



# **Saint Paul Public Schools**

## **Regular Meeting**

**Tuesday, December 13, 2016 6:05 PM**

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

**BOARD OF EDUCATION**



**Jon Schumacher**  
*Chair*



**Zuki Ellis**  
*Vice Chair*



**Chue Vue**  
*Clerk*



**Steven Marchese**  
*Treasurer*



**John Brodrick**  
*Director*



**Jeanelle Foster**  
*Director*



**Mary Vanderwert**  
*Director*



**ADMINISTRATION**  
**J. Thein**  
*Interim  
Superintendent*

**BOARD OF EDUCATION COMMITTEES**

**Committee of the Board – Zuki Ellis, Vice Chair**

**SPPS VISION STATEMENT**

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

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

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**Long-Range Goals Adopted by the Board:**

**HIGH ACHIEVEMENT**

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

**MEANINGFUL CONNECTIONS**

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

**RESPECTFUL ENVIRONMENT**

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

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

**December 13, 2016**  
**6:05 PM**

**A G E N D A**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVAL OF THE ORDER OF THE MAIN AGENDA**
- IV. RECOGNITIONS**
  - A. Acknowledgement of Good Work Provided by Outstanding District Employees and Departments 6
- V. APPROVAL OF THE ORDER OF THE CONSENT AGENDA**
- VI. APPROVAL OF THE MINUTES**
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**INDEPENDENT SCHOOL DISTRICT NO. 625  
BOARD OF EDUCATION  
SAINT PAUL PUBLIC SCHOOLS**

**DATE:** December 13, 2016

**TOPIC:** Acknowledgement of Good Work Provided by Outstanding District Employees

**A. PERTINENT FACTS:**

1. **John Bobolink**, Supervisor of the Indian Education Program, has received the 2016 award for Outstanding American Indian Administrator by the Minnesota Indian Education Association (MIEA). MIEA establishes and maintains communications and the promotion of quality education and unity for American Indians for the express purpose of continuity of communications and on-going awareness of local and statewide educational activities.

John is an enrolled member of the Leech Lake Band of Ojibwe Indians and has worked for Saint Paul Public Schools for 16 years. His first role was as the lead teacher for the Indian Education Program and for the last two years as its supervisor.

2. **Josh Leonard**, Director of Belwin Outdoor Science, was named Non-Formal Environmental Teacher of the Year on November 6 by the Minnesota Association for Environmental Education. Josh leads outdoor science programming for 10,000 students in SPPS each year. He works to provide students with quality environmental education and teachers with professional development to help them strengthen their environmental education instruction.

Prior to working at Belwin, Josh taught AP environmental science and biology at Como Park Senior High School. He has worked as a guide in the Boundary Waters Canoe Area Wilderness, an interpreter at the Bell Museum, a Spanish instructor in a Waldorf School and a biology teacher in Costa Rica.

3. **Jennifer Nordstrand**, resource nurse for students with disabilities, has been named 2016 Minnesota School Nurse of the Year by the School Nurse Organization of Minnesota. The honor recognizes one licensed school nurse annually who exemplifies the profession of school nursing. She was nominated for this award by her peers.

Jennifer has worked for Saint Paul Public Schools since 2003 and has participated in efforts to influence public policy for the practice of nursing within third party reimbursement.

4. This item submitted by Kate Wilcox-Harris, Chief Academic Officer

**B. RECOMMENDATION:**

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

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

**November 15, 2016**

**I. CALL TO ORDER**

The meeting was called to order at 6:27 p.m.

**II. ROLL CALL**

PRESENT: J. Schumacher, S. Marchese, C. Baker, J. Brodrick, C. Vue, M. Vanderwert, Superintendent Thein, N. Cameron, General Counsel and M. Polsfuss, Assistant Clerk

Ms. Ellis joined the meeting at 6:36 p.m.

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

**MOTION:** Mr. Schumacher moved the Board approved the Order of the Main Agenda as published. Mr. Brodrick seconded the motion.

The motion passed with the following roll call vote:

Mr. Schumacher	Yes
Mr. Marchese	Yes
Ms. Ellis	Absent
Mr. Baker	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes

**IV. RECOGNITIONS**

**BF 30648** Recognition of Contributors to Project REACH, In Recognition of National Hunger and Homeless Awareness Week, November 12-20 Thanks to community for their generosity

Every year, there are approximately 2000 students experiencing homelessness in St. Paul Public Schools. Project REACH works with the students and families to meet their basic needs from housing and shelter resources to transportation to their school of origin and academic tutoring in shelters. SPPS also counts on donors to supplement the basic needs of these students. Every year Project REACH holds a blanket and coat drive, hoping to receive donations for students and their families, to help keep them warm in the winter. Project REACH also supplies each student with backpacks and school supplies so that they are ready to learn in school. There are other needs, facing the families such as the need for cleaning supplies, hygiene items, gas cards and books.

