedi-Jasbi, B.	Classroom Teacher	06/14/2014	Ronald M Hubbs Center
Bronson, P.	Special Education Teacher	07/02/2014	Central Senior High
Mitchell, J.	Education Assistant	06/14/2014	Humboldt Secondary
Ackermann, S.	Teaching Assistant	06/07/2014	Como Park Elementary
Fink, C.	Teaching Assistant	06/07/2014	Hamline Elementary
Leslie, J.	Clerical	07/01/2014	Como Park Senior High
Macaulay, D.	Clerical	09/09/2014	Como Park Senior High
Romine, P. J.	Clerical	05/30/2014	Colborne Admin Offices
Happel, W.	Custodian	03/04/2014	Linwood Monroe Arts Upper
Anderson, C. J.	Nutrition Services Personnel	05/17/2014	Central Senior High
Moore, J. M.	Nutrition Services Personnel	06/11/2014	Murray Middle School
Spray, B. A.	Nutrition Services Personnel	06/14/2014	The Heights Community School
Wegleitner, D. M.	Nutrition Services Personnel	05/20/2014	Hamline Elementary
Mergens, P. M.	Nutrition Services Supervisor	05/01/2014	Como Service Center
Olson, V. M.	Teaching Assistant	08/24/2014	Linwood Monroe Arts Upper

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Dembouski, L.	Classroom Teacher	08/25/2014	Humboldt Secondary
Eloranta, K. A.	Classroom Teacher	03/01/2014	Humboldt Secondary
Fitton, K. J.	Classroom Teacher	01/23/2014	Ramsey Middle School
Freyter, I. G.	Classroom Teacher	06/10/2014	Wellstone Elementary
Herman, J. J.	Classroom Teacher	06/10/2014	Harding Senior High

**HUMAN RESOURCE TRANSACTIONS**  
**March 18, 2014**

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Lee, D.	Classroom Teacher	02/08/2014	Phalen Lake Hmong Studies
Collinson, R. M.	Special Education Teacher	03/11/2014	Humboldt Secondary
Degneau, G. M.	Special Education Teacher	02/15/2014	Johnson Achievement Plus
Drexler, I. M.	Education Assistant	02/13/2014	Four Seasons A+
Fjelstad De Santiago, R.	Education Assistant	06/07/2014	Mississippi Creative Arts
Aguirre, N. M.	Teaching Assistant	02/25/2014	Bruce F Vento Elementary
Barrera, J. R.	Teaching Assistant	02/26/2014	Cherokee Heights
Becker, A. E.	Teaching Assistant	10/01/2013	Johnson Achievement Plus
Gay, M.	Teaching Assistant	02/08/2014	St. Paul Music Academy
Johnson, M. L.	Teaching Assistant	09/21/2013	Journey's Secondary
Koonkaew, J. C.	Teaching Assistant	09/27/2013	Bruce F Vento Elementary
Mahlke, J.	Teaching Assistant	09/21/2013	RiverEast Elem/Secondary
Murff, M. J.	Teaching Assistant	02/08/2014	Farnsworth Aerospace Upper
O'Shaughnessy, M. R.	Teaching Assistant	03/15/2014	Linwood Monroe Arts Upper
Robb, J. E.	Teaching Assistant	02/15/2014	Groveland Park
Souder, R. S.	Teaching Assistant	03/14/2014	Eastern Heights
Johnson, D. A.	Clerical	02/11/2014	Colborne Admin Offices
Roeser, D. W.	Maintenance Supervisor	05/19/2014	Como Service Center
Brown, A. P.	Nutrition Services Personnel	01/23/2014	Hamline Elementary
Fry, D.	Supervisory	07/01/2014	Plato Admin Offices

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Brubaker, A. M.	Teaching Assistant	09/04/2013	Como Park Special/Hartzell
Lee, A.	Teaching Assistant	01/30/2014	Colborne Admin Offices

**HUMAN RESOURCE TRANSACTIONS**  
**March 18, 2014**

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Maung, N.	Teaching Assistant	02/28/2014	Phalen Lake Hmong Studies
McColley, K.	Teaching Assistant	12/21/2013	Linwood Monroe Arts Upper
Samatar, U. A.	Teaching Assistant	02/01/2014	Washington Tech Secondary
Spreeman, M.	Teaching Assistant	09/03/2013	Battle Creek Middle
Vang, J.	Teaching Assistant	02/28/2014	Highwood Hills
Cleary, G.	Custodian	02/13/2014	Expo for Excellence

**DISCHARGE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
C., M. W.	Teaching Assistant	02/11/2014
D., D. P.	Teaching Assistant	02/19/2014
D., J.	Teaching Assistant	01/28/2014
G., M. R.	Teaching Assistant	02/13/2014
R., C. V.	Teaching Assistant	02/11/2014

**TERMINATION OF TEMPORARY EMPLOYMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Holmes, M. D.	Classroom Teacher	01/21/2014	Highland Park Senior



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

**DATE:** March 18, 2014

**TOPIC:** Authorization to Accept Gift of Personal Protective Equipment from 3M

**A. PERTINENT FACTS:**

1. 3M has donated the following safety items to the District to be distributed as required by the District Personal Protective Equipment program:
  - 20 pallets of Personal Protection Equipment Kits including
    - Face Shields
    - Ear Muffs
    - Ear Plugs
    - Safety Glasses
    - Lighted Safety Glasses
  - 3800 Tinted Safety Glasses
2. The estimated value of the donated items is \$109,000.00.
3. This meets the District strategic plan goals of sustainability and aligning resource allocation to District priorities.
5. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept the 3M donation of safety items to support district-wide needs.

