



Saint Paul Public Schools

Regular Meeting

Tuesday, September 17, 2013 5:30 PM

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

BOARD OF EDUCATION



Jean O'Connell
Chair



Mary Doran
Vice Chair



Louise Seeba
Clerk



Keith Hardy
Treasurer



John Brodrick
Director



Anne Carroll
Director



Elona Street-Stewart
Director



ADMINISTRATION
Valeria S. Silva
Superintendent

BOARD OF EDUCATION COMMITTEES

Committee of the Board – Elona Street-Stewart, Chair

SPPS VISION STATEMENT

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

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

Long-Range Goals Adopted by the Board:

HIGH ACHIEVEMENT

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

MEANINGFUL CONNECTIONS

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

RESPECTFUL ENVIRONMENT

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

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

September 17, 2013
5:30 PM

A G E N D A

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. PUBLIC COMMENT** (Time Certain 5:30 p.m.)
- IV. APPROVAL OF THE ORDER OF THE AGENDA**
 - A. Order of the Consent Agenda
 - B. Order of the Main Agenda
- V. APPROVAL OF THE MINUTES**
 - A. Minutes of the Regular Meeting of the Board of Education of August 20, 2013 6
- VI. COMMITTEE REPORTS**
 - A. Committee of the Board Meeting of September 10, 2013 19
- VII. RECOGNITIONS** (Time Certain 6:30 p.m.)
 - A. Acknowledgement of Good Work Provided by Outstanding District Employees and Departments 26
- VIII. SUPERINTENDENT'S REPORT**
 - A. SSSC Year-End Review 27
 - B. SSSC Monitoring: Achievement & Equity VisionCard (Part I) 40
 - C. Human Resource Transactions 52
- IX. CONSENT AGENDA**

The Consent Agenda Items below fall under one or more of the following Strategic Plan Goals: 1) Achievement, 2) Alignment and 3) Sustainability.

 - A. Gifts - None
 - B. Grants - None
 - C. Contracts
 - 1. Consulting Services Contract Between Neighborhood House and Saint Paul 68

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

August 20, 2013

I. CALL TO ORDER

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

II. ROLL CALL

PRESENT: Mr. Brodrick, Ms. Street-Stewart, Ms. Carroll, Ms. Doran, Mr. Hardy, Ms. O'Connell, Superintendent Silva, Mr. Lalla, General Counsel, Ms. Polsfuss, Assistant Clerk

Ms. Seeba arrived at 5:33 p.m.

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

- Greg Copeland – Racial Equity Policy & Training and Spending Priorities
- Bob Zick – Public Comment Process, Class Size & Testing

IV. APPROVAL OF THE ORDER OF THE AGENDA

A. Order of the Consent Agenda

MOTION: Ms. Street-Stewart moved approval of the Order of the Consent Agenda with the exception of Items B4 - Request for Permission to Submit a Grant Application to the Minnesota Department of Human Services, B5 - Request for Permission to Submit Application to the National Endowment for the Arts ArtWorks Program for Funding to Create Art Tech, a Program for Alternative Learning Center High Schools, E4 - Approval to Purchase Materials from Scholastic, Inc. for System 44 Next Generation Upgrade and F1 - Bid No. A-156632-K Pupil Transportation for the 2013-2014 School Year all of which were pulled for separate consideration. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes

B. Order of the Main Agenda

MOTION: Ms. Seeba moved approval of the Order of the Main Agenda as published. Motion seconded by Ms. Carroll.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes

V. APPROVAL OF THE MINUTES**A. Minutes of the Regular Meeting of the Board of Education of July 16, 2013**

MOTION: **Ms. Seeba moved approval of the Minutes of the Regular Meeting of the Board of Education of July 16, 2013. Motion seconded by Ms. Doran.**

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	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 Meetings of July 16, 2013**

This meeting was called for further discussion and final review of Policy 101.00 -- Racial Equity. The recommended motions from this meeting were enacted at the July 16 Board of Education Meeting and the policy was adopted.

The date for the April 2014 Board meeting was established as the 15th. The Committee of the Board meeting originally scheduled for February 4, 2014 was rescheduled to February 11.

B. Committee of the Board Meetings of July 30, 2013

The meeting provided the Board with an Update and Preview for the SPPS FY 14 Levy. Various changes in legislation and their impact were reviewed.

Various questions on upcoming policy review/processes were addressed.

During the work session the new Public Comment process was again discussed and Board travel plans reviewed.

MOTION: **Ms. Doran moved the Board of Education accept the report on the Committee of the Board meetings of July 16 and 30 and approved the minutes as published. Mr. Hardy seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes

VII. RECOGNITIONS**BF 29453****Recognition of New School Leaders**

New leaders in the district were recognized and congratulated by the Board and Superintendent..

VIII. SUPERINTENDENT'S REPORT

A. Report on School Readiness

The Interim Chief Operational Officer provided a report on readiness for the first day of school in the following areas:

1. **Facilities Department**

The department is responsible for the District's 7.3 million square feet of building space and 500 acres of grounds. It includes the sub-departments of: Building Maintenance, Distribution and Moves, Energy & Utilities, Environmental Health & Safety, Facility Planning, Furniture, Grounds Services, Property Management, Waste Management and Custodial Services.

- **Summer Construction (Summary)**

There were 55 active construction projects valued from \$5,000 to \$5 million at 37 different schools. Four facilities were recommissioned and renovated – Ames (now LNFI Upper Campus), Prosperity Heights (now LNFI Lower Campus), Sheridan (now Nokomis South) and Roosevelt (now Riverview). The Parkway building had a major renovation to convert from elementary to middle school and an addition was made to Johnson High School.

A chart of dates for substantial completion (when the majority of the work is complete and only minor work remains, the District takes back ownership of areas and warranty periods begin) was provided. A chart showing the status of the recommissions listing their status as to construction, academic materials, furniture, cleaning and other minor items was also provided.

Highlights of the Johnson addition of the “Fab Lab” and the flight simulator lab were provided along with photos from the other sites

- **Student Furniture**

A high volume of student furniture was ordered (5,100 new student chairs/stools/soft seating). Delivery has been occurring all summer with the last delivery expected on August 30. The District Carpenter Shop has been assembling the furniture and four temporary carpenters are on staff from August 12 through September 1 to assist in the work.

- **Moves and relocations were planned and made in coordination with CIPD.** Sixth grade materials were relocated from elementary to middle schools. Community based PSD was moved from 1780 W. 7th to the Journeys Building, 16 Special Education Programs/Room locations were relocated and 345 Plato was rearranged to accommodate 20 additional staff. This summer involved moving 35,000+ items building-to-building. 20,000 boxes provided for sites to pack and 4.0 FTE distribution workers were added this summer to assist with move volume.

In summary there are larger, more involved construction projects and a higher volume of relocation and moves occurring this summer than in the recent past. The Facilities Department has methodically planned and executed all of the work. SPPS is, however, highly dependent on mother nature and contractors for fulfilling contractual obligations. There will be a squeeze with furniture and cleaning at some buildings that will come down to the last hour on Labor Day but district facilities will be cleaned, prepped and ready to receive students on September 3.

2. **Workforce Management Overview**

This hiring season (April, 2013 – August 19, 2013) SPPS hired 244 licensed staff, 18 para professionals and 10 support staff. The hiring process is on track.

Classroom positions are an immediate priority as there are a number of vacancies still to be filled. Some para-professional/support position vacancies also remain to be filled. In this case there remain EAs who are on layoff status who are being recalled to vacancies that they are qualified for.

All classrooms will be covered with a licensed staff to begin the school year. Long-term subs will be found for unfilled positions (utilizing the current sub pool (fully licensed), recruiting for additional subs with the names being forwarded to principals. HR Coordinators will continue to screen and route candidates to schools on a daily basis. Positions are posted on multiple sites, state-wide and nationally.

3. Information Technology

560 new computers have been set up in schools, Infinite Campus has been upgraded along with performance improving upgrades to internet bandwidth and hardware including 1,749 wireless access points and 1,257 network switches. More applications have been moved to universal sign-on.

4. Nutrition Services

Five new school cafeterias are being made ready and will be fully staffed. Free and Reduced applications were mailed in early August. Student Placement is assisting new families with this application. Online applications are gaining momentum. The new interactive app for Nutrition Services is available at ns.spps.org. There will be a Nutrition Services booth at all open houses.

5. Security & Emergency Management (SEM)

SEM will participate in Camp 67. 6th and 7th graders will receive an introduction to their middle school environment along with a "social skills" introduction to behavior and relationships. SEM will be fully staffed by start of school.

6. Transportation

Contractors will receive their routes on August 21. Postcards are printed for mailing to students with their route information. Drivers have begun to practice their routes. Safety materials and school patrol information is being delivered to sites. On the first day of school 1,684 a.m and p.m. bus routes will transport an estimated 31,375 students to and from school.

On Tuesday, September 3 at 7:30 a.m.:

- Facilities will have buildings cleaned and ready for students
- HR will have classrooms staffed
- IT will have network prepped
- Nutrition Services will have the food ready
- SEM will have security staff in buildings and on the street
- Transportation will have the buses rolling
- Teachers, principals and other staff will greet the students
- SPPS will be off to another great year.

QUESTIONS/DISCUSSION:

- The Board requested further information on Camp 67 be provided to them.
- When will parents be notified of transportation and the program agenda? Response: Camp 67 is designed as a middle school transition activity. Postcards will go out on August 21 along with information from the schools.
- It was noted Facilities had kept the old Roosevelt sign in the gym to maintain the history of the building.
- Will other buildings be keyless entry at some point? Response: Yes, eventually all buildings will be phased in. The Security Upgrade Project will provide card entry system access to all schools by year end.
- Are there any public tours scheduled for these newly renovated schools? Response: Official open houses have been scheduled and the community has been invited. The

other buildings will also have open houses and the community may attend. Ribbon cutting ceremonies are being scheduled for the newly renovated buildings and more information will be provided at a later date.

- Facilities was complimented on the great work being done in the buildings..
- It was stated there was “cooling” in the Riverview building – is that air conditioning? Response: Yes.
- The Johnson renovation, is something special being planned for that articulation of the aerospace program? Response: Administration will provide information at a later date..
- School websites, will there be a consistent way to capture information so families get to the right schools since so many building changes and renamings have occurred? And, will they be provided with information on where the entrance is at each school site? Response: All websites will be standardized and have all information parents typically want, with timely updates. Staff will add entrances and names which include “formerly called”.
- It was noted that Google has incorrect site names on their web maps. A Board member suggested administration submit a formal request for correction be made.
- The Board asked administration to make sure they recognized the work done (particularly on the East Side).

B. Highlighting Pre-Kindergarten

The Supervisor of the Office of Early Learning (OEL) stated they were now in the process of moving the Pre-K model into Kindergarten in 20 schools utilizing it to align Pre-K and K and ease the transition of the Pre-K students into Kindergarten.

She went on to state she would provide an overview of the components and focus of the work of the Office of Early Learning. SPPS as a district has been committed to early learning for decades. In 2005 McKnight awarded the first grant to SPPS for Project Early K and has continued its support over time. In 1008 Project Early K was consolidated to form the pre-Kindergarten Program and in 2011 alignment of the curriculum from Pre-K to 3 was begun.

Pre-K enrollment in 2012-13 was 1,094 students in 30 half-day classrooms. There were approximately 747 on the waiting list for the program. Priorities established for acceptance into the program are Special Education needs, eligibility for free and reduced lunch and being an English language learner. The race/ethnicity of Pre-K students stood at 35% Asian American, 30% African American, 17% Caucasian, 16% Hispanic and 2% American Indian.

Enrollment for FY 14 shows an increase of 26% to 1,380 students in 39 classrooms (7 full day and 32 half-day) with nearly 600 on the waiting list. Priority continues to be given to Special Education students, those on free/reduced lunch and ELL. Additional funding found for FY 14 is coming from grants, referendum dollars and state scholarships.

SPPS has many partners working along with it to improve early learning in St. Paul. These include, among others, the McKnight Foundation, the Human Capital Research Collaborative (HCRC), Think Small Leaders in Early Learning, Promise Neighborhood, Blast Off to Kindergarten (in conjunction with St. Paul Public Libraries and the Minnesota Children's Museum), United Way of Twin Cities, Minnesota Reading Corps and Target. SPPS is a pilot site for Parent Aware and part of the evaluation (all SPPS sites earned four-star [highest] ratings).

The Project Early K Program has shown participants gain significant academic advantages in vocabulary, reading and writing. A comparison of the first three cohorts of Project Early K participants' kindergarten academic test scores showed those participating in the SPPS programs had significantly better results on the average scores of each group in terms of age-based norms than those in non-SPPS Pre-K. Additionally, data shows significant gains for all groups from the first test of the year to the last test of the year. The gap was not closed but was significantly reduced.

Wilder Research outcomes show positive results with significant academic advantages in vocabulary, early reading and writing scores along with enhanced social skills. However, they also found the gains from PEK faded over time and by third grade, PEK students performed slightly better than their classmates according to MCA-II results.

As a result, the Office of Early Learning is looking at ways to sustain the gains through additional professional development, establishment of a Kindergarten Task Force, creating a “wrap-around” curriculum and integrating schedules and providing more contact with parents in providing support for their students.

The PreK-3 alignment is being approached with the assistance of two major grants. First the Midwest expansion of the Child-Parent Center Education Program (I3 Grant) which focuses on comprehensive supports for children and families providing wrap-around services. The Child-Parent Centers were initially implemented in Chicago in 1967. It is a center-based early intervention that provides comprehensive educational and family support services to economically disadvantaged children from preschool to early elementary school. The program is designed to serve families in high-poverty neighborhoods. Its goals are to promote school readiness, increase parent involvement, ensure early school success and enhance long-term achievement (graduation, career success, well-being). This effort will be focused in several SPPS schools (American Indian, Bruce Vento, Jackson, Obama and Phalen Lake) as well as the Bethel King Foundation Child Development Center.

The second project is the McKnight Education and Learning PreK-3 Literacy Project. This focuses on instructional practices and provides literacy support for teachers. It is being implemented at the St. Paul Music Academy and Wellstone.

Early Learning faces the challenge of larger demand than resources can address. Some relief was provided through State “Race to the Top” funding. The OEL has been able to increase access for nearly 500 additional children, it working to provide a seamless transition to Kindergarten for more children and families and to increase the alignment between early learning programs city-wide.

OEL has provided school readiness sessions three to four times per month for 4-year-olds and their parents (a Pre-K and ECFE collaboration). Special events are being held monthly for 4-year-olds and their parents and childcare teachers or providers of participating families are invited to attend as well. All events are focused on transition to Kindergarten.

SPPS provided its first four week summer school for children entering Kindergarten this fall. It focused on children not previously in a preschool setting and those who would benefit from additional time in school. The focus was on the rituals and routines of kindergarten.

St. Paul has a strong Early Childhood Network (ECN) base working toward the same ends. There is a networking of groups to support continuity and alignment across early childhood care and education programs. ECN participants may include: childcare center directors and teachers, family childcare home providers, family, friend and neighbor caregivers, Head Start directors and teachers, other early care and education programs serving 4-year-olds and their families along with elementary school principals and teachers. Efforts are directed at increasing access to involve more students and align learning across the city.

QUESTIONS/DISCUSSION:

- So Pre-K has established the priorities of special ed, ELL or Free/reduced lunch, do all sites have these? Response: There are four sites that do not have enrollment priorities. However, 85% of the students served fall within those enrollment priorities.
- How far away is SPPS from having universal Pre-K options for every child in St. Paul regardless of income? Response: SPPS is constantly looking for ways to expand Pre-K and Kindergarten programs so every student who wants or needs PreK services will have access to them. There are also other partners providing services to these students as well so SPPS needs to be aware of the other options families exercise and have access to. Many services for children under 5 are interconnected and that is consistently

monitored. SPPS does have some physical limitations that will come into play (space, resources, etc.). Staff is looking for new and different options. Staff noted that State money provides only 9% of the funding needed to meet Pre-K needs across the State.