SPPS extended it thanks to the following donors for their generosity and kindness in donating to Project REACH and SPPS families and students:

- Foresters US Sales Support and Distribution Center
- Highway Federal Credit Union
- Girl Scout Troop at Expo
- St. Paul Labor Studies and Resource Center
- Century College

- Assistance League of Minneapolis and St. Paul
- SPPS schools- Randolph Heights, Battle Creek Elementary, American Indian Magnet, Open World Learning, Capitol Hill
- Horace Mann 2nd grade class
- St. Paul Division of Elementary Principals
- Arlington Hills Lutheran Church
- FOCUS MN
- United Technology Corporation
- Forests View Elementary
- Met Council
- TKDA Engineering, Architecture and Planning
- St. Paul Schools Foundation
- St. Paul Reformation
- Bill Dillon
- Brian DeMartino

**BF 30649.**      Recognition of Schools, Teams, Individuals, and Coaches in Our St. Paul Public Schools That Have Won Athletic Awards and Championships.

1. Highland Park Middle School - Girls' Volleyball Team - City Champion
  2. Humboldt Middle School - Boys' Soccer Team - City Champion
  3. Murray Middle School - Flag Football Team - City Champion
  4. Murray Middle School - Girls' Soccer Team - City Champion
  5. Washington Technology School - Boys' Soccer Team - City Champion
  6. Como Park Senior High School - Boys' Cross Country Athlete Innocent Murwanashyaka - State Qualifier
  7. Como Park High School - Boys' Soccer Team - State Qualifiers
  8. Central Senior High School - Boys' Cross Country Team - City Champion
  9. Central Senior High School - Girls' Cross Country Athlete - Sophia Rabins - State Qualifier
  10. Central Senior High School - Girls' Ternnis Athlette - Zoe Klass-Sarch - State Qualifier
  11. Harding High School - Girls' Tennis Team - City Champion
  12. Highland Park High School - Boys' Cross Country athletes - Sid Gross, Oliver Paleen & Kris Johnson - State Qualifiers
  13. Highland Park High School - Girls' Cross Country Team - City Champion
  14. Highland Park High School - Girls' Soccer Team - City Champion
  15. Highland Park High School - Girls' Swim Team - City Champion
  16. Highland Park High School - Girl's Volleyball Team - City Champion
- C. The Board Chair recognized Director Baker and thanked him for his service as Interim Director on the Board over the past few months.

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

**MOTION:**      **Mr. Schumacher moved approval of the Order of the Consent Agenda as published with the exception that Items D1 - Enter Into a Partnership with University of Saint Thomas for the SPPS Urban Teacher Residency Program and D2 - Saint Paul Promise Neighborhood Partnership 2017 through 2021 were pulled for separate consideration. Ms. Ellis seconded the motion.**

The motion passed with the following roll call vote:

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



## VI. APPROVAL OF THE MINUTES

### A. Minutes of the Regular Meeting of the Board of Education of October 25, 2016

**MOTION:** Mr. Schumacher moved, seconded by Mr. Baker, that the Board approve the Minutes of the Regular Meeting of the Board of Education of October 25, 2016 as published.

The motion passed with the following roll call vote:

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

## VII. COMMITTEE REPORTS

### A. Committee of the Board Meeting of November 1, 2016

A representative from AON Hewitt provided an **Update on The Affordable Care Act & SPPS Health Insurance**.

The Chief Financial Officer presented the **Final FY 16 Budget Revision** reflecting the final changes to the General Fund Fully Financed Fund and the Community Service Fully Financed Fund.

**RECOMMENDED MOTION:** That the Board of Education approve the FY 2015-16 final budget revision as presented.

The motion passed with the following roll call vote:

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

The Chief Financial Officer then provided an **Update on the Pay 17 Levy** based on the Minnesota Department of Education updates of October 3. The Certified Pay 17 Levy Ceiling as approved by the Board on September 20 remains at 4.97%.

The SPPS Legislative Liaison provided an overview of the upcoming 2017 Legislative session and then moved on to review the proposed SPPS legislative agenda topics.

The Director of Facilities reviewed proposed organizational changes to the department, provided an update on the progress of the RiverEast project and a recommendation to push the opening of the school to 2018. He also shared the impact to Jie Ming, Hamline and the ECCE program.

The Board had discussion on the proposal for accomplishing start time change for SY 18-19; reviewed community feedback as well as some of the implications of the drafted change.

During the Work Session the Board discussed how best and most efficiently they could engage the schools and community. HR presented a response to a request for information on **Budget Cut Impacts on TAs**.

B. Committee of the Board Meeting of November 14, 2016

The Board conducted **Interviews of Three Search Firms** to select one to conduct the Superintendent Search process. The firms were:

1. School Exec Connect (SEC)
2. McPherson & Jacobson
3. Ray & Associates

After discussion and consideration the following motion was recommended:

**RECOMMENDED MOTION:** That the Board of Education approve hiring Ray and Associates as consultants for the SPPS Superintendent Search process and that the Board give the Chair the authority to complete negotiations and finalize the contract in order for the search process to begin immediately.