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

**DATE:** March 18, 2014

**TOPIC:** Acceptance of Gift from Travelers to the AVID Program

**A. PERTINENT FACTS:**

1. The Saint Paul Public Schools Office of College and Career Readiness requests that the Board of Education accept a gift of \$10,268.18 from the Travelers Company United Way Campaign of 2014 for the AVID program.
2. The funds are to be used to provide co-curricular activities for students that will broaden their preparation for post-secondary enrollment.
3. Funds may also be used to recognize the contributions of the AVID trained staff members and sites in the implementation of the program with fidelity to the AVID National Center level of certification and higher.
4. This gift acceptance supports the district target area of ensuring high academic achievement for all students.
5. This item is requested by Darlene Fry, Director, Office of College and Career Readiness; Steven Unowsky, Assistant Superintendent, 6-12; Christine Osorio, Assistant Superintendent, Middle Level; Theresa Battle, Assistant Superintendent, High Schools; Matthew Mohs, Chief Academic Officer, Office of Academics; Michelle Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept this monetary gift for the AVID program.

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

**DATE:** March 18, 2014

**TOPIC:** Request to Accept a Grant from the Capitol Region Watershed District for Rain Garden at Chelsea Heights Elementary

**A. PERTINENT FACTS:**

1. Saint Paul Public Schools submitted a grant application to the Capitol Region Watershed District (CRWD) in June 2012 for a rain garden at Chelsea Heights Elementary School. The CRWD has awarded \$16,534 for this purpose.
2. The rain garden will add to the STEM and science education at Chelsea Heights, and it will retain and infiltrate up to a 1.1" rain event from the property and surrounding city sidewalk and street, reducing phosphorous pollution and suspended solids running off from the drainage area by up to 75%.
3. This project will meet the District strategic plan goal of sustainability.
4. This item is submitted by Jill Gebeke, Principal; Julie Schultz Brown, Director, Communications, Marketing and Development; Andrew Collins, Assistant Superintendent; Jean Ronnei, Chief Operating Officer; and Michelle Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Capitol Region Watershed District and to implement the project as specified in the award documents.

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

**DATE:** March 18, 2014

**TOPIC:** Request for Permission to Partner on a Grant Application to the Headwaters Social Justice Fund

**A. PERTINENT FACTS:**

1. The Headwaters Social Justice Fund is currently accepting applications for projects that increase the power of historically excluded communities.
2. In partnership with Chicano Latino Affairs Council (CLAC), SPPS' Humboldt High School has prepared an application to increase the achievement of Latino students by offering opportunities for career-readiness and to prepare for the transition to college. The grant will provide college campus visits and one reward activity chosen by the students for reaching their academic goals during the 2015 fall semester. CLAC is requesting approximately \$10,000 to accomplish the aforementioned goals. CLAC will serve as the fiscal agent for this project.
3. This project will meet the Strong Schools, Strong Communities goal of achievement.
4. This item is submitted by Mike Sodomka, Principal, Humboldt High School; Julie Schultz Brown, Director of Communications, Marketing & Development; Steve Unowsky, Assistant Superintendent K-12; and Michelle Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to partner on a grant application with the Chicano Latino Affairs Council to the Headwaters Social Justice Fund to provide college and career-readiness activities to Latino students at Humboldt High School; to accept funds, if awarded; and to implement the project specified in the award documents.

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

**DATE:** March 18, 2014

**TOPIC:** Request for Permission to Pursue Playground Remodel with KaBoom

**A. PERTINENT FACTS:**

1. The KaBoom organization received a grant application in late 2012 from three Saint Paul Public Schools, including Saint Paul Music Academy. KaBoom is a national organization that works with local corporate sponsors to provide awards, valued at approximately \$85,000, to design and build new and innovative playgrounds.
2. KaBoom funded a new playground at The Heights Elementary in September 2013. Now KaBoom has contacted Saint Paul Music Academy to pursue the application that school submitted in 2012.

KaBoom works with school leadership to design a play space and provide equipment to suit the specific needs of the school and surrounding community. KaBoom also helps each school coordinate playground construction. Saint Paul Public Schools will serve as fiscal agent for the project. The grant does not have a specific dollar amount; rather, it covers the cost of designing and building a new playground for the school, including the donation of equipment.

3. This project will meet the District target area goals of Achievement and Sustainability.
4. This item is submitted by principal Barbara Evangelist; Andrew Collins, Assistant Superintendent; Julie Schultz Brown, Director, Communications, Marketing & Development; Sara Guyette, Facilities Director; Jean Ronnei, Chief Operations Officer; and Michelle Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to pursue its collaboration with the KaBoom organization to fund the design and construction of a new playground at Saint Paul Music Academy; 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:** March 18, 2014

**TOPIC:** Request for Permission to Accept a Grant from Metro Educational Cooperative Service Unit

**A. PERTINENT FACTS:**

1. Metro Educational Cooperative Service Unit has awarded a grant to Special Education's Assistive Technology Team for innovative research based practices.
2. Assistive Technology applied for funds to support academic improvement and increased achievement using differentiated instruction, to interrupt practices of marginalization of special education students, particularly African-American males and to increase student's performance by double digit gains through the implementation of iPads to support learning in the areas of reading, writing and calming. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$1,000. Staff at the program researched this grant opportunity.
3. This project will meet the District strategic plan goal of Achievement.
4. This item is submitted by Rebekah Doyle, Grants Management Coordinator; Julie Schultz Brown, Director of Communications, Marketing and Development; and Jackie Turner, Chief Engagement Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a grant from Metro Educational Cooperative Service Unit for funds to support academic improvement and increased achievement using differentiated instruction, to interrupt practices of marginalization of special education students, particularly African-American males and to increase student's performance by double digit gains through the implementation of iPads to support learning in the areas of reading, writing and calming; to accept funds; and to implement the project as specified in the award documents.