- It was noted it is all about getting kids off to the right start with resources used in collaborative arrangements for Pre-K through 3, SPPS has been influential in leveraging assets.
- You are now providing continuing support and working to make sure learning loss does not happen. With the new technology platform will there be a way to make sure the early learning promise shown by a child is “marked” so teachers can access it at a later time when the child may not maintain those gains? Response: Administration is looking at what potentialities the Tech Platform may offer and the option to do this may exist but all of this needs to be explored further taking into consideration privacy laws, etc. But the answer is yes, we may be able to have a longitudinal view of students in the future..
- It was noted that the State has made a commitment to Pre-K – 3 and that SPPS is ahead of the curve in the tight integration of these areas and is helping move the work statewide.
- So there are 600 kids on the waiting list – do they all meet the priority criteria? Response: No, 220 met the income priority and we do not have numbers on other criteria. The new State scholarships are awarded recognizing only income.
- The request was made to keep the Board informed on how SPPS is reducing the waiting list for kids meeting its criteria.
- Summer School for Pre-K, please describe it a little more. Response: The program was based on the first six weeks of Kindergarten curriculum focusing on routines experienced in Kindergarten and on handwriting. It is directed at taking away the “mystic” of entering school.
- The Board offered its compliments to the Early Learning staff for their work. State funding is over and above what has already been done by SPPS from referendum funding. Concern was expressed about whether SPPS is doing everything it can to leverage grants to meet PreK-3 needs.

A. Human Resource Transactions

MOTION: Ms. Carroll moved that the Board approve the Human Resource Transactions for the period July 1, 2013 through July 31, 2013 as published. Ms. Street-Stewart seconded the motion.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes

IX. **CONSENT AGENDA**

MOTION: Ms. Carroll moved approval of all Consent Agenda Items with the exception of Items B4 - Request for Permission to Submit a Grant Application to the Minnesota Department of Human Services, B5 - Request for Permission to Submit Application to the National Endowment for the Arts ArtWorks Program for Funding to Create Art Tech, a Program for Alternative Learning Center High Schools, E4 - Approval to Purchase Materials from Scholastic, Inc. for System 44 Next Generation Upgrade and F1 - Bid No. A-156632-K Pupil Transportation for the 2013-2014 School Year all of which were pulled for separate consideration. Ms. Doran seconded the motion.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes

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

A. Gifts

BF 29454 Acceptance of Donation from the Shakopee Mdewakanton Sioux Community

That the Board of Education authorizes the Superintendent (designee) to accept this donation of \$12,000.00 from the Shakopee Mdewakanton Sioux Community and to distribute the funds according to the contract.

BF 29455 Gift Acceptance from Twin Cities Wrestling Club to Washington Technology Magnet

That the Board of Education authorize the Superintendent (designee) to allow Washington Technology Magnet Secondary School to accept this gift from Twin Cities Wrestling Club. The T\$10,000 will be deposited in the Athletic fund: 19-252-292-000-XXXX-0000.

B. Grants

BF 29456 Request for Permission to Submit a Grant Application to the Blue Cross and Blue Shield of Minnesota Foundation

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Blue Cross and Blue Shield of Minnesota Foundation for funds to focus on students with unmet health needs; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 29457 Request for Permission to Submit Application to the Bush Foundation's Community Innovation Grant Program for Funding to Help Create a Trauma-Informed Environment at John A. Johnson Achievement Plus Elementary School

That the Board of Education authorize the Superintendent (designee) to submit a request to the Bush Foundation's Community Innovation Grant program for funds to reshape the environment of John A. Johnson Achievement Plus Elementary, using research on adverse childhood experiences and trauma-responsive approaches; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 29458 Request for Permission to Submit a Grant Application to the Minnesota Department of Education, Intervention for College Attendance Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education to increase college readiness for 60 American Indian students, to accept funds, if awarded; and to implement the project as specified in the award documents.

C. Contracts

BF 29459 Request for Permission for Saint Paul Public Schools Adult Basic Education Program to Enter into a Contract with Goodwill/Easter Seals Minnesota

That the Board of Education authorize the Superintendent (designee) to enter into a contract with the Goodwill/Easter Seals Minnesota to provide ABE instructional and support services to adult learners participating in the Medical Office Programs.

D. Agreements

BF 29460 Authorization for Sixth Amendment to Lease Agreement for District Bus Garage at 533 Randolph Avenue

The Board of Education authorize execution by the Superintendent of the Sixth Amendment to Lease for lease of property at 533 Randolph Avenue for the district bus garage on a one (1) year, month-to-month basis beginning July 1, 2013. Rent will be \$5,267.07 plus 2013 estimated monthly operating expenses of \$2,915.00 for a monthly total of \$8,182.07 and subject to other terms and conditions of said agreement.

BF 29461 Request Permission to Enter into Joint Powers Agreements with Minnesota Office of Higher Education

That the Board of Education authorize the Superintendent (designee) to enter into Joint Powers Agreements with the Minnesota Office of Higher Education to provide services and funding for the Get Ready/GEAR UP program as specified in the agreements.

E. Administrative Items

BF 29462 Approval of Employment Agreement Extensions for the Assistant Director, Employee and Labor Relations and the Assistant Manager, Negotiations/ Employee Relations

That the Board of Education approve the extension of the employment agreements with the Assistant Director, Employee and Labor Relations and Assistant Manager, Negotiations/ Employee Relations effective August 20, 2013.

BF 29463 Approval of Memorandum of Agreement with Twin City Glaziers, Architectural Metals and Glass Workers, Local 1324, to Establish Terms and Conditions of Employment for 2013-2014

That the Board of Education of Independent School District No. 625 approve and adopt the Memorandum of Agreement concerning the terms and conditions of employment of those employees in this school district for whom Twin City Glaziers, Architectural Metals and Glass Workers, Local 1324, is the exclusive representative; duration of said agreement is for the period of June 1, 2013 through May 31, 2014.

BF 29464 Monthly Operating Authority

That the Board of Education approve and ratify the following checks and wire transfers for the period June 1, 2013 – June 30, 2013.

General Account	#600001-600638	\$45,511,017.99
	#0000001-0000177	
	#7000207-7000216	
	#0000001-0000019	
Debt Service	-0-	\$1,377,000.00
Construction	-0-	<u>\$315,617.29</u>
		\$47,203,635.28

Included in the above disbursements are payrolls in the amount of \$26,956,744.98 and overtime of \$144,088.73 or 0.53% of payroll.

Collateral Changes None

That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending November 26, 2013.

F. Bids

BF 29465 RATIFICATION of Bid No. A-200262-K Bus Loading Area Improvements at Rondo Education Center

That the Board of Education to ratify an award of Bid No. A-200262-K, additional sidewalks for the bus loading area improvements at Rondo Education Center to Urban Company for the lump sum base bid plus alternate no. 1 of \$125,500.00.

BF 29466 Bid # A200284-E - Petite Bananas

That the Board of Education authorize award of bid No. A200284-E for furnishing and delivery of Petite Bananas during the period of September 1, 2013 through June 31, 2014, to the lowest conforming bidder, Russ Davis Wholesale in the amount of \$186,450.00.

BF 29467 Bid No. A200511-K, 1780 West 7th Street SEED Program Relocation
That the Board of Education to authorize an award of Bid No. A200511-K for the SEED program relocation to 1780 West 7th Street to Schreiber Mullaney Construction for the lump sum base bid plus alternate no. 1 of \$173,700.00.

G. Change Orders

BF 29468 Change Order on the HVAC Modifications at the Roosevelt Building for the Riverview Program

That the Board of Education authorize the Superintendent or designee to sign Change Order #5 for HVAC Modifications at Riverview Elementary at the Roosevelt building for the lump sum of \$273,685.00.

CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 29469 Request for Permission to Submit a Grant Application to the Minnesota Department of Human Services

BF 29470 Request for Permission to Submit Application to the National Endowment for the Arts ArtWorks Program for Funding to Create Art Tech, a Program for Alternative Learning Center High Schools

Director Hardy indicated he had pulled these two items as he was excited to see SPPS approaching partnerships to increase mental health services for students in the schools and most particularly the Alternative Learning High Schools.

QUESTIONS/DISCUSSION:

- The comment was made that culturally relevant services to ethnic groups still need to increase. Response: Administration indicated they can/are leveraging grants to grow the services to meet the needs.
- Administration was asked to report back to the Board on the work being done under these two grants..
- Administration indicated the principals are appreciative of the work being done to raise students up and address, through these services, the challenges some of them face.

MOTION: Mr. Hardy moved, seconded by Mr. Brodrick That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Human Services – Mental Health Division for funds to increase availability of mental health services for children from ethnic and cultural minorities, to accept funds, if awarded; and to implement the project as specified in the award documents.

And, that the Board of Education authorize the Superintendent (designee) to submit a request to the NEA's ArtWorks program for funds to create a media arts program for Alternative Learning Center high schools, with goals of building confidence and skills and improving graduation rates; to accept funds, if awarded; and to implement the project as specified in the award documents.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes

BF 29471

Approval to Purchase Materials from Scholastic, Inc. for System 44 Next Generation Upgrade

Director Hardy asked for an update on what the benefits of this curriculum have been for special ed students? Response: The Assistant Superintendent for Special Services stated System 44 is designed for kids reading below third grade level. It is used in middle schools allowing them to work on reading deficits for selected students. The materials engage the students culturally and through technology, again targeting those reading below third grade level in a way that makes sense to a middle school student or a high school student. The materials are age appropriate and engage students in learning how to read through intensive intervention every day. This items is an upgrade incorporating writing and aligns better with the SPPS curriculum model. Students who measure proficient in this program are then moved on to the Edge program or Read 180. All students are monitored and gains are being seen.

QUESTIONS/DISCUSSION:

- How many students are involved? Response: 150.

MOTION: Mr. Hardy moved the Board of Education enter into a contract with Scholastic Inc. to provide reading and writing instructional materials for special education students for the 2013-2014 school year paid from the 2013-14 adopted budget for Special Education in the General Fund (01-005-408-7406305-0000) and LEAP school budget budget (01-723-211-303-6820-0000). The motion was seconded by Ms. Carroll.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes

BF 29472

Bid No. A-156632-K Pupil Transportation for the 2013-2014 School Year

Director Hardy asked, as the District moves into fall with the revised transportation schedules but no huge savings, is SPPS moving in the direction of seeing more transportation savings next year? Response: The SSSC was not put in place just to save money but to provide what is best for students -- schools closer to home and equity across the board. This year is the first year of full implementation of the SSSC Plan and the District has moved to a one-half mile transport model for all elementary students. The extra one-half mile costs additional money, however the District will not know the full picture until the routes have actually been implemented. As to next year, routes may change, more tiers may be viable. Also there are the additional hub routes for after school programming which is a service not provided before. Administration will have a better picture in six months.

The Superintendent also noted SPPS is working on developing different techniques to reduce negative bus behaviors and maximize preventive and intervention measures.

QUESTIONS/DISCUSSION:

- A Board member indicated how pleased she was to see the local Hmong American Partnership (HAP) providing routes to SPPS. Response: Staff indicated they are also excited to have HAP as a partner noting the manager was a former school principal. Staff stated HAP had subcontracted routes over the summer with no issues and that they have been providing charter school transport for a number of years.
- A board member noted this is another way of applying the racial equity lens in the district.

MOTION: Ms. Carroll moved the Board of Education authorize the Superintendent (designee) to award basic routes to the indicated low available bidders conforming to the Specifications for Bid and accept the rates for Additional Service, Hourly Rate Service, and Field

Trip Service as bid with the utilization to be made based upon the availability of equipment. Ms. Doran seconded the motion.

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes

X. OLD BUSINESS - None

XI. NEW BUSINESS

BF 29473 Temporary closing of 271 Belvidere Street Building, Former Location of Riverview West Side School of Excellence

Administration indicated they were requesting the building closure as the District will not have compulsory attendance students in the building on the first day of school. Administration will continue to explore options related to early learning and once a decision is made for programming at the site a formal hearing on use of site will need to be scheduled. It was stated the site is ideally suited for early childhood education programming.

MOTION: **Ms. Doran moved the Board of Education accept the recommendation to temporarily close 271 Belvidere Street building, former location of Riverview West Side School of Excellence, for up to three years effective August 21, 2013. The motion was seconded by Ms. Seeba.**

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	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

1. Mr. Hardy asked for an update on discipline issues on buses; what are the processes and procedures involved in bus discipline incidents?
2. Ms. Seeba asked for information on food allergies procedures and policies and whether she had all the information necessary.
3. Ms. Seeba asked for a conversation about advance placement in each zone, IB in each zone and the choice of high schools. How does administration plan to follow up to make sure SSSC works and be sure seats are there for students who are doing the programs? Is SPPS ensuring consistency in classes across the board so kids can articulate appropriately? Are they monitoring so the system is not "played."

The Chair indicated the Executive Team would discuss these and schedule them appropriately.

B. Items for Future Agendas -- None

C. Board of Education Reports/Communications

1. The Board was reminded of the Summer Graduation scheduled for August 24. 109 students are scheduled to walk.

XIII. FUTURE MEETING SCHEDULE

A. Board of Education Meetings (5:45 unless otherwise noted)

- September 10 Closed Meeting at 4:00 p.m.
- September 17 Closed Meeting at 4:30 p.m.
- September 17 .
- October 1 Closed Meeting at 4:00 p.m.
- October 15 Closed Meeting at 4:30 p.m.
- October 15
- October 29 Closed Meeting at 4:00 p.m.
- November 12 Closed Meeting at 4:30 p.m.
- November 12 .
- December 3 Closed Meeting at 4:00 p.m.
- December 17 Closed Meeting at 4:30 p.m.
- December 17
- January 7 ANNUAL MEETING (Board Members take office) Time TBD
- January 21

NOTE: All Closed Meetings scheduled above are in regard to updates on labor negotiations

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

- September 10
- October 1
- October 22
- December 3
- January 14

XIV. ADJOURNMENT

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

The motion was approved with the following roll call vote:

Mr. Brodrick	Yes
Ms. Street-Stewart	Yes
Ms. Carroll	Yes
Ms Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes

The meeting adjourned at 8:01 p.m.

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

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

**MEETING MINUTES
COMMITTEE OF THE BOARD MEETING
September 10, 2013**

PRESENT: Board of Education: Mary Doran, Jean O'Connell, Anne Carroll, Louise Seeba, Elona Street-Stewart, Keith Hardy, John Brodrick

Staff: Superintendent Silva, Jean Ronnei, Darlene Fry, Joe Munnich, Ryan Vernosh, Christine Osorio, Sharon Freeman, Andrew Collins, Theresa Battle, Steve Unowsky, Jackie Statum-Allen, Marsha Baisch, Mary Gilbert, Kathy Brown, Matt Mohs, Michelle Walker, Julie Schultz-Brown, Alejandra Bosch, Marie Schrul, Jaber Alsiddiqui, Michelle Bierman

Other: Tony Lonetree, Mary Turck (Daily Planet)

I. CALL TO ORDER

The meeting was called to order at 5:06 p.m.

II. AGENDA

A. Final 2012-13 Budget Revisions

The revision on Fully Financed reflects the latest changes in revenue and expenditure for both General and Community Service Fully Financed Funds. The General Fully Financed increase is \$2,716,779 and Community Service Fully Financed is a decrease of (\$78,763).

The final FY 13 Budget revision (all funds, revenue changes and expenditure changes) are outlined below.

	<u>Adopted Budget</u>	<u>Previous Revision</u>	<u>Final Revision</u>	<u>Revised Budget</u>
<u>Revenue</u>				
General Fund	\$483,711.915	\$0	\$0	\$483,711,915
General Fully Financed	45,784,402	15,400,890	2,716,779	63,902,071
Food Service	24,897,500	0	0	24,897,500
Community Serv.	20,021,404	0	0	20,021,404
Community Serv. Fully Financed	2,924,314	2,944,447	(78,763)	5,789,998
Building Construction	26,100,000	0	0	26,100,000
Debt Service	43,431,000	0	0	43,431,000
Total Revenue	\$646,870,535	\$18,345,337	\$2,638,016	\$667,853,888
<u>Expenditures</u>				
General Fund	\$490,611,915	\$19,545,678	\$0	\$510,157,593
General Fully Financed	45,784,402	15,400,890	2,716,779	63,902,071
Food Service	24,897,500	0	0	24,897,500
Community Serv.	20,708,254	0	0	20,708,254
Community Serv. Fully Financed	2,924,314	2,944,447	(78,763)	5,789,998
Building Construction	29,000,000	0	0	29,000,000
Debt Service	41,850,000	0	0	41,850,000
Total Expenditures	\$655,776,385	\$37,891,015	\$2,638,016	\$696,305,416

MOTION: Ms. O'Connell moved the Committee of the Board recommend the Board of Education approve the final revised budget for Fiscal Year 2012-2013 as presented. Ms. Carroll seconded the motion.

Motion passed.

B. Review/Update on Preliminary Pay 14 Property Tax Levy

Staff stated this has been a challenging year as changes in legislation have made it difficult to get correct numbers from the Minnesota Department of Education (MDE). They also stated the focus of these recommendations is on the long-term debt of the district. The planning assumptions and all figures in the report were based on Administration's best estimates, using the statutory authorized amounts. MDE continues to make adjustments to the SPSS numbers and if final numbers are not available by September 17, a special Board meeting may be necessary.