The motion passed with the following roll call vote:

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

There was a brief discussion on moving the **Start Time** discussion to the December meeting in order for the newly elected Board member to have input in the process. The following motion was recommended:

**RECOMMENDED MOTION:** That the Board of Education move the vote on School Start Time from the November Board meeting to the December Board meeting in order for the newly elected Board member to participate in the decision on Start Times

The motion passed with the following roll call vote:

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

The following draft proposal for a Board motion was offered for consideration:

*The SPPS Board of Education directs the Superintendent to develop a plan to change school start times, with implementation beginning in the 2018-19 school year. The objective of the change is to align school start times with the health and academic best interests of SPPS students. The restructured system will impact the entire SPPS system; therefore, robust community engagement must be conducted to inform, support, and receive feedback from the SPPS community.*

*Changes to the system must consider the following areas:*

- *Alignment to research-based recommendations,*

- *Budget implications,*
- *Expanded childcare needs,*
- *Student safety,*
- *Strategic alignment,*
- *Opportunities for expansion of Metro Transit partnership*

**MOTION:** Ms. Ellis moved the Board accept the reports on the Committee of the Board meeting of November 1 and November 14 as presented and approve the minutes of the same meetings as published in the Board Book. Mr. Schumacher seconded the motion,

The motion passed with the following roll call vote:

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

## VIII. SUPERINTENDENT'S REPORT

### A. Pay 17 Levy Update

The Chief Financial Officer stated school levy authority is established in law. School budgets are a combination of State, Federal and local funding, including the voter approved referendum. The Pay 17 school levy funds the 2017-18 school year. City and County reflect the calendar year budget starting January 1. Districts receive payments after the May and October tax collections from the County. The Levy can only move down after October 1.

All figures in the report provided are based on Administration's best estimates, using the statutory authorized amounts. MDE provided updated Pay 17 levy calculations on October 3. SPPS certified the maximum levy ceiling at the September 20 Board meeting.

The CFO went on to describe how property taxes are determined and the major factors impacting property taxes. Factors impacting the levy this year include:

- Changes in St. Paul's tax base - home values continue to improve along with commercial values.
- Apartments also have a big jump - rates are heavily weighted on income production (rent).
- Net tax capacity in St. Paul increased 7.8%.
- Fiscal disparities aid is increasing \$1.57 million
- Change to Tax Increment Financing (TIF)
- Changes to pension contributions or unemployment
- Long term facilities and bonding, pay go, etc.

Other factors are:

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

She then reviewed the timeline for the Pay 17 levy process.

SPPS levy categories are:

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

**Certified Pay 17 Levy Ceiling (approved 9/20/16)**

<b>Levy Category</b>	<b>Certified Pay 16 Levy</b>	<b>SPPS Estimated Pay 17 Levy Ceiling as of 9/9/16</b>	<b>Difference</b>
Operating	\$47,242,112	\$47,263,069	\$20,957
Pension/OPEB/Contractual	36,133,492	37,545,435	1,411,943
Facilities	54,572,087	59,983,176	5,411,089
Community Service	3,260,938	3,441,986	181,048
Total All Levy Categories	\$141,208,630	\$148,233,667	\$7,025,037
Percent Change			4.97%

The CFO reviewed the estimated annual property tax impact (2016 to 2017 assuming 0% increase in market value and assuming a 6.4% increase in market value), for residential and commercial/industrial.

She reminded the community that SPPS would hold it Truth In Taxation Hearing on Tuesday, December 6 at 6:00 p.m.

**B. Update on Lead in Water Program**

Risk and Environmental Services Manager provided an update on SPPS's lead water testing. The Minnesota Department of Health recommends testing for lead in water once every five years. Typically SPPS tests about 20% (one-fifth) of total district water sources annually to meet MDH recommendations). This year, SPPS decided to test all water sources at once in response to a heightened public awareness and concerns over lead water safety brought about by Flint, Michigan.

Over 6,500 tests were performed. 99.5% passed on the first test. 233 fixtures exceeded the 20 ppb safety standard (13 of the 233 failed the second "flush" test). With regular use drinking fountains do not pose a health risk. As a result of the tests, the 233 fixtures were replaced and approximately 75 new hydration stations have replaced old drinking fountains. Four temporary plumbers were hired and did the fixture replacement work. Eventually all schools will have a minimum of two hydration stations installed on their site.

SPPS will retest in 2021 in accordance with the recommended MDH testing schedule. SPPS has posted all test results for this year on the Facilities website and notice of and test results will be posted as tests are completed in the future.

The Plumbers & Gasfitters Local 34 Union donated \$25,000 toward the cost of replacing the 233 fixtures. The Union representative indicated that this year SPPS plumbers have addressed 2,000 work requests (average is 1,800/year) resulting in 7,700 plumbing hours in the buildings to keep the water running.