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

**DATE:** March 18, 2014

**TOPIC:** Request for Permission to Partner on a Grant Application to the Minnesota Office of Higher Education's Intervention for College Attendance Program (ICAP)

**A. PERTINENT FACTS:**

1. The Minnesota Office of Higher Education is currently accepting applications for projects that foster postsecondary attendance and retention by providing outreach services to Minnesota's historically underserved students in grades six through 12.
2. In partnership with Chicano Latino Affairs Council (CLAC), SPPS' Humboldt High School has prepared an application to support Latino students to prepare for enrollment in post-secondary education programs, increase parent's understanding of post-secondary options, increase the on-time graduation rate and increase the percent of Humboldt Latino graduating students enrolling in post-secondary programs. The grant will provide individualized tutoring and mentoring, field trips to two and four year college and trade school programs, college fairs and will create a learning group for program participants. CLAC is requesting approximately \$25,000 to accomplish the aforementioned goals. CLAC will serve as the fiscal agent for this project.
3. This project will meet the Strong Schools, Strong Communities goal of achievement.
4. This item is submitted by Mike Sodomka, Principal, Humboldt High School; Julie Schultz Brown, Director of Communications, Marketing & Development; Steve Unowsky, Assistant Superintendent K-12; and Michelle Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to partner on a grant application with the Chicano Latino Affairs Council to the Minnesota Office of Higher Education to provide individualized tutoring and mentoring, field trips to two and four year college and trade school programs, college fairs and a learning group for Latino students at Humboldt High School; to accept funds, if awarded; and to implement the project specified in the award documents.

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

**DATE:** March 18, 2014

**TOPIC:** Request to Submit an Application for a Public Entity Innovation Grant to Ramsey County

**A. PERTINENT FACTS:**

1. The Ramsey County Department of Public Health offers a Public Entity Innovation Grant that provides financial assistance to public entities for the purpose of creating and implementing innovative programs to increase recycling and reduce waste. Eligible applicants include municipalities, Independent School Districts, park boards, watershed districts, libraries and other public entities in Ramsey County.
2. The Saint Paul Public Schools Facilities Department has prepared an application for a grant that will enable it to conduct activities that enhance the implementation of new solid waste, recycling and food/organic waste programs across SPPS. Activities would include (1) hiring a consultant to assist with program development, education tools, program implementation plans , program launch and evaluation, and development of a solid waste management Standard Operating Procedure; (2) producing an educational video showcasing the new program sorting protocol; and (3) purchasing and installing monitoring systems for each compactor at the District Service Facility. The request is for approximately \$98,850.
3. This project will meet the District strategic plan goal of sustainability.
4. This item is submitted by Sara Guyette, Facilities Director; Julie Schultz Brown, Director, Communications, Marketing and Development; Jean Ronnei, Chief Operating Officer; and Michelle Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit a request to the Ramsey County Public Health Public Entity Innovation Grant program; 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:** March 18, 2014

**TOPIC:** Authorization to Accept a Ramsey County Public Entity Innovation Grant for Groveland Elementary Recycling Improvements

**A. PERTINENT FACTS:**

1. The Saint Paul Public Schools was recently selected by Ramsey County Public Health, to receive a grant for recycling improvements at Groveland Elementary as part of the Public Entity Innovation Grant Program.
2. This grant will fund construction of a vertical platform lift and a new masonry opening in the building façade, relocate existing mechanical systems feeding the cafeteria and stage, install a 5000 lb capacity platform, educate students about the Food to Hogs program and provide support and education of waste, recycling and food recycling program throughout the District.
3. The grant will provide the District a maximum, not to exceed sum of \$68,000, for reimbursement of expenses incurred.
4. The project meets the District Strategic Plan goals by aligning resource allocation to District priorities
5. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATIONS:**

That the Board of Education authorize the Superintendent to accept a Public Entity Innovation Grant for Groveland Elementary Recycling Improvements from Ramsey County Public Health; to accept funds; and for the Superintendent (designee) to execute the Grant Agreement with Ramsey County.

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

**DATE:** March 18, 2014

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for Educational Assistants

**A. PERTINENT FACTS:**

- 1) New Agreement is for a two-year period from July 1, 2013 through June 30, 2015.
- 2) Contract changes are as follows:

Wages: Effective July 1, 2013, maintain step and lane progression, increase each cell on the EA 1 and EA 2 salary schedule by \$.30; increase longevity by \$.05 for 15 years and 20 years. Effective July 1, 2014, maintain step and lane progression; increase each cell on the EA 1 and EA 2 salary schedules by \$.20; increase longevity by \$.05 for 15 years and 20 years; and delete step 3 from the EA1 and EA 2 salary schedule.