They then went on to describe the levy process which begins with MDE providing first calculations of district levy (September 9); this calculation is subject to change. The Board must set the maximum levy ceiling by September 30 after which the final levy may not go up, only down. On September 30, there is a JPTAC meeting scheduled to adopt the joint levy (City, County and School District). A public hearing on the levy is scheduled for December 3. The final Pay 14 levy approval will happen at the December 17 Board meeting.

The Proposed Pay 14 Levy Ceiling is as follows:

	Certified Pay 13	Proposed Ceiling Pay 14 Levy	Difference	% Change
General Fund Levy	\$86,417,736	\$91,282,982	\$4,865,246	5.6%
Community Ed Levy	3,449,244	3,446,152	(3,092)	(.1%)
Debt Service Levy	43,852,360	40,327,399	(3,524,961)	(8.0%)
TOTAL ALL LEVIES	\$133,719,340	\$135,056,533	\$1,337,193	1.0%

Factors impacting the levy this year include:

- Referendum and the Location Equity Index (LEI)
- The new Gen Ed Levy (student achievement levy that changes student calculation formula)
- Pension contributions (required by law)
- OPEB
- Debt service
- New integration formula
- Career and technical education changes
- Other adjustments made by the state (MDE)
- Introduction of "Pay Go" for alternative facilities financing

Alternative facilities financing allows the District to (1) sell bonds or (2) "pay as you go" under the alternative facilities program. The transition to "pay go" saves taxpayers by eliminating both the legal and issuance costs of selling bonds, interest payments over the life of the bonds and arbitrage charges. This results in reducing the debt service levy for alternative facilities in future years and reduces the total district debt amount in future years.

The figures presented do not include the transition of \$300 from voter approved to board approved levy. This does not affect equalization and has no impact on taxpayers. This is tax neutral and is calculated in the same manner as it has always been.

Staff then presented a chart projecting property tax impact assuming a 1% ceiling. The figures presented were all from Ramsey County who is responsible for calculating final property taxes.

The following actions were requested of the Board:

- Approve the maximum levy ceiling of 1% over Pay 13.
- Set the date for the Public Hearing on Pay 14 levy for December 3, 2013 at 6:00 p.m.
- If necessary, schedule special Board meeting to set ceiling amount.

MOTION: Ms. Carroll moved approval for purposes of discussion, seconded by Mr. Brodrick.

QUESTIONS/DISCUSSION:

- Explain how Pay Go saves taxpayers money. Response: When issuing bonds the District pays additional costs for their issuance. These costs (origination fees, etc.) are driven by the value of the bonds. In addition, interest is paid each year on outstanding bonds so there would be a saving on interest over time as well as on the various fees. An additional cost is arbitrage charges that come up in a five-year cycle. An outside entity is paid to do independent calculations for the district on interest made on bonds, if this interest exceeds a certain amount there could be a penalty. There could also be a penalty if the funds are not used within an appropriate time. Staff indicated a change to pay go would be beneficial for SPPS and the taxpayers.
- Why will taxes go down if the levy is raised by 1%? Response: First, the County provided the figures. It is their assessment, based on market value estimates for the county that market values on many properties have gone down. The figures provided do not include commercial and commercial residential figures that are not available at this point. The final calculation is based on a complicated mix of residential, commercial residential and commercial property when final tax statements are released. Right now, based on available information, the County is estimating the tax impact to taxpayers will go down.
- The Board noted it will need language explaining LEI for their own use and asked that at the September Board Meeting LEI be explained in detail as well. Response: Staff indicated they would do this. Staff also indicated that there are many moving parts this year so it is very complicated to explain the changes occurring.
- The Board also stated it would be helpful for the Board Meeting to give indications on each of the Factors in the Levy (page 5 of presentation) as to whether each item makes the levy go up or down, this can be a broad brush (makes it go up a lot, makes it go down a little...).
- Can you give examples of alternative facilities that would be funded by this and why is it for alternative facilities only? Response: SPPS is not permitted by law to use these funds for anything but alternative facilities. These include deferred maintenance items – roofs, windows, floors, asbestos, fire safety, handicapped accessibility, etc. Capital bonding is for new construction and is not allowed under the pay go aspect of financing. There are strict limits to what the State authorizes for both programs.
- When will final figures be available? Response: SPPS is waiting for final (and correct) calculations from MDE. It is expected there will be several iterations over the next week.
- Is there any downside to pay go? Response: There would be an increase in the general fund levy rather than debt service but reducing SPPS's long-term debt provides good savings over time. However, there may not be savings in the short term.
- The Board requested it be provided with the JPTAC combined proposal that is up for approval September 30.
- On Slide 8, are you saying everyone will have tax relief next year? Response: No, there may be some that will be higher. The figures presented are "on average" or an estimated change assuming no market value increase.
- For the person with a tax bill over \$3,000, that is a lesser percentage than lower valued homes. Response: Yes, that is how property taxes are calculated, it is a progressive tax; if you have more you are taxed at a higher rate. Ramsey County does the tax calculations and the calculation is not a direct ratio based on market value. It was noted the impact on fixed incomes is regressive.
- The alternative facilities funding, is SPPS planning to move all \$11 million into general fund or only some portion? Response: It depends on what the final MDE numbers are. SPPS would like to phase it in but if it can do the full \$11 million now, once figures are in,

it will do it. The figures in the report reflect the full \$11 million. Alternative facilities is the last number that will be calculated when SPPS has accurate levy numbers from MDE.

Ms. Carroll, with the agreement of Mr. Brodrick, modified her original motion as follows:

MOTION: **Ms. Carroll moved, seconded by Mr. Brodrick, that the Committee of the Board recommend the Board of Education approve the maximum levy ceiling of 1% over Pay 13. That the date for the Public Hearing on the Pay 14 Levy be set as December 3, 2013 at 6:00 p.m. and that a Special Board of Education meeting be tentatively scheduled for September 24 (time to be determined) should it become necessary.**

Motion Passed.

C. Translation Services Update

Translations/interpretation or multilingual communications required plain, understandable language and there are no cookie-cutter approaches in making translations. What is best way to deliver message – written, phone call, personal contact? The translations made affect all families.

The department was created by ELL in 2002 and staffed with Hmong, Somali and Spanish translators; a Karen translator was added in 2009. The department was moved to the Office of Communications, Marketing and Development (CMD) in 2010. Its goals are to 1) fulfill legal requirements, 2) enhance family engagement, 3) increase achievement and 4) assist in fulfilling the SSSC goals.

- Legal requirements met – the department assists the district in complying with SPPS Policy 611.00 Parent Guardian Conferences: Communication (....school personnel shall take steps to assure adequate and equitable communications with all parents/guardians.). The parent involvement section of ESEA No Child Left Behind, the Civil Rights Act, MDE Guidelines for serving students with limited English proficiency and SPPS Policy 101.00 Racial Equity (engaging family & community member...in the development and implementation of culturally appropriate and effective partnerships between home and school).
- Enhanced family engagement by helping families navigate the system, making SPPS information understood, providing community outreach and creating a sense of welcome.
- Increase achievement by assisting parents to better support homework, making parents more comfortable with schools and teachers; assist in extending the learning day to the home and through heightening expectations.
- Support SSSC goals by assisting in providing better academic achievement across the school systems by helping non-English speaking parents support their students' learning. 40% of SPPS students live in homes where English is not the first language.

The department translated over 100,000 words last year, providing district wide translations for the School Selection Guide, back-to-school newsletters, lunch menus, SSSC communication materials, enhancing the student progress reports, testing letters, summer school information and the Student's Rights and Responsibilities Handbook. School translations include such things as school handbooks (per school request), incident letters (based on student language, 10% or higher) and fliers, postcards, etc. Video support (script translations and voice-overs in Hmong, Somali, Spanish and Karen) for transportation, nutrition services, SSSC and school choice PSA. They also support translations for Connect5 phone calls and social media.

The department has a network of 150 on-call interpreters (24 languages) available covering such things as BOE public comment, district-wide meetings, School Choice Fair, expulsion hearings and parent meetings with area superintendents.

They have provided support for a multitude of other departments: Title I, Special Ed, Nutrition Services, ECFE, Community Education, REA, Student Wellness, ALP, TDAS, the Center for Curriculum Instruction and Professional Development, the Office of College and

Career Readiness, Guidance and related services, Transportation and on occasion community partners.

Their translations make all SPPS communications better.

QUESTIONS/DISCUSSION:

- On average how long does it take to do the translation of a small piece? Response: It varies on how difficult and how long. The department has been able to meet all deadlines. It now has formats that can be utilized to speed up the process of developing communications, particularly in emergency situations.
- What is the goal for expanding into other languages? Response: What has been done in the past is to meet the need according to the needs of the population. The department monitors the flow of immigration and then works to identify the needs of the population.
- How do you translate the words “parent/guardian?” Response: It depends on the language. Translation needs to be as faithful as possible to the English document while still providing culturally appropriate word choices for the particular language. This has led to greater thought about the intent of various communications.
- How does this become a broader resource for the district? Response: During past years when budget cuts were being done regularly, SPPS created a marketing plan to maintain the service. The service was offered to outside entities on a fee for service basis and brought the department through tough times. Now, demands within the district limits outside work. SPPS does work with its partners or other school districts or CGCS as needed. The department does work with the University of Minnesota when they need to do work with families; there is a connection with district in most of these instances.
- As you look ahead it will be important for the District to recognize (and possibly calculate) the value it provides in cultural and economic capital to the region with these assets. This is a financial investment; SPPS needs to talk about its comparable infrastructure of people who are contributing to the region, to the people who live here, shop here. It makes a difference in the local economy. SPPS probably leverages millions of dollars in the region through services provided. SPPS is making strong communities through having strong schools.
- How do parents request interpreter services? Response: ELL teachers know their families and know when services are needed. Also during conferences, students have a form to take home with a place to request an interpreter. It is vitally important for families to be able to connect with teachers and their school in their own language, to be provided a welcoming environment.
- What about other languages and dialects? Response: If a parent requests the service, every effort will be made to get the translation done or at least provide and interpreter.

E. Standing Item: Policy Update

Staff indicated in the review of policies and procedures they are being looked at in light of the racial equity policy looking at underlying impacts to student learning and achievement. Staff is also looking at the framework to operationalize the equity policy. The Board will be provided with the work as soon as a good amount is completed. The work is moving to bridge the gap between policy and practice in classrooms to facilitate student growth and avoid having it get in the way of work.

QUESTIONS/DISCUSSION:

- Will policy and procedures be translated? Response: Before the last policy revisions, all policies were translated. The goal would be to have the newer policies translated and then work back into older policies and then into procedures.
- A Board member requested an update on procedures on anaphylactic shock relative to students. She also requested a discussion on how to change procedures to benefit from the new laws made in last session on stocking EpiPens.
- Will people in the trenches have a clear understanding of what is expected of them? Response: It is administration's intent to make application relevant and meaningful to those in first contact with students.

F. SY 13-14 SSSC Monitoring & Reporting Cycle: VisionCards

The VisionCard monitoring cycles is based on TeamWorks models of continuous improvement by focusing on outcomes (achievement and equity) and processes (the balance of the VisionCards). Staff then reviewed what the VisionCards are and what they reflect. Have been asked to make presentation on VisionCards at the CGCS Annual Conference.

To date, two full cycles of strategic reporting have been completed with eight VisionCards prepared, presented and posted over the past two years. The VisionCards covered the following areas: Achievement, Equity, Student Data & Work, Leadership, Partnership, Professional Development, Resources and Operational Excellence. The VisionCards focused and deepened conversations on key SSSC processes and outcomes.

Staff then went on to provide their proposal for the SY 2013-14 VisionCard cycle of reporting as follows:

- Achievement and Equity #1 – Board Update 9/17
- Student Data and Work – COB update 10/22; BOE update 11/12
- Achievement and Equity #2 – COB update 12/3; Board Update 12/17
- Leadership – COB update 2/11; Board update 2/18
- Partnership – COB update 3/4; Board update 3/18
- Resources & Operational Excellence – COB update 5/6, Board update 5/20
- Professional Development – COB update 7/15; Board update 7/15

The Board was asked to determine if COB updates were necessary in 2013-14.

The 2013 Achievement and Equity VisionCard measures were then reviewed for 2013.

1. Achievement: Growth & Proficiency Measurement Goals: Vision Level:
 - **MAP Growth-% of students making at least average growth (1)** >70%
 - MCA Growth-% of students making medium or high growth >90%
 - Mondo Assessment Proficiency: K-2 (Milestone 1) >75%
 - **MCA 3rd Grade (Milestone 2)** >75%
 - **MCA 5th Grade (Milestone 3)** >75%
 - **MCA 7th Grade Math (Milestone 4)** >75%
 - **MCA 8th Grade Ready for High School (Milestone 5)** >75%
 - **MCA M 2% All Assessment (Baseline Spring 2011)** N/A
 - **MTAS Proficiency** >75%
2. Achievement Capstone Vision Level:
 - **GRAD Math – pass on first time (Milestone 6)** >75%
 - **GRAD Reading – pass on first time (Milestone 6)** >75%
 - **GRAD Writing – pas son first time (Milestone 6)** >90%
 - ACT Participation >75%
 - ACT Composite Score of 21 or higher (Milestone 7) >75%
 - AP Score 3 / IB Score 4 or higher (Milestone 7) >75%
 - 4-year Cohort Completion Rate (Milestone 7) >80%
 - NCLB Graduation Rate (Milestone 7) >98%
3. Equity Percentage Gaps Vision Level:
 - **MCA & GRAD Math – largest % gap between race/ethnic groups** <10%
 - **MCA & GRAD Reading – largest % gap between race/ethnic groups** <10%
 - MCA Science – largest % gap between race/ethnic groups <10%
 - **GRAD Writing – largest % gap between race/ethnic groups** <10%
 - Advanced Courses – largest % gap between race/ethnic groups <10%
 - AP Tests – largest gap in % of students with score >3 <10%
 - IB Tests – largest gap in % of students with score >4 <10%
 - Graduation – largest % gap between race/ethnic groups <10%
 - Graduation – 4-year Cohort Completion largest % gap <10%

- | | |
|--|---------------|
| 4. Equity Disproportionality Ratios | Vision Level: |
| • Gifted/Talented identification – highest disproportionality ratio | <2.0 |
| • Special Education Referrals – highest disproportionality ratio | <2.0 |
| • Absences (students with 11+) – highest disproportionality ratio | <2.0 |
| • Suspensions – highest disproportionality ratio | <2.0 |

(1) *Highlighted will be address on December VisionCard*

QUESTIONS/DISCUSSION:

- The Board indicated it was comfortable in moving to one presentation at the Board meeting.
- Disproportionality will it focus on the new Cogat test? Response: Yes
- What is the process for determining over time what measures or targets should change? Response: With few exception staff intends to stick with what the Board adopted, Changes made in the second year will remain with reports this year. Gifted and Talented has a new test but the data should not change much. SSSC 2.0 may change some measures through new commitments, Leadership will change some and the Teacher Evaluation may change, Resources and Operational Excellence need to have measures that push the district more as they are at Vision in most areas now. As the District changes or refines commitments in the new strategic plan process measures will changes as appropriate.
- Graduation, is it possible to track college placement figures? Response: There is not complete data on that, but staff can explore data that is available. There is a national movement to include data from all universities and colleges, not just those that choose to report.

F. Work Session

1. Scheduling of Additional PEG Sessions for 13-14
The Board has requested two to four additional sessions facilitated internally to deepen their understanding of the work and to provide practice. Staff will get dates to the Board for availability and scheduling.
2. Dinner with Minneapolis School Board
Staff will check with Minneapolis on preferred dates between November 8, 15 or 22. Several venues were recommended.
3. Board Communications Check-In
The Board discussed several areas of concern they had relative to handling communications.

III. ADJOURNMENT

MOTION: Ms Seeba moved the meeting adjourn, seconded by Mr. Hardy Motion passed.
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The meeting adjourned at 8:04 p.m.

Respectfully submitted,

Marilyn Polsfuss
Secretary to the Board

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

DATE: September 17, 2013

TOPIC: Acknowledgement of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. **Michelle Strecker, 1st grade teacher at Highland Park Elementary**, was chosen as the 2012-13 Junior Achievement Teacher of the Year for the Upper Midwest. Michelle is being recognized for her work at Hazel Park and Highland Park. This award is highly competitive and Ms. Strecker was chosen from among hundreds of teachers. She was presented the award at the Junior Academy's annual celebration on August 8.
2. This item is submitted by Michelle J. Walker, Chief of Staff

B. RECOMMENDATION:

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



Strong Schools, Strong Communities Year End Review

Board of Education Meeting
September 17, 2013

Purpose

- The purpose of this presentation is to update the board on the progress of the third year of implementation of the *Strong Schools, Strong Communities (SSSC)* strategic plan.