The Board extended SPPS's thanks for the donation and expressed appreciation for the very good work done by its plumbers.

Questions/Discussion:

- Do the hydration stations filter out fluoride? Response: Yes to some degree, there is still some left but at a reduced level.
- A Board member stated this donation speaks volumes for the SPPS culture that makes all employees part of the team.

C. Human Resource Transactions

**MOTION:** Mr. Schumacher moved approval of the Human Resource Transactions for the period October 1, 2016 through October 31, 2016. Mr. Brodrick seconded the motion.

The motion passed with the following roll call vote:

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

**IX. CONSENT AGENDA**

**MOTION:** Mr. Schumacher moved approval of all of the items on the Consent Agenda as published with the exception of Items D1 - Enter Into a Partnership with University of Saint Thomas for the SPPS Urban Teacher Residency Program and D2 - Saint Paul Promise Neighborhood Partnership 2017 through 2021 which were pulled for separate consideration. Mr. Brodrick seconded the motion.

The motion passed with the following roll call vote:

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

A. Gifts - None

B. Grants

**BF 30650**

Request for Permission to Submit a Grant Application to the Capitol Region Watershed District

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Capitol Region Watershed District for funds to make drainage improvements at Highland Park Senior High School; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 30651**

Request for Permission to Accept a Grant from HealthForce Minnesota

That the Board of Education authorize the Superintendent (designee) to accept a grant from HealthForce Minnesota to deliver a healthcare curriculum in SPPS; and to implement the project as specified in the award documents.

**BF 30652**

Request for Permission to Accept a Grant from Metro ECSU

That the Board of Education authorize the Superintendent (designee) to accept a grant from Metro ECSU to purchase personalized learning tools for elementary students with disabilities in SPPS; and to implement the project as specified in the award documents.

**BF 30653** Request for Permission to Submit a Grant Application to the Minnesota Department of Education

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education for funds to develop sustainable PBIS training solutions in the district; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 30654** Request for Permission to Accept a Grant from the Minnesota Historical Society (Washington Tech.)

That the Board of Education authorize the Superintendent (designee) to accept a grant from Minnesota Historical Society to support history learning at Washington Technology Magnet School; and to implement the project as specified in the award documents.

**BF 30655** Request for Permission to Submit a Grant Application to the U.S. Department of Education's Upward Bound Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the U.S. Department of Education's Upward Bound Program for funds to improve college readiness for students in the Gateway to College program; to accept funds, if awarded; and to implement the project as specified in the award documents.

C. Contracts - None

D. Agreements - Pulled for separate consideration

E. Administrative Items

**BF 30656** Request for Permission to Accept the RFP from Hiway Federal CU to Establish a Financial Branch in both Harding Senior High School and Como Senior High School in Vacant Credit Union Spaces

That the Board of Education authorize the Superintendent to select Hiway Federal Credit Union RFP as the Saint Paul Public Schools financial institution and sign the MOA and Select Employer Group letter submitted at zero cost to Saint Paul Schools.

**BF 30657** District Rooftop Leases (Cell Towers) at Various Locations

That the Board of Education authorize the Superintendent or Designee to execute nine (9) Lease Agreements between the District and T-Mobile Central LLC for the term January 1, 2017 through December 31, 2026, with annual rent for the first year of Twenty-Nine Thousand Dollars (\$29,000.00) for each lease, subject to all other terms and conditions of said agreement.

**BF 30658** Approval of Employment Agreement Between Independent School District No. 625 and International Union of Operating Engineers, Local No. 70, Exclusive Representative for Custodians

That the Board of Education of Independent School District No. 625 enter into an agreement concerning the terms and conditions of employment for International Union of Operating Engineers, Local No. 70; duration of said Agreement is for the period of July 1, 2016, through June 30, 2018.

**BF 30659** Establishment of the Classified Position of Construction Project Manager for ISD 625 and Relevant Terms and Conditions of Employment

That the Board of Education of Independent School District No. 625 approve the establishment of the Construction Project Manager job classification effective October 25,

2016; that the Board of Education declare the position of Construction Project Manager as classified; and that the pay rate be Grade 15 Professional Employees Association standard ranges.

**BF 30660** Establishment of the Classified Position of Construction Senior Project Manager for ISD 625 and Relevant Terms and Conditions of Employment

That the Board of Education of Independent School District 625 approve the establishment of the Construction Senior Project Manager job classification effective October 25, 2016; that the Board of Education declare the position of Construction Senior Project Manager as classified; and that the pay rate be Grade 20 Professional Employees Association standard ranges.

**BF 30661** Establishment of the Unclassified Position of Manager of Capital Project Delivery for ISD 625 and Relevant Terms and Conditions of Employment  
That the Board of Education of Independent School District No. 625 approve the establishment of the Manager of Capital Project Delivery job classification effective October 25, 2016; that the Board of Education declare the position of Manager of Capital Project Delivery as unclassified; and that the pay rate be Grade 24 Saint Paul Supervisors' Organization standard ranges.