Insurance for employees working 60+ hours per pay period: Effective January 1, 2014, the District's monthly contribution for single coverage will remain \$600; the District's monthly contribution of \$1,175 for single +1/family coverage has been increased to \$1,205. Effective January 1, 2015, the District's contribution for single coverage is increased to \$625, single +1/family coverage is increase to \$1,230.

Insurance for employees working 40 hours per pay period: Effective January 1, 2014, the District's monthly contribution for single coverage will remain \$300; the District's monthly contribution for single +1/family coverage will remain \$587.50. Effective January 1, 2015, the District's contribution for single coverage is increased to \$325, single +1/family coverage is increase to \$635.

Holidays: Effective July 1, 2013, New Year's Day will become a paid holiday.

Sign Language Interpreters and Certifications: Effective July 1, 2013, the annual stipend increased from \$300 to \$500 for Sign Language Interpreters who hold both certification and Bachelor's degree. Effective July 1, 2013, reimbursement for membership costs will be increase from \$120 to \$200 for Sign Language Interpreters who are required to hold an RID, NAD or ACCI certification.

- 3) New Memoranda of Agreement/Understanding: Educational Assistant Representation on Building Equity Teams, Religious Observances, and Educational Assistant to Licensed Teacher Pathway.
- 4) The District has five hundred fifteen (515) regular employees in this bargaining unit.
- 5) The new total package costs for this agreement are estimated as follows:

-- in the 2013-2014 budget year:	\$516,465
-- in the 2014-2015 budget year:	\$340,647
- 6) This item will meet the District target area goal of alignment.

- 7) This request is submitted by Laurin Cathey, Executive Director of Human Resources; Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief Executive Officer

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those educational assistant employees in this District for whom the Saint Paul Federation of Teachers is the exclusive representative; duration of said Agreement is for the period of July 1, 2013 through June 30, 2015.

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

**DATE:** March 18, 2014

**TOPIC:** Approval of Employment Agreement and Related Memoranda of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Teachers, Local 28, Exclusive Representative for Teachers, for 2013-2015

**A. PERTINENT FACTS:**

1. Term of the contract is July 1, 2013 through June 30, 2015.
2. Summary of Contract Changes:

**SALARY SCHEDULE IMPROVEMENT**

Effective for the 2013-14 school year, each cell on the salary schedule will be increased \$1,250 and additional 1% increase for steps 15-20. Effective for the 2014-15 school year, each cell on the salary schedule will be increased \$1,000 and additional 1% increase for steps 15-20.

**OTHER COMPENSATION PROVISIONS**

Personal Day: Effective July 1, 2013, Teachers will receive 1 additional personal day for a total of five.

Extra Curricular Non-Athletic Stipend: Effective July 1, 2013, the following stipends rates are increasing.

Test Coordinator	\$4.00 per student
Textbook Distributor	\$2.00 per student
Cafeteria Supervisor	\$2,300
Dance Chaperone	\$23.65

Hourly Rates: Effective July 1, 2013, the following rates will be increased in Appendix D.

Professional Development	\$23.65
Curriculum Writing	\$23.65
Instructional Assignments	\$27.85

Home Visit Project: Effective July 1, 2013, the annual amount of allowed payments per year has been increased from \$50,000 to \$75,000.

National Board Certification: The annual stipend amount is increased from \$2,500 to \$3,000 for Teachers, School Nurses, Social Workers, Speech Clinicians, Nurse Practitioners and School Psychologists who are National Board Certified in one or more areas. Teachers, School Nurses, Social Workers, Speech Clinicians, Nurse Practitioners

and School Psychologists who maintain their certification for ten years or more will receive an additional \$750.

3. New Memoranda of Agreement/Understanding: Birth to Three Staffing; Teacher Sick Leave Bank; New Salary Schedule; Religious Observance and Academic Parent-Teacher Teams.
4. There are approximately 3,225 full-time equivalent (FTE) employees in this unit.
5. The new total package costs for the agreement are estimated as follows:

In the 2013-2014 budget year:	\$11,130,431
In the 2014-2015 budget year:	\$10,284,583
6. This item will meet the District target area goal of alignment.
5. This request is submitted by Laurin Cathey, Executive Director of Human Resources; Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief Executive Officer

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for teachers in this school district for whom Saint Paul Federation of Teachers, Local 28 is the exclusive representative; duration of said Agreement is for the period of July 1, 2013 through June 30, 2015; and approve and adopt the related Memoranda of Agreement.

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

DATE: March 18, 2014

TOPIC: Establishment of the Unclassified Position of Custodial Supervisor for Independent School District No. 625 and Relevant Terms and Conditions of Employment

**A. PERTINENT FACTS:**

1. The Facilities Department has a need for supervisory positions that are responsible for providing leadership and supervision for district custodial staff and to perform responsible administrative work planning, organizing and implementing policies and procedures to ensure that custodial operations meet or exceed customer service, safety and sanitation standards.
2. The Human Resource Department assisted with developing the job description and performed a job study to determine the proper job title and bargaining unit for this work. The recommendation from that study is to create a new title, Custodial Supervisor. This title would be within the unit jurisdiction of the Manual and Maintenance Supervisors' Association unit that represents supervisors. The appropriate pay rate for this position would be equivalent to Grade 40 within this Agreement. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2012-2013 labor agreement for this unit. The benefits associated with this position will be as provided for other positions within this unit. This position is recommended to be an unclassified position.
3. The funds for this position are available in the Facilities Department budget.
4. This request supports the District's target area goal of sustainability.
5. This item is submitted by Laurin J. Cathey, Executive Director, Human Resources; Sara Guyette, Director, Facilities; Jean Ronnei, Chief Operations Officer; and Michelle J. Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve the establishment of the Custodial Supervisor job classification effective March 18, 2014; that the Board of Education declare the position of Custodial Supervisor as unclassified; and that the pay rate be Grade 40 of the 2012-2013 Manual and Maintenance Supervisors' Association standard ranges.