SSSC School Choice Changes implemented for all schools

- High schools and Grades 6-12 schools transitioned to Area-based community schools last year.
- Area-based community schools also implemented for elementary and middle schools this year.
 - The magnet designation was removed from 5 schools
 - The number of students transported outside their home Area decreased by 9%.

Middle Grades Transition

- Secondary schools now include 6th grade.
 - Three secondary schools grades 6-12
 - Five middle schools grades 6-8
- Allows for stronger relationships during middle school years.
- All middle school programs now include advisory.
- Camp 67 was a successful orientation program for incoming 6th and 7th graders.

New Electronic School Choice System

- SPPS successfully launched a new online school choice system.
- 49% of school choice applications were submitted online.
- Almost 10,000 applications were processed in 90 seconds.
- System allowed us to provide results to families a full month earlier than in previous years.

Reflecting St. Paul

- Reflecting St. Paul (RSP), the 20% set-aside rule at the district's lowest poverty schools, was enacted this year.
- 549 RSP choices were submitted.
- 69% of those students received first choice.
- 23% of available seats at RSP schools were filled through RSP.



Building Reopenings

- All previously temporarily decommissioned buildings were reopened this school year:
 - Roosevelt building → expanded Riverview school
 - Ames building → LNFI upper campus
 - Prosperity Heights building → LNFI lower campus
 - Sheridan building → Nokomis Montessori South campus

Specialized Programming Realigned

- Established an Area-based system for designating students to language academies.
 - Sites are located in every Area
- Established system for Special Education program locations.
 - Programs are now offered in schools in each Area
- Discontinued stand-alone Learning Centers to provide greater inclusion of special needs students with peers.

We've seen progress with the plan

Focus Area	Results
Community Focus	• Many schools transitioned to Area-based community schools. • Increased community outreach - Back to School / enrollment canvassing, and SSSC community meetings
School Allocations	• FY13 budget allocated \$18.9 million more directly to schools compared to FY12. • No major budget cuts to schools for 2013-14 school year.
Aligned Learning	• Met all of the aligned learning indicators in content areas, at all grades, (i.e. aligned curriculum to standards, and aligned sequencing guides)
Performance Management	• More observations, evaluations, and performance reviews were conducted than in recent years past (8,000 classroom observations, 943 performance reviews)
Monitoring & Reporting	• District Action Teams (DAT) provided input on SSSC • SSSC progress is tracked through 8 vision cards

Student Performance is Improving

- **Graduation rates** are up 10 percentage points since 2008
 - American Indian students up 15 percentage points
 - Latino students up 17 percentage points
- **Drop out rate** is down 10% since 2011
- **MCA Reading test scores** increased 9 percentage points since 2007-2012
- **Post-secondary enrollment** is up 7% since 2007
- **Suspensions** were decreased 30% last school year

Continuing Challenges

- Achievement gap
 - Incremental gains seen in proficiency
 - Racial disparities in achievement persist
- Supporting families through the changes
 - Working to support families transitioning schools due to school choice changes
 - Supporting families at transition grades (PK/K, middle school and high school)
- Achieving racial equity
 - District has invested in system-wide professional development

Looking Forward



- Officially, SSSC ends in March 2014.
- We will build on the momentum of SSSC in the continuation of the strategic plan.
- Will provide more information at monthly updates at COB meetings.
 - Areas that require additional focus
 - Plans for community engagement



Questions?



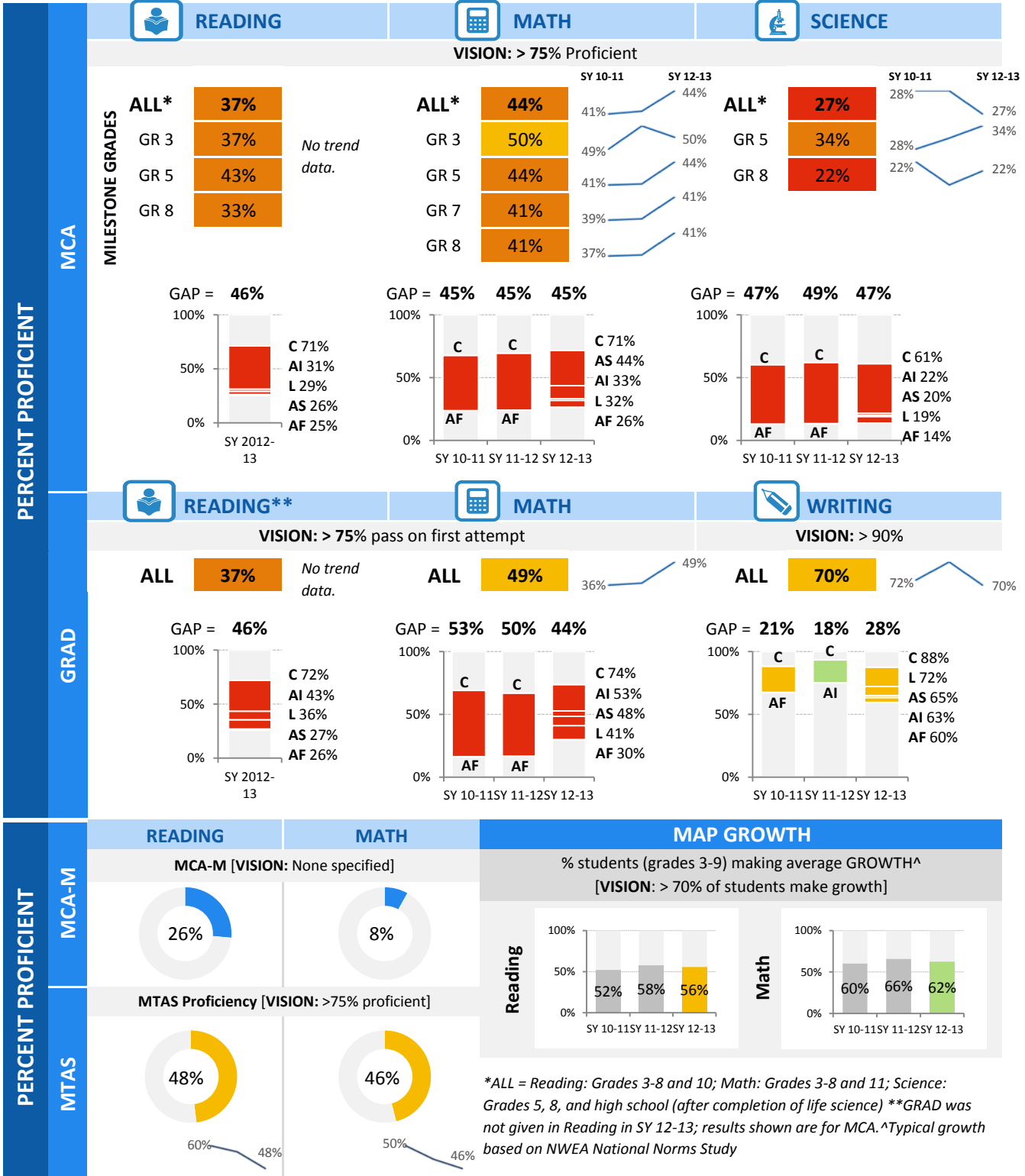
Achievement & Equity (Part 1 of 2)

DISTRICTWIDE DATA (SY 2012-13)

VisionCard Levels



Race/Ethnicity: AI: American Indian, AS: Asian American, L: Latino, AF: African American, C: Caucasian





2013 Achievement and Equity VisionCards Part 1 of 2

Joe Munnich
Assistant Director of
Research, Evaluation, and Assessment (REA)

September 17, 2013

1



Objectives

- Review Content of Achievement and Equity Measures
- Present SY12-13 Results – Part 1 of 2
 - MCA
 - GRAD
- Focus on Actions to Improve Student Outcomes
- Preview upcoming VisionCards

2



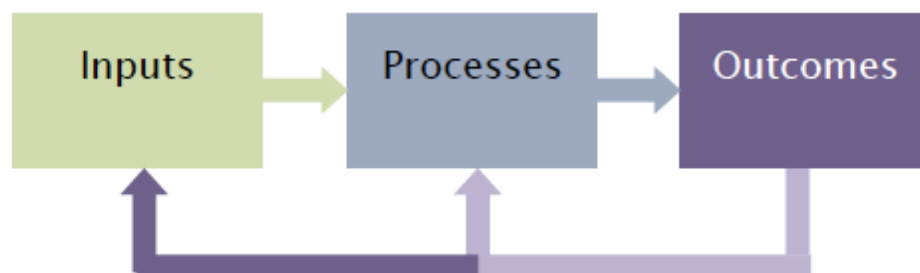
VISIONCARDS REVIEW

SPPS VisionCards available on-line at
<http://accountability.spps.org/VisionCards>

3



Continuous Improvement (TeamWorks model)



- To improve, we need to focus on:
 - Outcomes (Achievement and Equity)
 - Processes (Rest of VisionCards)

4



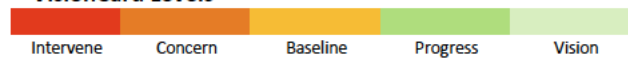
What's a VisionCard?

Summary of districtwide indicators of progress on SSSC strategic plan, grouped by theme

- Clear, concise – visual if possible
- Results scaled on 5 Levels:
 - Intervene
 - Concern
 - Baseline
 - Progress
 - Vision



VisionCard Levels



5



2013 ACHIEVEMENT AND EQUITY VISIONCARD MEASURES

SPPS VisionCards available on-line at
<http://accountability.spps.org/VisionCards>

6



Achievement: Growth and Proficiency



Measure	Level 5 Vision
MAP Growth: % of students making at least average growth	> 70%
MCA Growth: % of students making medium or high growth	> 90%
Mondo Assessment Proficiency: K-2 (Milestone 1)	> 75%
MCA 3rd Grade (Milestone 2)	> 75%
MCA 5th Grade (Milestone 3)	> 75%
MCA 7th Grade Math (Milestone 4)	> 75%
MCA 8th Grade: Ready for High School (Milestone 5)	> 75%
MCA-M 2% Alt. Assessment [Baseline Spring 2011]	N/A
MTAS Proficiency	> 75%

= Measures included in Part 1 of the Achievement and Equity VisionCards

7



Achievement: Capstone



Measure	Level 5 Vision
GRAD Math - pass on first time (Milestone 6)	> 75%
GRAD Reading - pass on first time (Milestone 6)	> 75%
GRAD Writing - pass on first time (Milestone 6)	> 90%
ACT Participation	> 75%
ACT Composite Score of 21 or higher (Milestone 7)	> 75%
AP Score 3 / IB Score 4 or higher (Milestone 7)	> 75%
Four-year Cohort Completion Rate (Milestone 7)	> 80%
NCLB Graduation Rate (Milestone 7)	> 98%
= Measures included in Part 1 of the Achievement and Equity VisionCards	

8



Saint Paul

PUBLIC SCHOOLS

A World of Opportunities

Equity: Percentage Gaps



GOAL

1

achievement

Measure	Level 5 Vision
MCA & GRAD Math: Largest % Gap between race/ethnic groups	< 10%
MCA & GRAD Reading: Largest % Gap between race/ethnic groups	< 10%
MCA Science: Largest % Gap between race/ethnic groups	< 10%
GRAD Writing: Largest % Gap between race/ethnic groups	< 10%
Advanced Courses: Largest % Gap between race/ethnic groups	< 10%
AP Tests: Largest Gap in % of Students with Score > 3	< 10%
IB Tests: Largest Gap in % of Students with Score > 4	< 10%
Graduation – NCLB Rate: Largest % Gap between race/ethnic groups	< 10%
Graduation – Four-year Cohort Completion: Largest % Gap	< 10%
= Measures included in Part 1 of the Achievement and Equity VisionCards	

9



Equity: Disproportionality Ratios



Measure	Level 5 Vision
Gifted/Talented Identification: Highest Disproportionality Ratio	< 2.0
Special Education Referrals: Highest Disproportionality Ratio	< 2.0
Absences (Students with 11+): Highest Disproportionality Ratio	< 2.0
Suspensions: Highest Disproportionality Ratio	< 2.0
= Measures included in Part 1 of the Achievement and Equity VisionCards	

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2013 ACHIEVEMENT AND EQUITY VISIONCARD RESULTS

SPPS VisionCards available on-line at
<http://accountability.spps.org/VisionCards>

11



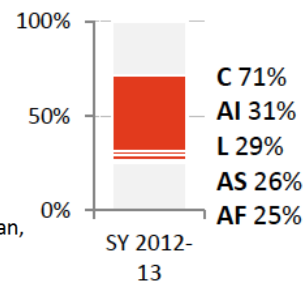
MCA Reading



ALL*

37%

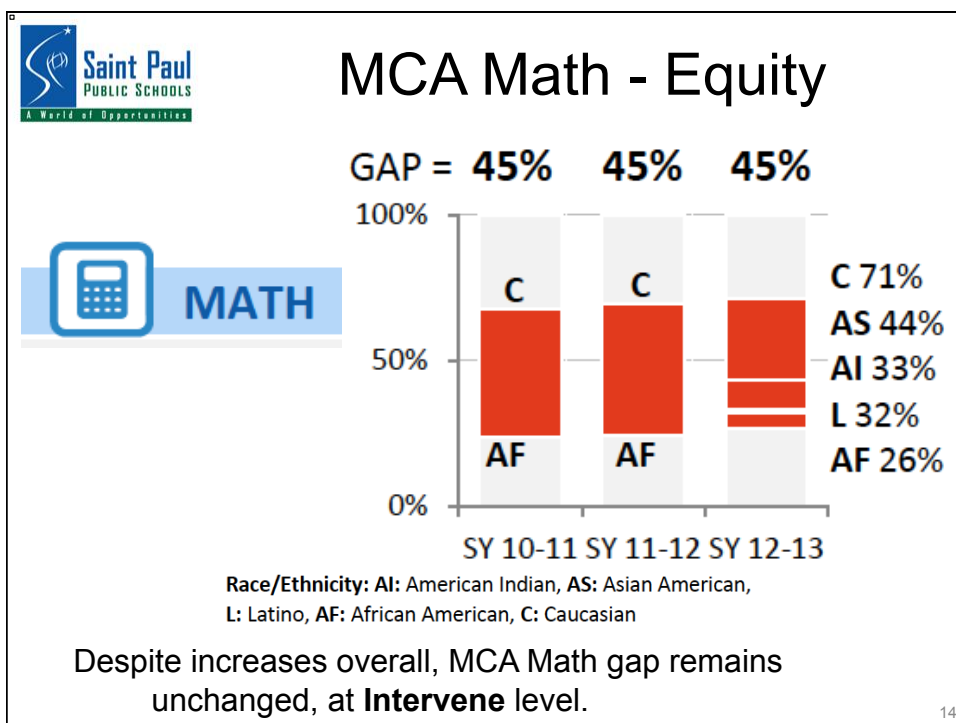
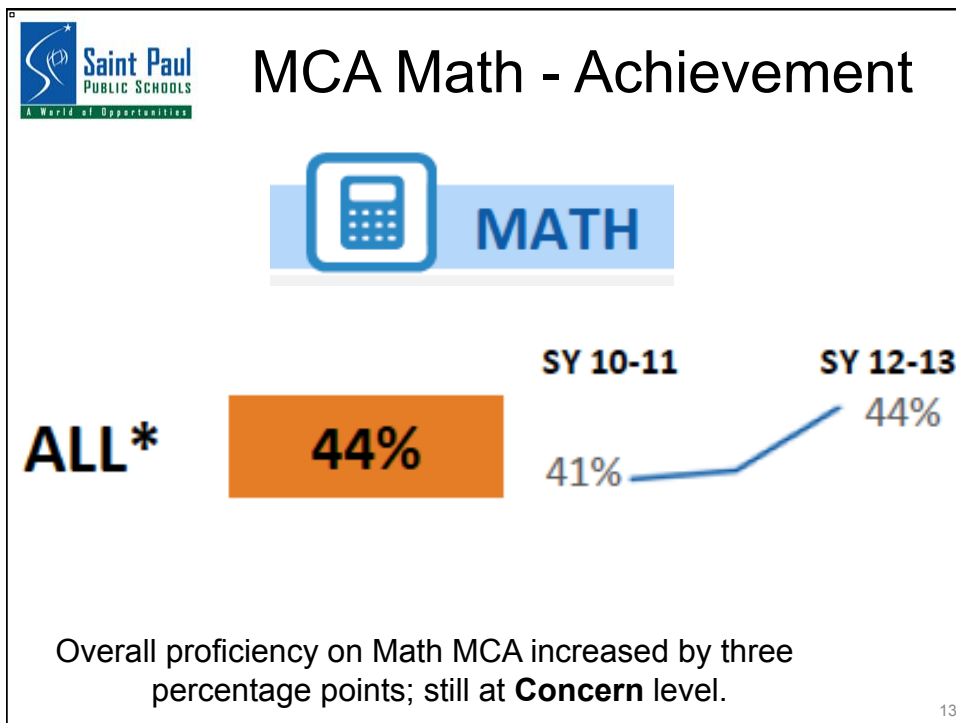
GAP = **46%**