**BF 30662.** Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 123.70 Health Standards: Immunizations  
That the Board of Education excludes the named students from school effective November 28, 2016, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

**BF 30663** Monthly Operating Authority  
That the Board of Education approve and ratify the following checks and wire transfers for the period September 1, 2016 – September 30, 2016.

General Account	#664777-666064	\$53,464,421.94
	#0002164-0002209	
	#7001944-7001984	
	#0001246-0001273	
(a) Debt Service	-0-	\$5,650.00
(b) Construction	-0-	<u>\$3,794,999.57</u>
		\$57,265,071.51

*Included in the above disbursements are payrolls in the amount of \$42,907,171.09 and overtime of \$116,963.07 or 0.27% of payroll.*

(d) Collateral Changes

Released: None

Additions: None

That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending February 28, 2017.

**BF 30664.** Proposed Discharge of Tenured Teacher – D.S.

That the Board of Education: (1) Accept the filing of the Charges proposing to discharge Tenured Teacher for the grounds alleged in the Charges. (2) Ratify the Superintendent's suspension of Tenured Teacher without pay, effective at the end of the day on November 2, 2016, and pending the conclusion of teacher termination proceedings. (3) Direct the Assistant Clerk of the Board of Education to serve Tenured Teacher with a copy of the Charges filed with the Clerk on November 4, 2016, and give notice to Tenured Teacher of the teacher's rights to a hearing or arbitration under the Teacher Tenure Act and (4) Authorize the District's legal counsel to select a hearing officer or an arbitrator, as applicable, if Tenured Teacher requests a hearing.

F. Bids

**BF 30665**

Tririga Mobile Solution Bid Approval

That the Board of Education authorize award of the Tririga Mobile Solution bid to ValuD for the lump sum base bid for \$166,000.

**IX. CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION**

**BF 30666**

Enter Into a Partnership with University of Saint Thomas for the SPPS Urban Teacher Residency Program

This is a new opportunity and it would be helpful to know what the new relationship will be about? Response: This is an urban teacher residency program covered under a three year agreement/partnership with the University of St. Thomas. It is a "grow our own" program to develop teachers who will be effective in the SPPS environment. The National Center for Teacher Residency awarded a SEED grant to SPPS. SPPS will pay St. Thomas \$10,000 to develop program curriculum that will meet State requirements and which will be approved by The Board of Teaching. The program will address SPPS areas of greatest needs – math and special ed at elementary level. The program will provide non-licensed educator professionals an affordable, accelerated program to earn their Minnesota teaching license and master's degree in 15 months.

Questions/Discussion:

- How do people get into the program? Response: The program is advertised internally to paraprofessionals who have degrees. If the cohort does not fill from this group invitations are extended to district partners. Entry is through an application process and selections are made by staff in partnership with St. Thomas. The program does offer a stipend to manage expenses over the 15 month program, mentors are provided as well as an opportunity to do student teaching within the district.
- What is the size of the program? Response. It is a three year program made up of three cohorts of 25 each. 22 individuals remain in the first year cohort. SPPS will target 35 for Cohort 2 and 25 for Cohort 3 in order to achieve the desired number of 75 completing the program.
- When they complete the course are they given the opportunity to join SPPS as a teacher? Response: This is a direct pipeline to the district. As HR offers contracts this would be the first group to receive those contracts. Cohort 1 participants make a commitment to leverage their experience to help shape Cohorts 2 and 3. They serve as ambassadors in the program as they finish the program and help recruit participants. Cohort one consists of 11 men, 11 women, 11 persons of color. HR has been impressed by number of men in the program.
- Is there any commitment for participants to stay as teacher for a certain amount of time? Response: SPPS has a one year commitment, not as extensive as the three years wanted originally. A good portion of the current cohort are graduates of SPPS.

**MOTION: Mr. Marchese moved the Board of Education authorize the Superintendent (designee) to accept the partnership and to approve the \$10,000 contract with the University of St. Thomas. Mr. Brodrick seconded the motion.**

The motion passed with the following roll call vote:

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



**BF 30667**

Saint Paul Promise Neighborhood Partnership 2017 through 2021

SPPS has a long standing connection with Promise Neigh. Where is the project now and how is it working toward the future? Response: SPPS has been in partnership with Promise Neighborhood for the last eight years initially applying jointly for a federal grant. The partnership is expanding to scale in five SPPS schools: Jackson, Maxfield, Benjamin E. Mays IB World School, Ramsey Middle School and Central Senior High School. The initial focus was on the elementary age point and is now bringing in secondary partners. The program is anchored with Wilder who provides research and fiscal support. SPPS will provide in-kind funding with the bulk of the in-kind dollars coming from school budgets in the form of space, nutrition support, transportation for students and families and personnel to ensure the successful implementation of programming. The program also provides family & community support to student families, having wrap around support services.