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

**DATE:** March 18, 2014

**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; Dr. Elizabeth Keenan, Assistant Superintendent Specialized Services; and Matt Mohs, Chief Academic Officer.

**B. RECOMMENDATION:**

That the Board of Education excludes the named students from school effective March 27, 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:** March 18, 2014

**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, Controller.

**B. RECOMMENDATIONS:**

1. That the Board of Education approve and ratify the following checks and wire transfers for the period January 1, 2014 – January 31, 2014.

(a) General Account	#611087-613088 #0000471-0000538 #7000508-7000562 #0000112-0000133	\$49,866,893.35
(b) Debt Service	-0-	\$33,205,426.88
(c) Construction	-0-	<u>\$1,070,173.14</u>
		<u>\$84,142,493.37</u>

Included in the above disbursements are 2 payrolls in the amount of \$35,577,745.78 and overtime of \$206,537.40 or 0.58% 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 June 30, 2014.



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

**DATE:** March 18, 2014

**TOPIC:** Reactivation of the Deputy Chief Job Classification for Independent School District No. 625 and Relevant Terms and Conditions of Employment

**A. PERTINENT FACTS:**

1. The Office of Operations has a need for a position that provides vision and leadership for developing and implementing information technology initiatives. This position will plan, coordinate, direct and design all operational activities of the Technology Services Department, as well as, provide direction and support for information technology solutions that enhance mission-critical educational and business operations.
2. The Human Resource Department assisted with developing the job description and reviewed the job responsibilities to determine the proper job title and terms and conditions of employment for this work. The recommendation from that study is to reactivate the Deputy Chief job classification in the Superintendency Agreement for the new position of Deputy Chief Technology Services. The appropriate pay rate for this position would be equivalent to the Deputy Chief salary range within this Agreement. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2011-2013 agreement for this unit. The benefits associated with this position will be as provided for other positions within this unit.
3. The funds for this position are available in the Office of Operations budget.
4. This request supports the District's target area goal of sustainability.
5. This item is submitted by Laurin J. Cathey, Executive Director, Human Resources; Jean Ronnei, Chief Operations Officer; and Michelle J. Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve the reactivation of the Deputy Chief job classification in the Superintendency Agreement for the new position of Deputy Chief, Technology Services effective March 18, 2014; and that the pay rate be the Deputy Chief salary range of the 2011-2013 Superintendency Agreement.

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

**DATE:** March 18, 2014

**TOPIC:** Request for Title Change

**A. PERTINENT FACTS:**

1. The Office of Operations is expanding IT solution and service delivery. As a result the title of IT Director requires more specificity. This position will lead service delivery related to technology support. Therefore, the title Director, Technology Support Services is more fitting.
2. The Human Resource Department assisted with developing the job description and reviewed the job responsibilities to determine the proper job title and terms and conditions of employment for this work. The recommendation from that study is to change the title of IT Director to Director, Technology Support Services in the Saint Paul Supervisors Organization Agreement. There would be no change in pay rate or salary grade for this position.
3. The current incumbent remains in the position.
4. This item is submitted by: Laurin J. Cathey, Executive Director, Human Resources, Jean Ronnei, Chief Operations Officer and Michelle J. Walker, Chief Executive Officer.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve the title change for the Director, Technology Support Services in the Saint Paul Supervisors' Organization effective March 18, 2014; and that the pay rate and salary grade remain the same per the 2011-2013 Saint Paul Supervisors' Organization Agreement.

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

**DATE:** March 18, 2014

**TOPIC:** Request for Proposal No. A202384-K Contract for District-Wide Food Waste Management Services

**A. PERTINENT FACTS:**

1. This request for proposal provides for all labor, materials, equipment and services necessary for and incidental to providing food waste services to all District buildings for a three year period beginning May 1, 2014 and ending June 30, 2017 with an option to renew for two – 1 year extensions.
2. Proposals were evaluated by a committee and scored based on best value criteria including: Responsiveness to the RFP, Equipment, Customer Service Standards and Practices, Operating Practices and Policies, Administrative and Management Qualifications and Experience, Collection Service Experience and Qualifications, Experience Processing, Marketing and/or Arrangements and Price Proposal.
3. The District received proposals from the following vendors.  
  
Barthold Inc.  
Sanimax  
Waste Management/subcontractor Sanimax
4. Barthold, Inc was selected based on the above criteria. The contract value is based on a per barrel price and estimated at an annual cost of \$85,000.00.
5. The proposals have been reviewed by Brad Miller, Purchasing Manager.
6. Funding will be provided from the general fund budget code 01-005-810-000-6331-0000.
7. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATIONS:**

That the Board of Education authorize award of Request for Proposal No. A202384-K contract for district-wide food waste management services for a three year period beginning May 1, 2014 to the best value proposer Barthold, Inc. for an estimated annual cost of \$85,000.00.