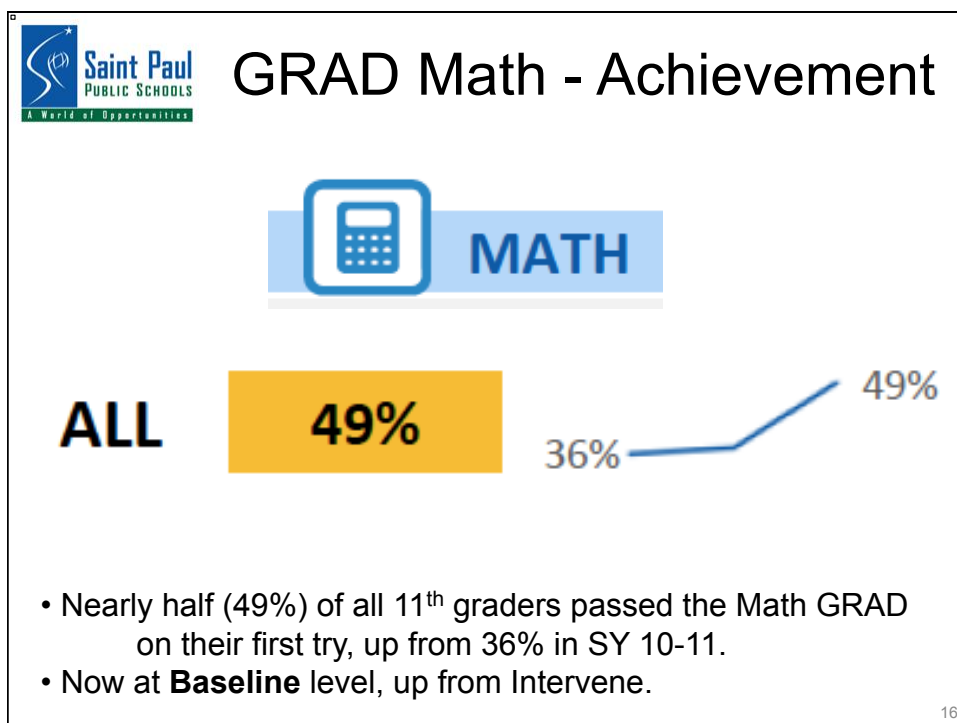
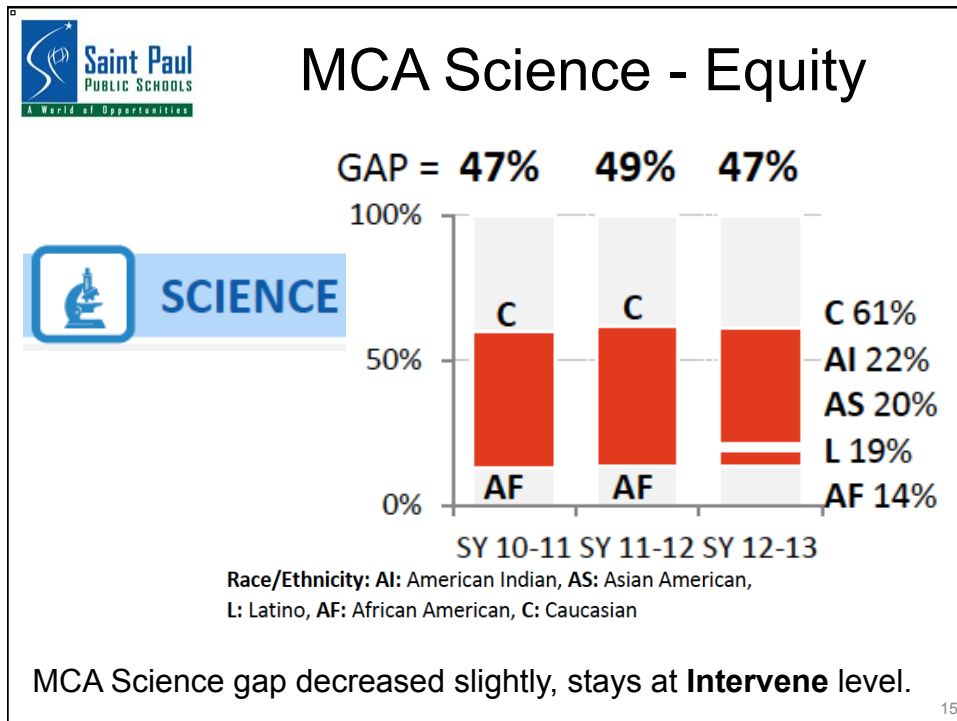


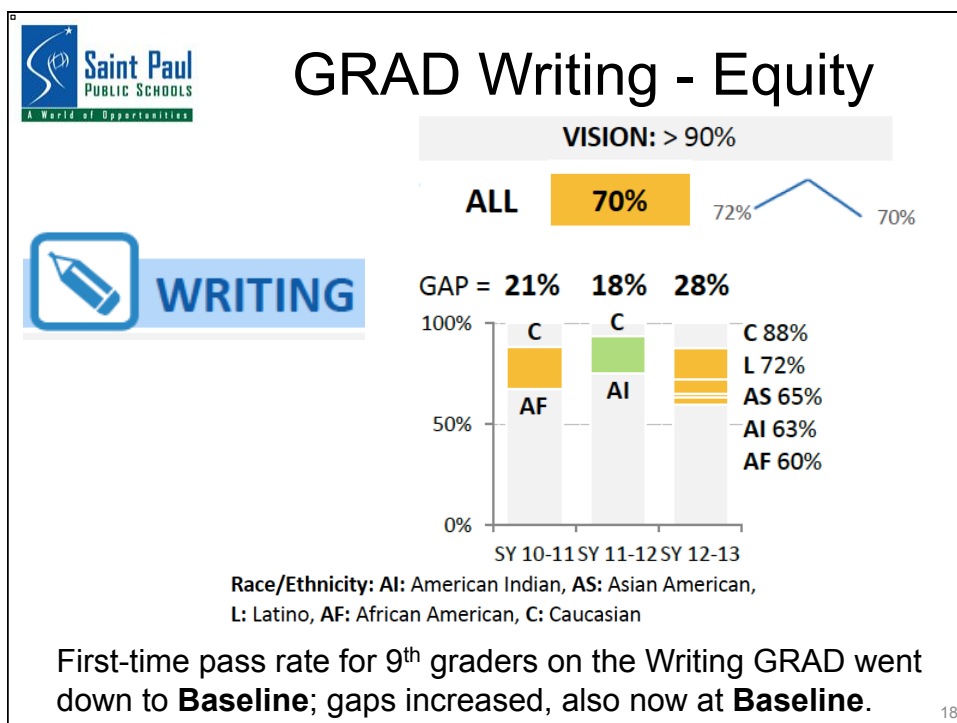
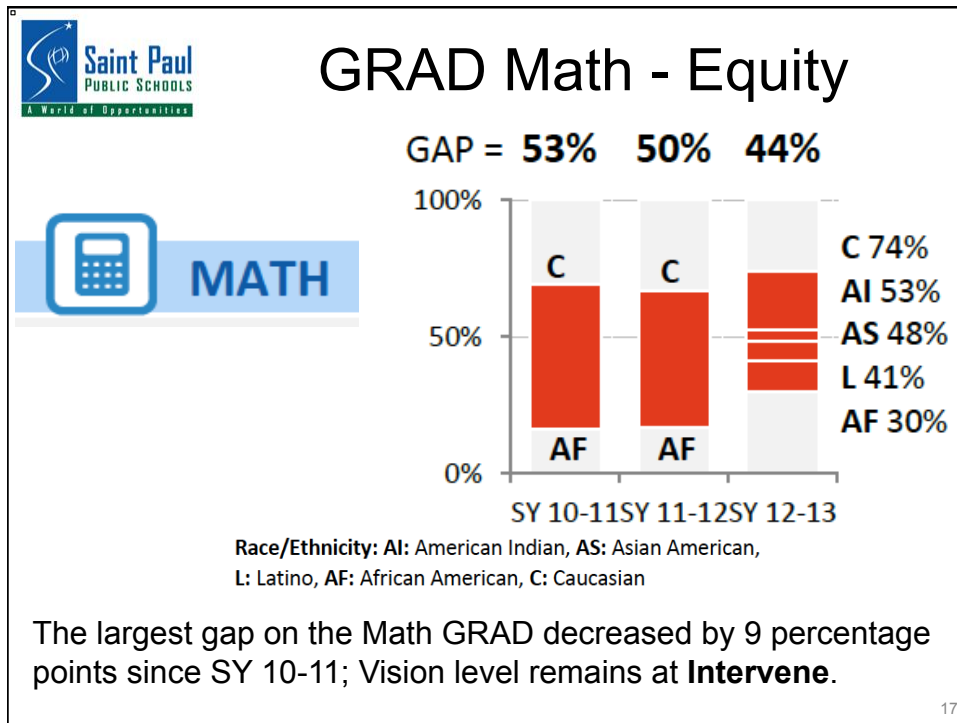
Race/Ethnicity: AI: American Indian, AS: Asian American,
 L: Latino, AF: African American, C: Caucasian

With new standards and new test, overall Reading results
 reset to **Concern** level; gaps are at **Intervene**.

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ACTIONS TO IMPROVE STUDENT OUTCOMES

SPPS VisionCards available on-line at
<http://accountability.spps.org/VisionCards>

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Focus for 2013-14

- Continued additional time for math and science at the elementary level
- Literacy and math implementation tightly aligned to standards with ongoing progress monitoring
- Aligned supports to provide high quality programming for more students
- Expanded high quality Pre-Kindergarten and All-Day Kindergarten to build a strong foundation

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UPCOMING VISIONCARDS

SPPS VisionCards available on-line at
<http://accountability.spps.org/VisionCards>

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VisionCards SY 13-14 *DRAFT Calendar (Updated 9/10/13)*

Achievement & Equity #1

- September 16: Cabinet Preview
- September 17: Board Update

Student Data + Work

- November 4: Cabinet Preview
- November 12: Board Update

Achievement & Equity #2

- December 9: Cabinet Preview
- December 17: Board Update

Leadership

- February 10: Cabinet Preview
- February 18: Board Update

Partnership

- March 10: Cabinet Preview
- March 18: Board Update

Resources & Operational Excellence

- May 12: Cabinet Preview
- May 20: Board Update

Professional Development

- July 2: Cabinet Preview
- July 15: Board Update

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HUMAN RESOURCE TRANSACTIONS
(August 1, 2013 through August 28, 2013)
September 17, 2013

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Adler, E. D.	Classroom Teacher	08/26/2013	\$26.00	Wellstone Elementary
Amble, D. M.	Classroom Teacher	08/26/2013	\$45.59	Central Senior High
Andrews, N. L.	Classroom Teacher	08/26/2013	\$24.27	Hazel Park Preparatory
Anglin, R. H.	Classroom Teacher	08/26/2013	\$25.10	Washington Tech Secondary
Blewett, J. S.	Classroom Teacher	08/26/2013	\$24.27	Creative Arts Secondary
Boreen, B. J.	Classroom Teacher	08/26/2013	\$26.59	Battle Creek Middle
Brandt, H. C.	Classroom Teacher	08/26/2013	\$31.58	Parkway Montessori & Community Middle
Brentwood, J. M.	Classroom Teacher	08/26/2013	\$45.59	Washington Tech Secondary
Brilowski, W. K.	Classroom Teacher	08/26/2013	\$44.89	Highland Park Middle
Butkowski, A. E.	Classroom Teacher	08/26/2013	\$28.13	Humboldt Secondary
Carrick, K.	Classroom Teacher	08/26/2013	\$27.89	Hazel Park Preparatory
Chen, P.	Classroom Teacher	08/26/2013	\$38.39	Hamline Elementary
Christensen, M. J.	Classroom Teacher	08/26/2013	\$21.96	Crossroads Montessori
Clauson, L. N.	Classroom Teacher	08/26/2013	\$29.68	Como Service Center
Collis, R. L.	Classroom Teacher	08/26/2013	\$27.18	American Indian Magnet
Conrad, D. C.	Classroom Teacher	08/26/2013	\$27.18	St. Paul Music Academy
Cotton, M. W.	Classroom Teacher	08/26/2013	\$46.51	Wellstone Elementary
Cowan, M. J.	Classroom Teacher	08/15/2013	\$31.58	Plato Admin Offices
Davis, C. L.	Classroom Teacher	08/26/2013	\$24.27	Hazel Park Preparatory
Drummond, J. M.	Classroom Teacher	08/26/2013	\$38.39	Journey's Secondary
Dufault, D. M.	Classroom Teacher	08/26/2013	\$26.44	Maxfield Elementary
Ellenbecker, B. G.	Classroom Teacher	08/26/2013	\$25.10	ALC Creative Arts
Erickson, R.	Classroom Teacher	08/26/2013	\$25.81	Bruce F Vento Elementary
Fitton, K. J.	Classroom Teacher	08/26/2013	\$32.29	Ramsey Middle School
Fofana, A. E.	Classroom Teacher	08/26/2013	\$19.60	Crossroads Montessori

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Folley, S.	Classroom Teacher	08/26/2013	\$29.68	Ramsey Middle School
Gilmer, D. D.	Classroom Teacher	08/26/2013	\$24.27	Ramsey Middle School
Goetz, J. M.	Classroom Teacher	08/26/2013	\$25.81	Harding Senior High
Gollon, R. F.	Classroom Teacher	08/26/2013	\$45.59	Battle Creek Middle
Gonzalez, E. F.	Classroom Teacher	08/26/2013	\$24.27	Hazel Park Preparatory
Grigsby-Harris, M. L.	Classroom Teacher	08/26/2013	\$44.89	Homecroft Building
Grussing, D. J.	Classroom Teacher	08/26/2013	\$25.81	Humboldt Secondary
Ha, S.	Classroom Teacher	08/26/2013	\$30.64	Ronald M Hubbs Center
Hansen, K. C.	Classroom Teacher	08/26/2013	\$29.55	Open World Learning
Hart, L. E.	Classroom Teacher	08/26/2013	\$24.27	Johnson Senior High
Hayes, A. M.	Classroom Teacher	08/26/2013	\$24.27	Hazel Park Preparatory
Horton, A. T.	Classroom Teacher	08/26/2013	\$34.45	Crossroads Montessori
Huhner, B. R.	Classroom Teacher	08/26/2013	\$25.81	Humboldt Secondary
Johnson, M. E.	Classroom Teacher	08/26/2013	\$24.27	L'Etoile du Nord Upper
Johnson, R. E.	Classroom Teacher	08/26/2013	\$36.39	Battle Creek Middle
Justice, M. J.	Classroom Teacher	08/26/2013	\$24.27	Johnson Senior High
Kantola, K. L.	Classroom Teacher	08/26/2013	\$27.18	Nokomis Montessori North
Knutson, A. L.	Classroom Teacher	08/26/2013	\$26.00	Bruce F Vento Elementary
Kurtz, N. G.	Classroom Teacher	08/26/2013	\$27.18	Phalen Lake Hmong Studies
Landrus, M. A.	Classroom Teacher	09/23/2013	\$20.58	Johnson Senior High
Liebo, A. N.	Classroom Teacher	08/26/2013	\$32.93	ALC Creative Arts
Lindstrom, H. J.	Classroom Teacher	08/26/2013	\$48.62	Journey's Secondary
Liu, X.	Classroom Teacher	08/26/2013	\$27.18	Hamline Elementary
Love, S. R.	Classroom Teacher	08/26/2013	\$29.45	Johnson Senior High
MacRae, J. A.	Classroom Teacher	08/26/2013	\$44.89	Como Service Center
Mann, A. M.	Classroom Teacher	08/26/2013	\$28.41	Central Senior High