Questions/Discussion

- What is the vision for Ramsey and Central? Response: It is about preparing students for college and career with a middle school foundation of advanced placement courses, families understanding the importance of advanced courses, connections to colleges, application support, guidance, etc. It will provide the human touch to prepare students for college with added support for the students. Post secondary options, college in schools, etc.
- Will this effort be within the boundary of the Promise Neighborhood? Response: Yes, students participate if they live in or attend school in the neighborhood. If there is additional capacity then it is open to any student attending that school.

**MOTION: That the Board of Education approve the partnership with Saint Paul Promise Neighborhood and the aforementioned schools for year beginning 2017 through 2021.**

The motion passed with the following roll call vote:

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

**X. OLD BUSINESS**

**A. Revised Jie Ming and RiverEast Resolutions**

Staff indicated a Resolution had been prepared to update an earlier motion passed regarding Jie Ming and RiverEast. The resolution was to postpone the move of the programs to the 18-19 school year to provide for added time in the construction of the RiverEast School.

**MOTION:** Mr. Schumacher moved, seconded by Ms. Vanderwert, the Board approve the resolution.

Following lengthy discussion it was decide there was no need to pass the resolution at this point in time and Mr. Schumacher asked to withdraw the motion. Ms. Vanderwert as seconder was agreeable. The motion was withdrawn with no action taken.

**XI. NEW BUSINESS**

**BF 30668**

Canvass of 2016 School Board Election Results

**MOTION:** Ms. Vanderwert moved, seconded by Ms. Ellis, the Board certify that they have canvassed the returns of the Special Election held on Tuesday, November 8, 2016 and have specified the names of any candidates receiving votes and the number of votes received by each

candidate in this election as outlined in the Resolution Canvassing Returns of Votes of ISD No. 625 Special Election.

The motion passed with the following roll call vote:

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

#### RESOLUTION CANVASSING RETURN OF VOTES OF ISD 625 SPECIAL ELECTION

BE IT RESOLVED by the Board of Education of ISD No. 625, as follows:

1. It is hereby found, determined and declared that the special election of the voters of the District held on November 8, 2016, was in all respects duly and legally called and held.
2. As specified in the attached abstract and return of votes cast, District voters at said special election voted on candidates to fill one vacant seat on the Board of Education for the remaining term, expiring on January 1, 2018, as follows:

Jeanelle Foster	35,221
Edwardo Barrera	19,381
Cindy Kerr	16,621
Greg Copland	14,983
Tony Klehr	5,108
Write-In	1,592

3. Jeanelle Foster, having received the highest number of votes, is elected to fill the vacant Board of Education seat for the remaining term expiring on January 1, 2018.
4. The School District Clerk is hereby authorized to certify the results of the election to the Ramsey County Auditor.

The Board extended its congratulations and welcome to Ms. Foster.

## **XII. BOARD OF EDUCATION**

- A. Information Requests & Responses - None
- B. Items for Future Agendas - None
- C. Board of Education Reports/Communications

Director Baker stated he had enjoyed his time serving the district and indicated he was impressed to see the very strong commitment to kids in the district. He stated he believed the direction the Board is moving in will benefit SPPS and the community.

## **XIII. FUTURE MEETING SCHEDULE**

- A. Board of Education Meetings (6:05 unless otherwise noted)
  - December 6 - Truth In Taxation Hearing - 6:00 p.m. Time Certain
  - December 13 - Closed Meeting - Negotiations
  - December 13
  - January 10 - Annual Meeting - 4:30 p.m.
  - January 24
  - February 21
  - March 21
  - April 18 - Rescheduled to 4/25
  - April 25

- May 16
- June 13 - Non-Renewals - 4:00 p.m.
- June 20
- July 11
- August 15

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

- December 6
- January 10 - 5:15 p.m.
- February 7
- March 7
- April 11
- May 2
- June 13 - 4:45 p.m.
- July 11

#### **XIV. ADJOURNMENT**

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

The meeting adjourned as 8:42 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 when the items were discussed.

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

**INDEPENDENT SCHOOL DISTRICT NO. 625**  
**Saint Paul, Minnesota**  
**MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION**  
**FOR A PUBLIC HEARING ON THE PAY 16 LEVY**

**December 6, 2016**

**I. CALL TO ORDER**

The meeting was called to order at 6:00 p.m.

**II. ROLL CALL**

**PRESENT:** Mr. Marchese, Ms. Ellis, Ms. Foster, Mr. Brodrick, Mr. Vue, Ms. Vanderwert, Mr. Schumacher, Superintendent Thein, Ms. Cameron, General Counsel and Ms. Polsfuss, Assistant Clerk

**IV. OLD BUSINESS**

A. Administration Presentation on the Pay 17 Levy

State statute requires all local governments (cities, counties and school districts) to hold a public hearing prior to finalizing their levy authority and allow for public comment. The hearing must follow the release of the proposed tax notices from the county (mailed on November 14 this year). The notice provides information on estimated taxes as well as market value and other homestead adjustments.