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

**DATE:** March 18, 2014

**TOPIC:** Request for Proposal No. A202384-K Contract for District-Wide Municipal Solid Waste and Recycling Services

**A. PERTINENT FACTS:**

1. This request for proposal provides for all labor, materials, equipment and services necessary to provide municipal solid waste disposal and recycling services to all District buildings for a three year period beginning May 1, 2014 and ending June 30, 2017 with an option to renew for two – 1 year extensions.
2. Proposals were evaluated by a committee and scored based on best value criteria including: Responsiveness to the RFP, Equipment, Customer Service Standards and Practices, Operating Practices and Policies, Administrative and Management Qualifications and Experience, Collection Service Experience and Qualifications, Experience Processing, Marketing and/or Arrangements and Price Proposal.
3. The District received proposals from the following vendors.

Advanced Disposal  
Aspen Waste  
Republic Services  
Walters Recycling & Refuse, Inc.  
Waste Management
4. Walter Recycling and Refuse, Inc was selected based on the above criteria. The contract value is based on a per cubic yard collection price and estimated at an annual cost of \$700,000.00.
5. The proposals have been reviewed by Brad Miller, Purchasing Manager.
6. Funding will be provided from the general fund budget code 01-005-810-000-6331-0000.
7. This item addressed District goals of alignment and sustainability.
8. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATIONS:**

That the Board of Education authorize award of Request for Proposal No. A202384-K contract for district-wide municipal solid waste and recycling management services for a three year period beginning May 1, 2014 to the best value proposer, Walters Recycling & Refuse, Inc. for an estimated annual cost of \$700,000.00.

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

**DATE:** March 18, 2014

**TOPIC:** Bid No. A202801-K, Partial Window Replacement, Four Seasons Elementary

**A. PERTINENT FACTS:**

1. This bid provides all labor, materials, equipment and services necessary for a partial window replacement at Four Seasons Elementary School.
2. The following bids were received for the lump sum base bid plus alternates 1 through 4:

	<u>Lump Sum Base Bid</u>
	<u>Plus Alternates 1 through 4</u>
Cal Pro Windows, LLC	\$198,454.00
Morcon Construction, Co	442,875.00
3. Alternate no. 1 removes existing single pane at cafeteria window with a storefront window.
4. Alternate no. 2 removes existing un-insulated frames in the Library with insulated frames.
5. Alternate no. 3 removes existing un-insulated frames at the north entry with insulated frames.
6. Alternate no. 4 removes existing un-insulated frames in the second floor corridor with insulated frames.
7. Bids have been reviewed by Bradley Miller, Purchasing Manager.
8. Funding will be provided from alternative bonds budget code 06-005-850-386-6520-6993.
9. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
10. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education to authorize an award of Bid No. A202801-K, Partial Window Replacement, Four Seasons Elementary to Val Pro Windows, LLC for the lump sum base bid plus alternates no. 1 through 4 for \$198,454.00.

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

**DATE:** March 18, 2014

**TOPIC:** Bid No. A202818-K, Flooring Replacement at Highland Middle School

**A. PERTINENT FACTS:**

1. This bid provides all labor, materials, equipment and services necessary for a flooring replacement at Highland Middle School.
2. The following bids were received for the lump sum base bid plus alternate no. 1:

	<u>Lump Sum Base Bid</u> <u>Plus alternate no. 1</u>
MCI, Inc dba Multiple Concepts Interiors	\$230,400.00
Meisinger Construction Company, Inc	247,500.00
Floors By Beckers, Inc	249,089.00
Continental Flooring Co.	300,108.00
3. Alternate no. 1 is for gymnasium floor stripping.
4. Bids have been reviewed by Bradley Miller, Purchasing Manager.
5. Funding will be provided from alternative bonds budget code 06-005-850-386-6520-6997.
6. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
7. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education to authorize an award of Bid No. A202818-K, Flooring Replacement at Highland Middle School to MCI, Inc, dba Multiple Concepts Interiors for the lump sum base bid plus alternate no. 1 for \$230,400.00.

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

**DATE:** March 18, 2014

**TOPIC:** Bid No. A202974-K, Ventilation System Replacement at EXPO Elementary

**A. PERTINENT FACTS:**

1. This bid provides all labor, materials, equipment and services necessary for a ventilation system replacement at EXPO Elementary School.
2. The following bids were received for the lump sum base bid plus alternates:

	<u>Lump Sum Base Bid</u>
	<u>Plus Alternates 2,4,5 and 7</u>
Corval Constructors, Inc	\$3,760,202.00
Schreiber Mullaney Construction Co, Inc	4,250,664.00
McFarland Construction Company	4,253,200.00
3. Alternate no. 2 provides a ships ladder for roof access.
4. Alternate no. 4 provides a detached exterior shed.
5. Alternate no. 5 is testing of existing branch circuits throughout the building by the electrical contractor.
6. Alternate no. 7 provides alternate digital control systems.
7. Bids have been reviewed by Bradley Miller, Purchasing Manager.
8. Funding will be provided from alternative bonds, budget code 06-005-850-386-6520-6343, capital bonds, budget code 06-005-870-000-6520-6030 and health and safety levy, budget code 01-005-850-366-6520-0000.
9. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
10. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education to authorize an award of Bid No. A202974-K, Ventilation System Replacement at EXPO Elementary to Corval Constructors, Inc for the lump sum base bid plus alternates no. 2, 4, 5 and 7 for \$3,760,202.00.