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Mardock, D. K.	Classroom Teacher	08/26/2013	\$33.97	L'Etoile du Nord Upper
McCoy, A. W.	Classroom Teacher	08/26/2013	\$25.81	Riverview School
McJilton, M. T.	Classroom Teacher	08/26/2013	\$42.65	Maxfield Elementary
Messerli, A. E.	Classroom Teacher	08/26/2013	\$44.25	Johnson Senior High
Monita, K. E.	Classroom Teacher	08/26/2013	\$28.13	Battle Creek Middle
Napierala, N. A.	Classroom Teacher	08/26/2013	\$44.89	Highland Park Elementary
Nolen, N. C.	Classroom Teacher	08/26/2013	\$42.65	Adams Spanish Immersion
Nthole, A. R.	Classroom Teacher	08/26/2013	\$46.51	Humboldt Secondary
Olsem, F. J.	Classroom Teacher	08/26/2013	\$24.27	Washington Tech Secondary
Parins, L. M.	Classroom Teacher	08/26/2013	\$32.32	Obama Service Learning
Perez Rios, A.	Classroom Teacher	08/26/2013	\$31.09	Riverview School
Polga, X. L.	Classroom Teacher	08/26/2013	\$24.27	Hamline Elementary
Rapp, K. L.	Classroom Teacher	08/26/2013	\$27.18	Johnson Achievement Plus
Richards, M. J.	Classroom Teacher	08/26/2013	\$24.27	Nokomis Montessori North
Richards, R. A.	Classroom Teacher	08/26/2013	\$40.95	Linwood Monroe Arts Upper
Rody, M. G.	Classroom Teacher	08/26/2013	\$25.81	Open World Learning Community
Sawyer, A. J.	Classroom Teacher	08/26/2013	\$27.18	Eastern Heights
Schuster, C. M.	Classroom Teacher	08/26/2013	\$32.32	Galtier Elementary
Shortreed, D. J.	Classroom Teacher	08/26/2013	\$24.27	St. Paul Music Academy
Shropshire, D. G.	Classroom Teacher	08/26/2013	\$35.37	Hazel Park Preparatory
Slaboch, N. J.	Classroom Teacher	08/26/2013	\$36.39	Riverview School
Stelle-Roitman, L. C.	Classroom Teacher	08/26/2013	\$46.33	Benjamin Mays/Museum
Stevenson, A. M.	Classroom Teacher	08/26/2013	\$34.39	Humboldt Secondary
Stuhl, J. A.	Classroom Teacher	08/26/2013	\$30.62	Daytons Bluff
Suarez Ramirez, C.	Classroom Teacher	08/26/2013	\$26.00	Wellstone Elementary

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Sutherland, E. R.	Classroom Teacher	08/26/2013	\$36.98	Battle Creek Middle
Szajner, J. L.	Classroom Teacher	08/26/2013	\$31.94	Highland Park Senior
Tassart, A.	Classroom Teacher	08/26/2013	\$24.27	L'Etoile du Nord Upper
Thao, S. M.	Classroom Teacher	08/26/2013	\$27.18	Frost Lake Elementary
Thuente, P. J.	Classroom Teacher	08/26/2013	\$32.48	Crossroads Science
Toohey, P. J.	Classroom Teacher	08/26/2013	\$36.26	Crossroads Montessori
Troszak, J. A.	Classroom Teacher	08/26/2013	\$24.27	Highland Park Middle
Tschida, M. R.	Classroom Teacher	08/26/2013	\$35.37	American Indian Magnet
Urbino, J.	Classroom Teacher	08/26/2013	\$33.97	Highland Park Senior
Vang, M. Y.	Classroom Teacher	08/26/2013	\$31.09	Capitol Hill Magnet
Vankrevelen, S. J.	Classroom Teacher	08/26/2013	\$27.18	Parkway Montessori & Community Middle
Vickers-Lee, T. L.	Classroom Teacher	08/26/2013	\$42.80	Groveland Park
Walden, D. L.	Classroom Teacher	08/26/2013	\$25.17	Linwood Monroe Arts Upper
Walls, J. H.	Classroom Teacher	08/26/2013	\$27.89	ALC Creative Arts
Weissner, A. A.	Classroom Teacher	08/26/2013	\$24.27	ALC Creative Arts
Werling, C. A.	Classroom Teacher	08/26/2013	\$40.12	Johnson Senior High
Williamson, J. R.	Classroom Teacher	08/26/2013	\$24.27	Ramsey Middle School
Wood, C. D.	Classroom Teacher	08/26/2013	\$40.08	Cherokee Heights
Wood, D. J.	Classroom Teacher	08/26/2013	\$28.13	Humboldt Secondary
Xiong, S.	Classroom Teacher	08/26/2013	\$24.27	Battle Creek Middle
Zastrow, J. D.	Classroom Teacher	08/26/2013	\$29.45	Farnsworth Aerospace Upper
Zeppa, J. Z.	Classroom Teacher	08/26/2013	\$28.13	Cherokee Heights
Zielske, A. M.	Classroom Teacher	08/26/2013	\$42.65	Harding Senior High
Dempsey, A. L.	ELL Teacher	08/26/2013	\$24.27	Murray Middle School
Hastings, L. E.	ELL Teacher	08/26/2013	\$24.27	St. Paul Music Academy

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
De Haan, T. L.	Early Education Teacher	08/01/2013	\$23.87	Humboldt Jr High - Admin Bldg
Moser, S. F.	Early Education Teacher	08/26/2013	\$35.57	Battle Creek Elementary
Nelson, J. A.	Early Education Teacher	08/26/2013	\$36.75	Obama Service Learning
Obermeyer, K. L.	Early Education Teacher	08/26/2013	\$25.17	St. Paul Music Academy
Ochiagha, S. E.	Early Education Teacher	08/26/2013	\$32.32	Homecroft Building
Patel, M. R.	Early Education Teacher	08/26/2013	\$31.32	Riverview School
Wildung, K. M.	Early Education Teacher	08/26/2013	\$26.37	Bridge View
Cummings, T. C.	Nurse	08/26/2013	\$36.26	Crossroads Science
Fitch, S. M.	Nurse	08/26/2013	\$27.89	American Indian Magnet
Pexa, A. E.	Nurse	08/26/2013	\$27.68	Benjamin Mays/Museum
Hurd, S. L.	Occupational Therapist	08/26/2013	\$35.59	Hamline Elementary
Lewis-Miller, G. C.	Principal	09/11/2013	\$60.24	Colborne Admin Offices
Samson, J. A.	Psychologist	08/26/2013	\$32.99	Journey's Secondary
Yenni, A. R.	Psychologist	08/26/2013	\$43.84	Journey's Secondary
Anderson, T. M.	Special Education Teacher	08/26/2013	\$31.94	Farnsworth Aerospace Upper
Bachmann, J. M.	Special Education Teacher	08/26/2013	\$36.98	Como Park Senior High
Chung, S.	Special Education Teacher	08/26/2013	\$39.24	Farnsworth Aerospace Upper
Hemingway, G. R.	Special Education Teacher	08/26/2013	\$44.25	Bruce F Vento Elementary
Higgins, M. A.	Special Education Teacher	08/26/2013	\$29.55	Ramsey Middle
Jones, J. J.	Special Education Teacher	08/26/2013	\$27.54	Daytons Bluff
Lasar, N. T.	Special Education Teacher	08/26/2013	\$27.18	RiverEast Elem/Secondary
Pollack, M. E.	Special Education Teacher	08/26/2013	\$26.23	American Indian Magnet

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ryan, S.	Special Education Teacher	08/26/2013	\$35.57	Maxfield Elementary
Schai, N. S.	Special Education Teacher	08/26/2013	\$32.99	Early Ed - Como
Soler, A.	Special Education Teacher	08/26/2013	\$25.17	Riverview School
Tyler, T.	Special Education Teacher	08/26/2013	\$46.33	Johnson Senior High
Widner, R. L.	Special Education Teacher	08/26/2013	\$29.55	Battle Creek Middle
Benevides, M. J.	Speech Pathologist	08/26/2013	\$28.13	Battle Creek Middle
Branstad, A. P.	Speech Pathologist	08/26/2013	\$36.98	American Indian Magnet
Donnelly, E. G.	Speech Pathologist	08/26/2013	\$28.13	Linwood Monroe Arts Upper
Eatock, P. D.	Speech Pathologist	08/26/2013	\$27.54	Expo for Excellence
Mikel, E. A.	Speech Pathologist	08/26/2013	\$27.18	Daytons Bluff
Richards, M. A.	Speech Pathologist	08/26/2013	\$28.13	American Indian Magnet
Vang, P. W.	Speech Pathologist	08/26/2013	\$31.58	Johnson Achievement Plus
Brom, B. A.	Teacher on Special Assignment	08/26/2013	\$28.41	Riverview School
Goepfert, J. M.	Teacher on Special Assignment	08/12/2013	\$41.23	Plato Admin Offices
Green, M. K.	Teacher on Special Assignment	08/26/2013	\$48.62	Battle Creek Middle
Scott-Rudnick, R. L.	School/Community Professional	08/19/2013	\$25.47	Homecroft Building
Smith, D. T.	School/Community Professional	08/26/2013	\$26.02	Farnsworth Aerospace Upper
Dupay, C. G.	Education Assistant	08/26/2013	\$15.78	Humboldt Secondary
Fischbeck, C. R.	Education Assistant	08/26/2013	\$15.78	Humboldt Secondary

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

NEW APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Hussien, K.	Education Assistant	08/26/2013	\$18.15	Homecroft Building
Miske, S. A.	Education Assistant	08/26/2013	\$15.78	Four Seasons A+
O'Brien, K. L.	Education Assistant	08/26/2013	\$19.14	Riverview School
Archila, C. M.	Teaching Assistant	09/03/2013	\$11.99	Maxfield Elementary
Berte, V. C.	Teaching Assistant	09/03/2013	\$11.38	L'Etoile du Nord Upper
Bossert, C. S.	Teaching Assistant	09/03/2013	\$12.60	Benjamin Mays/Museum
Bouissieres, J. A.	Teaching Assistant	09/03/2013	\$11.38	Colborne Admin Offices
Florez, A.	Teaching Assistant	09/03/2013	\$12.41	Benjamin Mays/Museum
Lee, H.	Teaching Assistant	09/03/2013	\$12.41	The Heights Community School
Scott, L. R.	Teaching Assistant	09/03/2013	\$13.11	Expo for Excellence
Tilander, K. N.	Teaching Assistant	09/03/2013	\$11.99	Highwood Hills
Vogt, S. E.	Teaching Assistant	09/03/2013	\$13.11	Wellstone Elementary
Chern, S. L.	Clerical	08/17/2013	\$16.37	Capitol Hill Magnet
LeClair, N. M.	Clerical	08/26/2013	\$15.74	Humboldt Secondary
Vang, M.	Clerical	08/26/2013	\$14.62	Frost Lake Elementary
Yang, G.	Clerical	08/26/2013	\$22.49	Cherokee Heights
Cleary, G.	Custodian	07/30/2013	\$23.21	Como Service Center
Juarez, A. G.	Custodian	07/31/2013	\$23.21	Colborne Admin Offices
Kuczaboski, B. R.	Custodian	08/05/2013	\$14.94	Humboldt Jr High - Admin Bldg
Palumbo, J. L.	Custodian	08/08/2013	\$23.21	Como Service Center
Stewart, G. D.	Custodian	07/29/2013	\$23.21	Colborne Admin Offices
Verhulst, T. V.	Custodian	08/01/2013	\$23.21	Ramsey Middle School
Coppage, N. P.	Professional Employee	08/07/2013	\$38.07	Colborne Admin Offices
Peterson, D. K.	Professional Employee	08/26/2013	\$40.16	Colborne Admin Offices

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Flores-Hanson, L.	Assistant Principal From: Classroom Teacher	08/05/2013	\$55.94	Wellstone Elementary
Saatzer, L.	Assistant Principal Career Progression	08/05/2013	\$55.34	Farnsworth Aerospace Lower
Abdur-Salaam, J. R.	Central Administrator From: School/Community Professional	08/12/2013	\$35.22	Wellstone Elementary
Chan, H.	Central Administrator Career Progression	08/01/2013	\$46.15	Plato Admin Offices
Hall, S.	Central Administrator From: ELL Teacher	08/22/2013	\$49.53	Ronald M Hubbs Center
Munnich, J.	Central Administrator Career Progression	08/12/2013	\$51.46	Colborne Admin Offices
Arroyo Rivera, Y. E.	Classroom Teacher From: Education Assistant	08/26/2013	\$24.27	Riverview School
Jones, J. L.	Classroom Teacher From: Teaching Assistant	08/26/2013	\$23.87	Crossroads Science
Kunkel, A. P.	Classroom Teacher From: Teaching Assistant	08/26/2013	\$24.27	Parkway Montessori & Community Middle
Lee, Z. L.	Classroom Teacher From: School/Community Professional	08/26/2013	\$31.09	Frost Lake Elementary
Myers, C. M.	Classroom Teacher From: Education Assistant	08/26/2013	\$25.17	L'Etoile du Nord Upper
Vernier, B. A.	Classroom Teacher From: Teaching Assistant	08/26/2013	\$25.10	Benjamin Mays/Museum
Gauer, T.	Principal From: Superintendency	08/05/2013	\$58.69	Gordon Parks High – ALC
Carter, B. F.	Special Education Teacher From: Education Assistant	08/26/2013	\$27.89	Ramsey Middle
Odima, M. O.	Special Education Teacher From: Teaching Assistant	08/26/2013	\$26.95	Frost Lake Elementary
Smith, R. M.	Special Education Teacher From: Teaching Assistant	08/26/2013	\$25.81	Obama Service Learning
Westrum, L.	Special Education Teacher From: Teaching Assistant	08/26/2013	\$24.27	American Indian Magnet

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

PROMOTION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ross, S. R.	Specialist From: Classroom Teacher	08/12/2013	\$44.40	Plato Admin Offices
Lamb, K. E.	School/Community Professional From: Teaching Assistant	08/26/2013	\$23.15	Wellstone Elementary
Roberson, A. K.	School/Community Professional From: Teaching Assistant	08/26/2013	\$22.88	Benjamin Mays/Museum
Brewer-Jones, L.	Education Assistant From: Teaching Assistant	08/26/2013	\$18.43	Galtier Elementary
Kline, E. P.	Education Assistant Career Progression	08/26/2013	\$21.79	Journey's Secondary School
Vibar, D.	Education Assistant Career Progression	08/26/2013	\$21.79	Journey's Secondary School
Berry, S. C.	Clerical Career Progression	08/05/2013	\$19.92	Galtier Elementary
Suchy, W. S.	Clerical Career Progression	08/05/2013	\$26.26	Como Park Elementary
Whitesell, N.	Clerical Career Progression	08/05/2013	\$21.66	Highland Park Senior
Jones, L. A.	Nutrition Services Personnel Career Progression	08/14/2013	\$14.86	Nokomis Montessori South
Lender, M. E.	Nutrition Services Personnel Career Progression	08/14/2013	\$15.50	Como Service Center
Schmidt, B. R.	Professional Employee From: Technical	08/05/2013	\$33.01	Como Service Center
Carter, K. M.	Supervisory Career Progression	08/05/2013	\$50.59	Colborne Admin Offices

TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Ananou, H. J.	Classroom Teacher	08/26/2013	\$24.27	L'Etoile du Nord Upper
Hillerson, R. K.	Classroom Teacher	08/26/2013	\$26.95	Riverview School
Lestock, J. M.	Classroom Teacher	08/26/2013	\$24.27	Humboldt Secondary

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

TEMPORARY APPOINTMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Mentry, G. L.	Classroom Teacher	08/26/2013	\$24.27	St. Paul Music Academy
Retnani, K.	Classroom Teacher	08/26/2013	\$27.68	L'Etoile du Nord Upper
Engelun, M.	ELL Teacher	08/26/2013	\$28.86	Humboldt Secondary
Dombrovski, N. P.	Special Education Teacher	08/26/2013	\$24.62	Como Park Senior

LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Bloss, D. E.	Classroom Teacher	08/26/2013	Bruce F Vento Elementary
Bromeland, J.	Classroom Teacher	08/26/2013	Como Service Center
Edlund, M.	Classroom Teacher	08/26/2013	Mississippi Creative Arts
Kariye, S.	Education Assistant	08/26/2013	Capitol Hill Magnet
Kersting, M. K.	Education Assistant	08/26/2013	Cherokee Heights
Mohamud, K. A.	Education Assistant	08/26/2013	Expo for Excellence
Soe, M. K.	Education Assistant	08/26/2013	Washington Tech Secondary
Gibson, R. W.	Custodian	08/10/2013	Como Service Center