School levy authority is established in law. School budgets are a combination of state, federal and local funding, including the voter approved referendum. Unlike cities and counties, the Pay 17 school levy funds the 2017-18 school year that will be adopted in June 2017. Based on last year, levies comprise 20% of the school district's budget.

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

Factors impacting the levy include:

- Changes in St. Paul's tax base - home values continue to improve as well as commercial values.
- Apartment rates area heavily weighted on income production, i.e. rent.
- Net tax capacity in St. Paul increased by 7.8%.
- Fiscal disparities aid increased by \$1.57 million.
- Tax Increment Financing changes
- Pension contribution or unemployment changes and
- Long-term facilities and bonding.
- Changes in pupil counts
- Legislative changes to education formulas
- Referendum inflationary increase
- Capital bonding, refunding of bonds, abatements, long-term maintenance, health and safety projects and lease costs.

SPPS levy categories are:

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

**Pay 17 Levy Proposal:**

<b>Levy Category</b>	<b>Certified Pay 16 Levy</b>	<b>SPPS Estimated Pay 17 Levy Ceiling as of 9/9/16</b>	<b>Difference</b>
Operating	\$47,242,112	\$47,134,881	\$(107,231)
Pension/OPEB/Contractual	36,133,492	37,545,435	1,411,943
Facilities	54,572,087	59,983,176	5,411,089
Community Service	<u>3,260,938</u>	<u>3,406,163</u>	<u>145,225</u>
Total All Levy Categories	\$141,208,630	\$148,069,656	\$6,861,026
Percent Change			4.9%

Staff reviewed the property tax impact at the 4.9% levy increase for residential, commercial and industrial properties.

Questions/Discussion:

- For Community Service, do all early childhood funds come out of this levy money?  
Response: No, only a portion comes from the levy.

**V. PUBLIC HEARING**

- Bob Zick – Why do TNT hearings take place after elections? The public should understand the consequences for them from incumbent officials. As home values increase that generates more revenue. You need to show real taxes in dollars not percentages.
- Kyla Williams – taxes have increased substantially in past two years. Why do property owners make up 44% of budget? I hear how bad schools are doing but do you really need more money every year. I feel part of my money is paying for other people's pensions and I may not be able to retire myself!! It is constant want, want, want.
- Rick Heller – make information more accessible to the public; the information needs to be accessible to the blind and print disabled (Twice Accessible). This economically disadvantages, minorities, ELL. This needs to be included in SPPS's World's Best Work Force Policy.

**VI. ADJOURNMENT**

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

The meeting adjourned at 6:30 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  
December 6, 2016**

PRESENT: Board of Education: Z. Ellis, J. Schumacher, J. Brodrick, J. Foster, S. Marchese, M. Vanderwert, C. Vue

SEAB: Davina Newman and Rajni Shulz

Staff: Superintendent Thein, J. Allen, L. Cathey, J. Turner, H. Kilgore, N. Cameron, T. Burr, M. Hoerth, K. Wilcox-Harris, T. Battle, L. Sayles-Adams, K. Her, H. Ott, T. Parent, M. Gilbert, H. Lee

Other: J. Nathan, E. Henrick, S. Wasvedt, J. Verges, T. Lonetree, B. Zick, S. Snyder

**I. CALL TO ORDER**

The meeting was called to order at 4:35 p.m.

**II. AGENDA**

**A. Re-Starting School Start Time 2016-17 Presentation**

The purpose of the presentation was to re-iterate the draft proposal for start time change, review the proposed next steps for the work and present and refine the Board motion regarding school start times.

The draft proposal for start time change in SY 18-19 is:

**TIER 1: 7:45-2:15**

- All community elementary schools
- Some regional magnet elementary schools (7)

**TIER 2: 8:30-3:00**

- All middle and high schools\*
- Except Washington, which would stay at 7:30-3:00 to maintain extended day model
- Other specialized programs

**TIER 3: 9:30-4:00**

- Remaining regional magnet elementary schools (7)
- All district-wide magnet elementary schools (10)
- Bridgeview / Focus Beyond

Cost increase vs. current cost: \$2-\$4.4 million due to shorter bus runs to accomplish no bus pickups before 7:00 a.m. for elementary students.

High Level Considerations/Implications - the implications of the proposed restructure, which will need to be considered as plans are finalized and implemented, include the following:

- Childcare concerns for elementary families
- Lack of research concerning impacts to elementary students
- Impacts to school choice options for families
- Alignment with other possible future strategic actions
- Increased costs to implement change.

The proposed next steps are:

- Board vote at December 13 Board meeting

- Continue analysis of options to develop plan for restructuring school start times
- Work with community partners to prepare for citywide changes and resolve issues.
- Identify lessons-learned and best practices from other districts that have implemented similar changes
- Continue community engagement
- Provide regular updates to the Board.