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

**DATE:** March 18, 2014

**TOPIC:** Bid No. A202988-K, Flooring Replacement, Humboldt Secondary

**A. PERTINENT FACTS:**

1. This bid provides all labor, materials, equipment and services necessary for the partial flooring replacement at Humboldt Secondary School.

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

	<u>Lump Sum Base Bid</u>
Schreiber Mullaney	\$289,890.00
Meisinger Construction	310,000.00
McFarland Construction	334,200.00

3. Bids have been reviewed by Bradley Miller, Purchasing Manager.

4. Funding will be provided from alternative bonds budget code 06-005-850-386-6520-6997.

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

5. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education to authorize an award of Bid No. A202988-K, Flooring Replacement at Humboldt Secondary School to Schreiber Mullaney for the lump sum base bid of \$289,890.00.



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

**DATE:** March 18, 2014

**TOPIC:** Bid No. A203029-K, Interior Demolition, Humboldt Jr. High

**A. PERTINENT FACTS:**

1. This bid provides all labor, materials, equipment and services necessary for the interior demolition at Humboldt Jr. High School.

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

	<u>Lump Sum Base Bid</u>
Sterling Systems, Inc	\$217,876.00
Kellington Construction, Inc	240,000.00
Maertens-Brenny Construction Co.	374,000.00
Jorgenson Construction, Inc.	398,000.00
A&L Construction, Inc	498,000.00

3. Bids have been reviewed by Bradley Miller, Purchasing Manager.
4. Funding for this project will be provided from capital bonds budget code 06-005-870-000-6520-6030.
5. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
5. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education to authorize an award of Bid No. A203029-K, Interior Demolition at Humboldt Jr. High School to Sterling Systems for the lump sum base bid of \$217,876.00.

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

**DATE:** March 18, 2014

**TOPIC:** Bid No. A203239-K, Interior Renovations at Journeys Secondary School

**A. PERTINENT FACTS:**

1. This bid provides all labor, materials, equipment and services necessary for interior renovations at Journeys Secondary School.
2. The following bids were received for the lump sum base bid plus alternates 1 and 4:

	<u>Lump Sum Base Bid</u>
	<u>Plus Alternates NO. 1 and 4</u>
Schreiber Mullaney	\$480,023.00
George F. Cook Construction	692,000.00
3. Alternate no. 1 is additional rooms to paint.
4. Alternate no. 4 removes and replaces the metal wardrobe lockers in the corridors.
5. Bids have been reviewed by Bradley Miller, Purchasing Manager.
6. Funding will be provided from capital bonds, budget code 06-005-870-000-6520-6030 and health and safety, budget code 01-005-850-363-6520-0000.
7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
8. This item is submitted by Sara Guyette, Director of Facilities, and Jean Ronnei, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education to authorize an award of Bid No. A203239-K for interior renovations at Journeys Secondary School to Schreiber Mullaney for the lump sum base bid plus alternates no. 1 and 4 for \$480,023.00.

## Board of Education Resolution

### **Early Childhood Education**

WHEREAS: Saint Paul Public Schools offers a high quality four year-old Pre-K program, and

WHEREAS: In President Obama's 2014 State of the Union address early childhood education was identified as a national priority, and

WHEREAS: Eighty-two percent (82%) of students who complete Saint Paul Public Schools' Pre-K program are ready for kindergarten, and

WHEREAS: The voters of Saint Paul overwhelmingly voted in 2012 to renew and expand the Strong Schools Strong Communities referendum, and

WHEREAS: A significant portion of that referendum was originally dedicated to support early learning, including providing all-day kindergarten to all Saint Paul children, and

WHEREAS: In 2013, the state legislature and governor dedicated new state funds to cover the cost of all-day kindergarten, and

WHEREAS: This increase in state funding creates an opportunity for the Saint Paul Public Schools to repurpose those referendum funds originally intended to fund all-day kindergarten, and

WHEREAS: The Board of Education is committed to the vital importance of high-quality early learning opportunities for Saint Paul children, therefore

BE IT RESOLVED: That the Saint Paul Public Schools will dedicate no less than six million dollars (\$6 million) per year of referendum dollars to the maintenance and expansion of early-learning programs in the Saint Paul Public Schools with the intent of maintaining the high quality of the current Pre-K program, reducing waiting lists and expanding access to early learning opportunities. This resolution shall remain in force for the duration of the Strong Schools Strong Communities referendum or unless repealed by the Board of Education.

## Board of Education Resolution

### **Staffing Supports to Promote *Strong Schools, Strong Communities***

The Board of Education is pleased to publicly affirm its ongoing partnership with the Saint Paul Federation of Teachers and our shared commitment to providing all Saint Paul Public Schools students with a premier education.

We have agreed in negotiations on several ways to formally combine our collective philosophies and resources to provide the instruction, tools, supports, and learning environments required for increased student achievement and reduced racial disparities in Saint Paul Public Schools.

- We have reached tentative agreement on the means for ensuring consistency and predictability in class sizes.
- We have agreed on the appropriate role and higher quality of standardized student assessments.
- We have agreed to the maintenance and expansion of high quality early learning opportunities.
- Agreement was also reached on several other issues, such as school redesign, attainment of the National Board Certification, positive behavior and intervention supports for students, and greater family involvement.

We also agreed that many important issues require attention in terms of both policy and practice, and that action can and should take place outside a labor contract.