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Aal, K. B.	Classroom Teacher	08/26/2013	\$28.77	Parkway Montessori & Community Middle
Anderson, I. S.	Classroom Teacher	08/26/2013	\$46.33	Bruce F Vento Elementary
Bock, S. L.	Classroom Teacher	08/26/2013	\$40.08	Washington Tech Secondary
Budd, K. A.	Classroom Teacher	08/26/2013	\$24.27	Battle Creek Middle
Clark, J. M.	Classroom Teacher	08/26/2013	\$26.44	Benjamin Mays/Museum
Corrigan, A. L.	Classroom Teacher	08/26/2013	\$41.66	Linwood Monroe Arts Upper
Donnelly, C.	Classroom Teacher	08/26/2013	\$25.17	Parkway Montessori & Community Middle
Dutrieuille, D. M.	Classroom Teacher	08/26/2013	\$46.51	Central Senior High
Giebner, P.	Classroom Teacher	08/26/2013	\$26.23	Benjamin Mays/Museum
Her, P.	Classroom Teacher	08/26/2013	\$27.54	Johnson Senior High
Jerzyk, S.	Classroom Teacher	08/26/2013	\$44.89	Washington Tech Secondary

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

<u>REHIRE</u> <u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Larson, T. J.	Classroom Teacher	08/26/2013	\$35.59	Obama Service Learning
Lee, K.	Classroom Teacher	08/26/2013	\$35.57	Phalen Lake Hmong Studies
Ludwig, A. K.	Classroom Teacher	08/26/2013	\$25.17	Ramsey Middle School
Pabon, C. A.	Classroom Teacher	08/26/2013	\$24.27	Riverview School
Parker, J.	Classroom Teacher	08/26/2013	\$46.51	Farnsworth Aerospace Upper
Patton, M. C.	Classroom Teacher	08/26/2013	\$43.34	Eastern Heights
Perelstein, D.	Classroom Teacher	08/27/2013	\$27.68	ALC Creative Arts
Qin, Q.	Classroom Teacher	08/26/2013	\$25.17	Hamline Elementary
Russo, M. A.	Classroom Teacher	08/26/2013	\$40.12	Linwood Monroe Arts Upper
Skovholt, I. A.	Classroom Teacher	08/26/2013	\$27.68	Highland Park Middle
Stedje, J.	Classroom Teacher	08/26/2013	\$40.29	Obama Service Learning
Swanberg, B.	Classroom Teacher	08/26/2013	\$46.33	Highland Park Middle
Vang, P.	Classroom Teacher	08/26/2013	\$27.18	Highwood Hills
Walker, S.	Classroom Teacher	08/26/2013	\$45.59	Johnson Achievement Plus
Campbell, E. M.	Early Education Teacher	08/26/2013	\$28.77	Expo for Excellence
Matthes, R. S.	Nurse	08/26/2013	\$29.68	RiverEast Elem/Secondary
Peterson, R. J.	Principal	08/05/2013	\$55.62	ALC Elementary Program
Braxton, L. O.	Special Education Teacher	08/26/2013	\$35.59	Johnson Senior High
Chapman, M. A.	Special Education Teacher	08/26/2013	\$27.68	Wellstone Elementary
Dahedl, B. I.	Special Education Teacher	08/26/2013	\$24.27	Johnson Senior High
Healam, L. A.	Special Education Teacher	08/26/2013	\$35.37	Murray Middle School
Wambach, M.	Special Education Teacher	08/26/2013	\$27.18	Focus Beyond (Gr 7-Adult)
Wu, Y.	Special Education Teacher	08/26/2013	\$30.64	Mississippi Creative Arts

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

REHIRE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Davis, Y. A.	School/Community Professional	08/28/2013	\$30.79	Four Seasons A+
Vasquez, D.	Teaching Assistant	09/03/2013	\$11.38	Wellstone Elementary

REINSTATEMENT FROM LEAVE OF ABSENCE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Parker, L. G.	Assistant Principal	08/05/2013	Expo for Excellence
Bennig, S. L.	Classroom Teacher	08/26/2013	Ronald M Hubbs Center
Lee, D.	Classroom Teacher	08/12/2013	Plato Admin Offices
Lopez, A.	Classroom Teacher	08/26/2013	Riverview School
Nichols, S. D.	Classroom Teacher	08/26/2013	Obama Service Learning
Rademacher, B. J.	Classroom Teacher	08/12/2013	Plato Admin Offices
Renz, C.	Classroom Teacher	08/26/2013	The Heights Community School
Flowers, T.	School/Community Professional	08/26/2013	Washington Tech Secondary
Guerra, M.	School/Community Professional	07/29/2013	Student Placement Center
Moses, B. A.	School Bus Driver	08/08/2013	Colborne Admin Offices
Hanson, S. B.	Custodian	07/24/2013	Nokomis Montessori North

CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Herrera-Gundale, A.	Classroom Teacher From: Specialist	08/26/2013	\$45.42	Parkway Montessori & Community Middle
Honkanen, E.	Classroom Teacher From: Specialist	08/26/2013	\$45.59	Bruce F Vento Elementary
Melloy, K. J.	Classroom Teacher From: Specialist	08/26/2013	\$50.57	Journey's Secondary
Sjoberg, K. E.	Classroom Teacher From: Specialist	08/26/2013	\$42.65	American Indian Magnet
Bates, N. C.	Specialist From: Assistant Principal	08/12/2013	\$46.33	Plato Admin Offices
Arrington, S. D.	Specialist From: Classroom Teacher	08/12/2013	\$44.96	Plato Admin Offices

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

CHANGE IN TITLE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bell, D. J.	Specialist From: Classroom Teacher	08/12/2013	\$48.70	Plato Admin Offices
Bjoraker, J.	Specialist From: Classroom Teacher	08/12/2013	\$31.94	Plato Admin Offices
Braithwaite, S. L.	Specialist From: Classroom Teacher	08/12/2013	\$45.67	Plato Admin Offices
Breitzman, D. J.	Specialist From: Classroom Teacher	08/12/2013	\$47.78	Plato Admin Offices
Childs, G.	Specialist From: Classroom Teacher	08/12/2013	\$44.89	Plato Admin Offices
Dery, J. M.	Specialist From: Classroom Teacher	08/12/2013	\$33.65	Plato Admin Offices
Fox, M. A.	Specialist From: Classroom Teacher	08/12/2013	\$42.65	Plato Admin Offices
Geving, N.	Specialist From: Classroom Teacher	08/12/2013	\$48.70	Plato Admin Offices
Leifeld, M. M.	Specialist From: Classroom Teacher	08/12/2013	\$43.41	Plato Admin Offices
McBride, M. J.	Specialist From: Classroom Teacher	08/12/2013	\$41.23	Plato Admin Offices
Miziorko, S. A.	Specialist From: Classroom Teacher	08/12/2013	\$40.18	Plato Admin Offices
Polack, A. E.	Specialist From: Classroom Teacher	08/12/2013	\$48.70	Plato Admin Offices
Ransom, D. M.	Specialist From: Classroom Teacher	08/12/2013	\$46.33	Plato Admin Offices
Richardson, P. T.	Specialist From: Classroom Teacher	08/12/2013	\$32.93	Plato Admin Offices
Ross, S. R.	Specialist From: Classroom Teacher	08/12/2013	\$44.40	Plato Admin Offices
Chapman, D.	School/Community Professional From: Education Assistant	08/26/2013	\$23.25	Highland Park Senior

SUSPENSION WITHOUT PAY

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
L., B.	Custodian	09/12/2013

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

RETIREMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Arone, D. E.	Classroom Teacher	08/21/2013	Hamline Elementary
Byers, R. D.	Classroom Teacher	08/26/2013	Battle Creek Elementary
Lawrence, D.	Classroom Teacher	08/16/2013	Riverview School
Marsili, P. A.	Classroom Teacher	08/24/2013	Riverview School
Passi, M.	Classroom Teacher	06/11/2014	Humboldt Secondary
Robinson, M. J.	Classroom Teacher	06/16/2013	Journey's Secondary
Sagert, V.	Classroom Teacher	09/02/2013	Hamline Elementary
Larson, N.	ELL Teacher	08/17/2013	American Indian Magnet
Allen, P. B.	Special Education Teacher	06/11/2013	Obama Service Learning
Orme, P. A.	Special Education Teacher	08/30/2013	Humboldt Secondary
Prifrel, P.	Teaching Assistant	09/07/2013	Como Park Senior
Asuncion, M.	Clerical	08/31/2013	Harding Senior
Bennett, E. J.	Clerical	11/01/2013	Plato Admin Offices
Drone, M. A.	Clerical	11/09/2013	St. Paul Music Academy

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Lehan, M. P.	Assistant Principal	08/24/2013	Harding Senior
Mjolsness, E. H.	Assistant Principal	08/07/2013	Johnson Senior
Aeilts, J.	Classroom Teacher	08/09/2013	Como Park Senior
Anderson, C. E.	Classroom Teacher	08/14/2013	Frost Lake Elementary
Baloji, A. K.	Classroom Teacher	05/11/2013	L'Etoile du Nord Upper
Bittner, S. C.	Classroom Teacher	08/17/2013	Maxfield Elementary
Borgwardt, A.	Classroom Teacher	08/21/2013	Daytons Bluff
Buhl, T. L.	Classroom Teacher	08/24/2013	Linwood Monroe Arts Upper
Cernohous, L. L.	Classroom Teacher	08/27/2013	Humboldt Secondary
Davis, K. S.	Classroom Teacher	07/02/2013	Four Seasons A+
Fehring, J.	Classroom Teacher	08/22/2013	Benjamin Mays/Museum

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Flynn, K.	Classroom Teacher	08/24/2013	Harding Senior High
Frank, D. N.	Classroom Teacher	08/07/2013	Johnson Achievement Plus
Haselius, T. M.	Classroom Teacher	08/26/2013	Plato Admin Offices
Luseni, J. M.	Classroom Teacher	08/02/2013	Highwood Hills Elementary
Moos, K.	Classroom Teacher	08/22/2013	St. Paul Music Academy
Seastrand, L. J.	Classroom Teacher	08/22/2013	Groveland Park
Simmons, M. K.	Classroom Teacher	08/02/2013	Journey's Secondary
Vargas, C. R.	Classroom Teacher	08/13/2013	Wellstone Elementary
Veldhouse, S.	Classroom Teacher	07/22/2013	Cherokee Heights
Lovat, S.	Social Worker	08/26/2013	Johnson Achievement Plus
Eustis, Z. S.	Special Education Teacher	08/24/2013	Highwood Hills
Richards, S. R.	Special Education Teacher	08/22/2013	Battle Creek Elementary
Snyder, K. M.	Special Education Teacher	08/15/2013	Bruce F Vento Elementary
Sokola, A. K.	Special Education Teacher	08/20/2013	Wheelock Early Education Center
Bielenberg, M. W.	Education Assistant	08/24/2013	St Anthony Park
Neeley, K. L.	Education Assistant	08/23/2013	Student Placement Center
Zumbach, D. G.	Education Assistant	08/24/2013	Early Ed Ben Mays - Rondo
Zwald, T. P.	Education Assistant	08/10/2013	Wellstone Elementary
Anderson, M. S.	Teaching Assistant	08/15/2013	Benjamin Mays/Museum
Dopson, T.	Teaching Assistant	08/06/2013	RiverEast Elem/Secondary
Dubois, S. M.	Teaching Assistant	08/31/2013	Highland Park Senior
Eltawely, T. A.	Teaching Assistant	08/24/2013	Como Park Senior High
Hyer, J. S.	Teaching Assistant	08/01/2013	Focus Beyond (Gr 7-Adult)
Jackson, S. Y.	Teaching Assistant	08/23/2013	Harding Senior
Kanson-Benanav, D.	Teaching Assistant	08/13/2013	Crossroads Science

HUMAN RESOURCE TRANSACTIONS
September 17, 2013

RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Kempf, S.	Teaching Assistant	08/10/2013	St. Paul Music Academy
LeMay, A.	Teaching Assistant	09/03/2013	Highland Park Senior
Rattei, F. J.	Teaching Assistant	09/04/2013	The Heights Community School
Reh, P.	Teaching Assistant	07/01/2013	International Academy-LEAP
Segner, R. A.	Teaching Assistant	08/20/2013	Central Senior High
Stewart, C.	Teaching Assistant	08/21/2013	Hamline Elementary
Strauss-Albee, H. M.	Teaching Assistant	08/25/2013	Battle Creek Elementary
Vang, M.	Teaching Assistant	08/16/2013	Highland Park Elementary
Winkels, S. M.	Teaching Assistant	08/20/2013	Benjamin Mays/Museum
You, L.	Teaching Assistant	08/26/2013	Benjamin Mays/Museum
Lofton, L.	School Bus Driver	08/20/2013	Colborne Admin Offices
Sears, G.	Custodian	09/05/2013	Battle Creek Middle
Campbell, M. C.	Nutrition Services Personnel	08/20/2013	Nokomis Montessori South
Schrammen, S. M.	Nutrition Services Personnel	09/03/2013	Como Park Senior High
Rodriguez, J. A.	Professional Employee	08/27/2013	Colborne Admin Offices

RECISION OF RESIGNATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Klinkenberg, J.	Professional Employee	09/06/2013	Colborne Admin Offices

TERMINATION

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Simmons, A.	Supervisors	09/07/2013	Como Service Center
Harris, V.	Teaching Assistant	08/07/2013	Bruce F Vento Elementary

DISCHARGE

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
H., M. T.	Teaching Assistant	08/12/2013
L., A. J.	Nutrition Services Personnel	08/09/2013

TERMINATION OF TEMPORARY EMPLOYMENT

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Wu, Y.	Special Education Teacher	06/15/2013	Benjamin Mays/Museum

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

DATE: September 17, 2013

TOPIC: Consulting Services Contract Between Neighborhood House and Saint Paul Public Schools

A. PERTINENT FACTS:

1. The Office of the Superintendent requests permission to enter into a contract with Neighborhood House to provide family support services at three Achievement + schools; John A. Johnson Elementary, Dayton's Bluff Elementary, and Saint Paul Music Academy.
2. The services will include an Operate Family Resource Room at each school, direct service support, case management, wealth and asset building, resources and referrals, and cultural and social engagement.
3. The total cost for this agreement is \$30,000 for the time period September 3, 2013 through September 1, 2014. Funding for this agreement will be paid from the following budget: #01-005-640-000-6305-5906.
4. This project will meet the District strategic plan goals of achievement and alignment.
5. This item is submitted by – Melissa Lehman, Principal John A Johnson Achievement Plus Elementary; Lena Christiansen, Principal Dayton's Bluff Elementary, Barbara Evangelist, Principal Saint Paul Music Academy; Andrew Collins, Elementary Assistant Superintendent.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into a contract with Neighborhood House to provide family service support at John A. Johnson Achievement Plus Elementary, Dayton's Bluff Elementary, and Saint Paul Music Academy.

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

DATE: September 17, 2013

TOPIC: Special Education Racial Equity Supplemental Contract

A. PERTINENT FACTS:

1. Special Education is deepening and expanding its racial equity development during the 13/14 school year. This work will build the internal capacity of Special Education district and site staff to bring an equity lens in all Special Education teaching and learning programs.
2. This work will be in partnership with Pacific Educational Group and also include working with the Multilingual Learning Department (formerly ELL).
3. This project will meet the District strategic plan goals of alignment, achievement, and sustainability.
4. This item is submitted by Assistant Director Equity Michelle Bierman and Chief of Staff Michelle Walker.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to approve this supplemental contract with Pacific Education Group not to exceed \$95,000.

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

DATE: September 17, 2013

TOPIC: Consulting Services Contract between Wilder Foundation and Saint Paul Public Schools

A. PERTINENT FACTS:

1. The Office of the Superintendent requests permission to enter into a contract with Wilder Foundation to provide trauma-informed practice consulting services at John A. Johnson Achievement Plus Elementary for students who experience difficulties at school due to concerns with emotional/social functioning.
2. The services trauma-informed practice consulting services will include working with and supporting John A. Johnson Achievement Plus Elementary School leadership to develop and deliver/implement: "trauma-informed institutions" training and coaching sessions; practical responses and practices that are trauma-informed; practical methods for reducing trauma re-exposure; and a system to identify and track classroom and school-wide trauma-informed management practices. The services will include reasonable and necessary administrative and supervisory support.
3. The total cost for this agreement is \$45,000 for the time period August 15, 2013 through June 30, 2014. Funding for this agreement will be paid from the following budget: #01-005-420-000-6305-0000.
4. This item is submitted by – Melissa Lehman, Principal John A Johnson Achievement Plus Elementary; Andrew Collins, Elementary Assistant Superintendent; Elizabeth Keenan, Assistant Superintendent of Specialized Services; and Matt Mohs, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into a contract with Wilder Foundation to provide John A. Johnson Achievement Plus Elementary with trauma-informed practice consulting services to improve the health and well-being of students.