Together, the Board of Education and Saint Paul Federation of Teachers agree to address these critical issues through the district budgeting process, policy development process, or the strategic planning process.

As a means of continuing the achievement momentum of *Strong Schools, Strong Communities*, we all likewise understand that actions going forward must further support the goals of *Strong Schools, Strong Communities* – Achievement, Alignment, and Sustainability – as well as amplify the plan’s key priorities of Racial Equity Transformation, Personalized Learning, College and Career Readiness, Excellent PK-12 Programs with Connected Pathways, and Systems that Support a Premier Education.

For the 2014-2015 school year, the Board of Education commits to:

- Personalized Learning – As the district expands its Personalized Learning capacity, priority budget decisions will be made to fund 10.0 FTEs of additional licensed media specialists to specifically identified school sites to provide additional student support at those sites. Existing FTEs of Educational Assistant staffing in school libraries will be maintained but not necessarily in the schools where they exist today.

- Student Health and Wellness – We agree that additional health personnel would benefit student learning. The district will add 7.0 FTEs of Licensed School Nurses, as well as 10.0 additional Elementary School Counselors, and 5.0 FTEs of School Social Workers.
- Each elementary student will have access to instruction from a licensed performance or visual art and a physical education teacher. Each secondary student will have access to instruction by licensed art, music and physical education teachers during the school day.

For the 2015-2016 school year, the Board of Education commits to:

- Add 5.0 additional Licensed Media Specialist FTEs
- Add 5.0 additional Elementary School Counselor FTEs



**Saint Paul**  
**PUBLIC SCHOOLS**

**A World of Opportunities**

**Facilities Department**

Custodial Services • Energy & Waste Management • Environmental Health & Safety  
Furniture & Moves • Grounds • Maintenance • Facility Planning


1930 Como Avenue  
Saint Paul, MN 55108-2778

Telephone: (651) 744-1800 • Fax: (651) 290-8362 • [www.facilities.spps.org](http://www.facilities.spps.org)

**MEMORANDUM**

**DATE:** March 7, 2014

**TO:** Jean Ronnel  
Chief Operations Officer

**FROM:**  Sara Guyette, AIA, EFP, LEED AP  
Director of Facilities

**SUBJECT:** Project Labor Agreements

As per the Board of Education direction, please find attached responses received from the Solicitation of Comments on the potential use of a Project Labor Agreement (PLA) for construction projects over \$250,000 in estimated costs. Responses received are summarized below.

Please ensure that this is on the March 18, 2014 Board of Education agenda for action.

School Name	Description	Associated Builders & Contractors	Associated GC of MN	National Assoc of Mln Cont	Saint Paul Build +Trades Council	Admin
Como Park Sr	Athletic Track Replacement	No	NR	NR	No	No
Washington Tech	Partial Roof Replacement	No	NR	NR	Yes	No
Nokomis - South	Partial Roof Replacement	No	NR	NR	Yes	No
Wheelock Early Education	Roof Replacement	No	NR	NR	No	No
Various	2014 Fire Alarm System Replacements	No	NR	NR	No	No
Murray Middle School	Pool Area Renovations	No	NR	NR	Yes	Yes

NR = no response

Please advise if you have any questions.

**cc:** Jeff Lalla, Tom Parent, Marilyn Polsfuss

March 14, 2014

Dear Minnesota State Senator:

As members of the Saint Paul School Board we urge you to support the increase in minimum wage bill as put forth by the MN House. As board members of the most diverse school district in the state and with over 25,000 students that qualify for free and reduced lunch, we feel compelled to address this vital issue. We realize we are not legislators, but feel it is our charge to do whatever we can to help reduce learning gaps.

Minnesota can help lower the unacceptable gaps that exist by increasing economic stability for more Minnesota families. A 2011 Brookings Institute Study states in its conclusion that, *"Our analysis suggests that boosting family income and maternal education will affect the school readiness of young children."* A 2011 Stanford study suggests that more support for low income families is needed to help close learning gaps that exist among our children. In August 2013 the Star Tribune reported in the past year that there is a strong link between

household income, particularly during a child's preschool years, and children's academic performance. As little as \$1,000 more in annual income made a small but statistically significant improvement in children's school scores according to its editorial. The evidence is clear.

We have the opportunity to make a difference in the lives of children. Please stand with us and support the increase in the minimum wage (indexed to inflation) to help stabilize families' income and to improve learning readiness for students.


Louise Seeba,   
Director, Saint Paul Board of Education

Mary Doran,   
Chair, Saint Paul Board of Education

Keith Hardy,   
Vice Chair, Saint Paul Board of Education

John Brodrick,   
Clerk, Saint Paul Board of Education



Anne Carroll   
Treasurer, Saint Paul Board of Education

Jean O'Connell   
Director, Saint Paul Board of Education

Chue Vue   
Director, Saint Paul Board of Education

**Board of Education Meetings**

(Regular meetings at 5:30 unless otherwise noted

Closed meetings are all at 4:00 p.m. unless otherwise noted and are in regard to updates on labor negotiations)

- April 15
- May 20
- June 10 – Special (Non-Renewals) – 4:30 p.m.
- June 24
- July 15
- August 19
- September 23
- October 4
- November 18
- December 9 – Closed (Superintendent Evaluation)
- December 16

**Committee of the Board Meetings**

(4:30 unless otherwise noted)

- April 8
- May 6
- June 10 – 5:00 p.m.
- July 15
- September 9
- October 7
- October 28
- December 2