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

DATE: September 17, 2013

TOPIC: Request for Permission of Board of Education to Enter into a
Renewal Service Agreement with EDmin for the DataZone
Assessment Management System

A. PERTINENT FACTS:

1. In support of Goal 1: Achievement of the Strong Schools, Strong Communities strategic plan, the Division of Academics has identified the service agreement with EDmin for the DataZone Assessment Management System to continue into the third year. EDmin, Inc. is a longtime leader in providing learning and accountability solutions for K-20 education. The company has provided instruction and data management systems for over 20 years and now serves nearly 5 million users in all 50 states and the international market. In partnership with Mondo Publishing, EDmin has created DataZone--a web-based assessment management, instructional planning, and daily progress monitoring system to support teachers, schools and districts with management of reading benchmark and daily formative assessment data.
2. The proposed agreement with EDmin includes a renewal of the DataZone subscription to:
 - Capture all formative reading assessments, including benchmarks and ongoing progress monitoring
 - Analyze multiple data points to determine a stage of reading development and to create an individual profile for each student
 - Support personalization of learning through differentiated small group instruction
 - Generate reports of student reading progress at the student, classroom, grade, school, and district level.
3. Renewing the service agreement with EDmin for the use of DataZone aligns with Goal 1- Achievement of the Strong Schools, Strong Communities Strategic Plan:
 - Guaranteed delivery of curriculum
 - Better achievement across the school system
 - Data used throughout the year to inform and improve instruction
4. The proposal from EDmin was reviewed by the Office of Teaching, Learning and Leading and will be funded through Instructional Services funding. The cost of the services during the 2013-14 school year will not exceed \$212,140.00
5. This item is submitted by: Matthew Mohs, Chief Academic Officer, Marsha Baisch, Assistant Superintendent, Office of Teaching, Learning and Leading; and Teajai Anderson Schmidt, PreK-6 Elementary Literacy Program Manager.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into an agreement with EDmin to provide Data Zone. The total cost for services will be paid from the Instructional Services budget #01-005-610-000-6305-0000.

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

DATE: September 17, 2013

TOPIC: Permission for Institution of Higher Education to Participate in Speech-Language Pathology Co-Teaching Experiences at SPPS

A. PERTINENT FACTS:

1. Saint Paul Public Schools has ongoing relationships with universities and colleges to train teacher/nurse candidates in our schools. The participating universities and colleges enter into an agreement to send teacher/nurse candidates to our district and provide appropriate oversight of the program. The school district agrees to provide a suitable setting for the students to learn and grow.
2. In November 2011, Memorandums of Understanding for TC2 and TERI were signed by the Superintendent outlining partnerships between Saint Paul Public Schools and seven institutions of higher education (IHEs). Since 2011, eleven additional partners joined the list of institutions that support and participate in the training of teacher candidates in Saint Paul Public Schools.

TC2 and TERI IHEs	Additional Partners
Augsburg College Bethel University Concordia University St Paul Hamline University St. Catherine's University University of St. Thomas University of Minnesota – Twin Cities	Carleton College of St Scholastica Minnesota State University, Mankato Metropolitan State University Northwestern University St. Cloud State University St. Mary's University St. Olaf College University of Minnesota - Duluth University of Wisconsin – River Falls Walden University

In addition to the 18 partners, Saint Paul Public Schools partnered with six other institutions/departments for exceptional circumstances or specialty areas as provisional partners:

- University of North Dakota (field experience)
- University of Southern California (occupational science & occupational therapy)
- Adler Graduate School (Counseling field experience)
- Gustavus Adolphus College (student teaching and field experience)
- College of St. Scholastica – (occupational therapy)
- Bemidji State University (field experience)

Also, Saint Paul Public Schools reviewed a request to add another provisional partner:

- University of Duluth (speech-language pathology) (attached for approval – need three signed originals)
3. These arrangements with teacher preparation programs provide an excellent way to recruit candidates for the District.
 4. There is no additional cost to the District for the teacher preparation programs.
 5. Collaboration with colleges to train high quality urban staff supports the strategic plan.
 6. This partnership will meet the District target area goals of achievement, alignment and sustainability.
 7. This item is submitted by Patricia King, Assistant Director of Leadership Development; and Marsha Baisch, Assistant Superintendent of the Office of Teaching, Learning, and Leading.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to enter into Affiliation Agreement with the Institution of Higher Education.

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

DATE: September 17, 2013

TOPIC: Annual Report on Curriculum, Instruction and Student Achievement

A. PERTINENT FACTS:

1. Each year, the Minnesota Department of Education (MDE) requires school districts to submit to the public an *Annual Report on Curriculum, Instruction and Student Achievement*, which may be published electronically or in print.
2. Administration has prepared the report in accordance with state requirements, and will make the report available to the public on the SPPS web site.
3. This report meets the District's goals of Achievement and Alignment.
4. This item is submitted by Michelle J. Walker, Chief of Staff and Matthew Mohs, Chief Academic Officer.

B. RECOMMENDATION:

That the Board of Education approve the *Annual Report on Curriculum, Instruction and Student Achievement* and authorize its posting in accordance with state law and Minnesota Department of Education (MDE) guidelines.

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

DATE: September 17, 2013

TOPIC: Approve Behavior Specialist Services

A. PERTINENT FACTS:

1. St. Paul Youth Services has provided Behavior Specialist Services at Washington Technology Magnet, and other schools in the district, for several years.
2. The Behavior Specialists work with Washington students, parents, and members of the community to promote positive behavior, reduce suspensions, and keep students in school learning.
3. With the increase of student enrollment from 1800 to 2100 and the addition of 6th grade, more Behavior Specialist support is needed at Washington.
4. Source of funding will be the General Fund, 01-252-211-000-6305-0000, for the entire amount of \$195,000.00.
5. This project will meet the District target area goal of achievement.
6. This item is submitted by Mike McCollor, Principal, Washington Technology Magnet Secondary School; Steven Unowsky, Assistant Superintendent Middle Schools.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to approve Behavior Specialist Services at Washington Technology Magnet.

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

DATE: September 17, 2013

TOPIC: Approval of an Employment Agreement with Operative Plasterers Local Union No. 265, to Establish Terms and Conditions of Employment for 2013-16

A. PERTINENT FACTS:

1. New Agreement is for the three-year period June 1, 2013 through May 31, 2016.

2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry.

Uniforms: Effective June 1, 2013 employees working in this bargaining unit will be provided uniforms from the District.

Tools: Effective June 1, 2013 employer will provide employees in this bargaining unit with the necessary tools to accomplish daily work. Tools are the property of the District and must be returned upon employment separation.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates and outdated references.

4. The District has one regular F.T.E. in this bargaining unit.

5. The estimated total of all new costs (including wage adjustment, insurance and pension adjustments) for this agreement has been calculated as follows:

▪ in the 2012-13 budget year (June 1, 2013-June 30, 2013):	\$132
▪ in the 2013-14 budget year (July 1, 2013-June 30, 2014):	\$1,661
▪ in the 2014-15 budget year (July 1, 2014-June 30, 2015):	\$2,574
▪ in the 2015-16 budget year (July 1, 2015-May 31, 2016):	\$2,506

6. This item will meet the District's target area goal of alignment.

7. This request is submitted by Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief of Staff.

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 employees in this school district for whom Operative Plasterers Local Union No. 265 is the exclusive representative; duration of said Agreement is for the period of June 1, 2013 through May 31, 2016.

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

DATE: September 17, 2013

TOPIC: Establishment of the Unclassified Position of Senior Manager, Operations Logistics for Independent School District No. 625 and Relevant Terms and Conditions of Employment

A. PERTINENT FACTS:

1. Operations has a need for an administrative position to be responsible for planning, directing and coordinating the logistics for the receipt, storage, routing and distribution of food, supplies, textbooks, furniture and equipment to ensure the process is effective and efficient; to develop methods to streamline logistics operations; and to manage the staff responsible for warehouse and storehouse operations.
2. The Human Resource Department was asked to develop a job description performing these logistics responsibilities and to determine the proper job title and bargaining unit for this work. The recommendation from that study is to create a new title, Senior Manager, Operations Logistics. This title would be within the unit jurisdiction of the Saint Paul Supervisors' Organization unit that represents professional supervisory employees. The appropriate pay rate for this position would be equivalent to Grade 25 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 Operations budget.
4. This request supports the District's target area goal of sustainability.
5. This item is submitted by Jean Ronnei, Interim Chief Operations Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve the establishment of the Senior Manager, Operations Logistics job classification effective September 17, 2013; that the Board of Education declare the position of Senior Manager, Operations Logistics as unclassified; and that the pay rate be Grade 25 of the 2012-2013 Saint Paul Supervisors' Organization standard ranges.

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

DATE: September 17, 2013

TOPIC: Employee Dental Insurance Annual Renewal

A. PERTINENT FACTS:

1. The District provides dental insurance coverage through Delta Dental Plan of Minnesota for approximately 4,900 active employees. This is a self-insured plan. The current cost is approximately \$4.4 million which includes the employee's portion for family coverage.
2. The District offers employees one dental plan. Current monthly premiums are \$29.00 for single coverage; \$92.00 for family coverage.
3. Delta Dental and AonHewitt support no plan changes and slight rate increases for single and family premiums for calendar year 2014. New rates for 2014 are proposed at \$32.00 for single and \$104.00 for family.
4. The District's Benefits Labor Management Committee recommends acceptance of this rate renewal.
5. This item will meet the District target area goal of alignment.
6. This item is submitted by Sarah Meyer, Human Resource Consultant; Julie Coffey, Assistant Director, Employee/Labor Relations; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education approve the contract for employee dental insurance coverage with Delta Dental Plan of Minnesota effective January 1, 2014, at the proposed renewal rates.

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

DATE: September 17, 2013

TOPIC: Active Employee and Early Retiree Health Insurance

A. PERTINENT FACTS:

1. The School District provides health insurance coverage through HealthPartners for approximately 4,900 active employees and 700 early retirees. The District's current cost is approximately \$52,600,000 for active employees and \$5,700,000 for early retirees.

2. The District currently offers active employees and early retirees three HealthPartners plan options at the following rates:

	Single	Single Plus One	Family
HP Distinctions II	\$747.00	\$1,680.00	\$1,949.00
HP Empower HRA National One	\$648.00	\$1,422.00	\$1,660.00
HP Empower HSA National One	\$481.00	\$1,082.00	\$1,256.00

3. When HealthPartners proposed a three year renewal starting January 1, 2012 there were rate caps at 6% for plan years 2013 and 2014. HealthPartners is proposing a 2.29% renewal increase for 2014. The health insurance must be bid again for plan year 2015. AonHewitt has reviewed the claims data and concurs with the 2.29% renewal increase for 2014. The wellness initiative is included in the renewal with no changes. The following three plans would be offered to active employees and early retirees in 2014 with no plan design changes. Premiums for 2014 are listed below:

	Single	Single Plus One	Family
HP Distinctions II	\$747.00	\$1,680.00	\$1,949.00
HP Empower HRA National One	\$644.00	\$1,418.00	\$1,656.00
HP Empower HSA National One	\$509.00	\$1,145.00	\$1,328.00

4. The District's cost for active employee and early retiree health insurance will increase approximately \$1,690,700 in plan year 2014.
5. The District's Benefits Labor Management Committee approves and recommends acceptance of this renewal contract at the proposed rates.
6. This item will meet the District target area goal of alignment.
7. This item is submitted by Sarah Meyer, Human Resource Consultant; Julie Coffey, Assistant Director, Employee/Labor Relations; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education approve a contract for active employee and early retiree health insurance coverage with HealthPartners for plan year 2014, effective January 1, 2014, at the proposed premium renewal rate.

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

DATE: September 17, 2013

TOPIC: Employee Life Insurance Renewal

A. PERTINENT FACTS:

1. The District will enter the second year of a 3-year rate guarantee for employee life insurance starting January 1, 2013 and continuing through December 31, 2015. The current carrier is Minnesota Life Insurance Company.
2. The volume of life insurance coverage for the District is approximately \$292,855,000. The current rate is \$0.097 per \$1,000 of coverage.
3. The current total cost to the District for life insurance is approximately \$392,040 per year.
4. Minnesota Life recommends no rate change for 2014.
5. The Benefits Labor Management Committee recommends approval of this rate and continued coverage with Minnesota Life Insurance Company.
6. This agreement will meet the District target area goal of alignment.
7. This item is submitted by Sarah Meyer, Human Resource Consultant, Julie Coffey, Assistant Director, Employee/Labor Relations; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

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

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

DATE: September 17, 2013

TOPIC: Employee Long-Term Disability Insurance Annual Renewal

A. PERTINENT FACTS:

1. The School District will enter year three of a three-year rate guarantee for employee long-term disability insurance lasting through December 31, 2014. The current carrier is Hartford.
2. The covered payroll for the District is approximately \$26,300,000. The current rate is \$0.415/month per \$100 of covered payroll.
3. The current total annual cost to the District for long-term disability insurance is approximately \$1,300,000.
4. The Benefits Labor Management Committee recommends acceptance of this renewal with Hartford with no rate increase.
5. This item will meet the District target area goal of alignment.
6. This item is submitted by Sarah Meyer, Human Resource Consultant; Julie Coffey, Assistant Director, Employee/Labor Relations; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education approve the contract for employee long-term disability coverage with Harford for the 2014 calendar year with no change in premium renewal rates.

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

DATE: September 17, 2013

TOPIC: Employee Short-Term Disability Insurance Annual Renewal

A. PERTINENT FACTS:

1. The District provides short-term disability insurance coverage for approximately 26 administrators. The District's current cost is approximately \$14,000 annually. The District also offers optional employee paid short-term disability coverage to all regular employees who work 20 or more hours per week.
2. The District purchases this coverage from Assurant. The current premium is \$.34 per \$10 of weekly benefits.
3. Assurant is proposing no rate increase for calendar year 2014.
4. The District's Benefits Labor Management Committee recommends acceptance of this rate renewal.
5. This item will meet the District target area goal of alignment.
6. This item is submitted by Sarah Meyer, Human Resource Consultant; Julie Coffey, Assistant Director, Employee/Labor Relations; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education approve the contract for employee short-term disability coverage with Assurant with no change in premium renewal rates.

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

DATE: September 17, 2013

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 July 1, 2013 – July 31, 2013.

(a) General Account	#600639-601880	\$38,098,612.28
	#0000178-0000256	
	#7000217-7000269	
	#0000020-0000038	
(b) Debt Service	-0-	\$2,000.00
(c) Construction	-0-	<u>\$5,633,131.99</u>
		<u>\$43,733,744.27</u>

Included in the above disbursements are payrolls in the amount of \$17,700,186.56 and overtime of \$17,476.10 or 0.10% of payroll.

(d) Collateral Changes

Released:	NONE
Additions:	NONE

2. That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending December 27, 2013.

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

DATE: September 17, 2013

TOPIC: Bid No. A200096-E -- Dairy Products

A. PERTINENT FACTS:

1. This bid provides for furnishing and delivery of Dairy Products on an as-needed basis to Nutrition Services during the period of September 1, 2013 through August 31 2014.

2. The following Bids were received for Dairy:

Hastings Co-op.....	\$1,380,447.00
Agropur.....	\$1,485,287.80
Kemps.....	Declined to bid

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

4. Funding will be provided from the Nutrition Services budget 02-005-680-701-6490-0000.

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

6. This item is submitted by Jean Ronnei, Interim Chief Operations Officer and Nutrition Services Director.

B. RECOMMENDATION:

That the Board of Education authorize award of bid No. A200096-E for furnishing and delivery of Dairy during the period of September 1, 2013 through August 31, 2014 to Hastings Co-op.

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)

- | | |
|---------------|---|
| • October 1 | Closed Meeting |
| • October 15 | Closed Meeting. |
| • October 15 | |
| • October 22 | Closed Meeting |
| • November 12 | Closed Meeting |
| • November 12 | . |
| • December 3 | Closed Meeting |
| • December 17 | Closed Meeting |
| • December 17 | |
| • 1/7 | ANNUAL MEETING (<i>Board Members take office</i>)
Time TBD |
| • 1/21 | . |
| • 2/18 | |
| • 3/18 | |
| • April 15 | |
| • 5/20 | |
| • 6/24 | |
| • 7/15 | |
| • 8/19 | |
| • 9/23 | |
| • 10/14 | |
| • 11/18 | |
| • 12/16 | |

Committee of the Board Meetings

(4:30 unless otherwise noted)

- October 1
- October 22
- December 3
- January 14
- February 11
- March 4
- April 8
- May 6
- June 10
- July 15
- August 9
- September 7
- October 28
- December 2