**PROPOSED BOARD MOTION:** The SPPS Board of Education directs the Superintendent to develop a plan to change school start times, with implementation beginning in the 2018-19 school year. The objective of the change is to align school start times with the health and academic best interests of SPPS students.

The restructured system will impact the entire SPPS system; therefore, robust community engagement must be conducted to inform, support, and receive feedback from the SPPS community.

Changes to the system must consider the following areas:

- Alignment to research-based recommendations,
- Budget implications,
- Expanded childcare needs,
- Student safety,
- Strategic alignment,
- Opportunities for expansion of Metro Transit partnership

Questions/Discussion:

- These changes may well impact the whole City of St. Paul. Doing start time change will provide opportunities for city involvement and a different look for the city.
- We are thinking of the transitioning during late spring and summer as we move toward 18-19, how does that tie in with how SPPS would be working through the spring. How does the Superintendent see that shaping up? Response: We are looking forward to starting the process so when the new superintendent comes on board we can hit ground running. It is important that families and community have enough lead time to adjust to the start time changes. The motion gives us flexibility to be creative and time to look at options not yet considered. Administration is always open to advice and counsel.
- This is something that needs to be considered during the superintendent search, whether candidates have experience in this type of change or how they would consider the changes.
- Thanks were extended to staff for their work on this. The motion provides direction to administration and flexibility on how to do it. It gives specificity on when they should plan to have the change come into effect and explains why this is being done so the Board's intentions are clear. There is one main logistical concern – transportation. The Board wants to be sure opportunity is taken to look at broadly look at how transportation facilitates the change but the Board does not want transportation to drive it. This will provide a chance to align all of what is being done in the district around being in the best interest of all students in the district.
- This issue has come up fairly regularly over the past 15 years, the Board has not acted on it previously. The areas of concern are the same as those brought up in the past. If we re-evaluate the areas would any of the concerns become a deal breaker? By passing this tonight and at the BOE meeting, are we saying that SPPS will have later start times in 2018-19 or is there a possibility this may not happen? Response: There is nothing in there about later start times for secondary schools. The focus is to align school start times with health and the academic best interest of all students. The things to be considered need to be looked at but the motion is clear that the Board wants to change start times.

- I think the motion is vague and that the public is concerned whether we will actually change start times for secondary students. Response: In reading the motion it is about developing the plan and providing opportunity to explore every option available. We are not making a decision at this time about changing start times but putting a process in motion to arrive at a plan that can be voted on at a later time.
- The Board has been clear in conversations about how the current system impacts students, particularly secondary students. The intent is that the board will be changing start times for secondary students in order to align with the health and academic best interest of those students. The Board wants to do something about how the current system operates. As to how this will be implemented, the final options are up to administration. They are to develop a plan that will work for the entire system/ community; one that is in the best interest of students.
- The Board needs to be clear in the motion that the later start time is for secondary students. I am glad we are doing it so secondary kids can benefit, my concern is there is little research on the impact on elementary students. There is also the impact to poor families, single parents, working parents, etc. We need to find ways to lessen the impact of these changes. At a time when the district is in the red, I question the merit of doing this. The budget is about academic achievement and how best use the money to impact all students. Start time is important but there are more urgent issues that the \$4 million could be used for. This change may not be prudent with our limited resources and other issues.
- The intention is to move to later start for secondary students, that is the result of best practices. The motion gives flexibility and direction so administration can look at ways to solve the issues. The monetary impact is not necessarily in one year – it depends on how this is phased in. The new superintendent may have ideas around this so we will need that input as well. There need to be conversations with the community on this and on integration. We are looking at new strategies to address needs and concerns and how those factor into the conversation, more/less choice, etc. The motion allows us to address concerns and find solutions to address needs of all students.
- SEAB comment - Being a high school student, it is true teens are the most sleep deprived group. My brain starts working around 8:30-9:00 a.m. My first hour class is not as valuable as it could be. A later start time would give students more sleep, it is a good idea.
- What I hear from community members is it is time to do this – we are talking about academics and health. The focus is on times which impact families. Families are very resourceful and will figure out what needs to be done. The district needs a solid plan but needs to avoid being fixed on times, there needs to be flexibility there. In order for the public to give feedback that has to be a proposal they can react to. There may be opportunities to refine the plan. Hopefully with good news from this legislative session there will be an expansion in the Metro Transit partnership which would help.
- A suggested change to the wording of the motion was proposed.
- Clarification was requested, this motion is to allow administration to develop a plan which would then be reviewed and acted upon by the Board, correct? Response: Yes - the planning needs to be done carefully and all options considered along with the structure of the schools to make this work for kids.
- Staff commented that by June 30 there needs to be a budget determined for the next year, a new superintendent will be in place at which point administration will be able to bring a plan to the Board by September or October in good time for the 2018 school choice process.
- It was reiterated the Board is asking administration to develop a plan for the Board to consider.

Following the discussion it was decided a couple Board members would work on the wording of the motion to be brought to the December 13 meeting. It was stressed the agreed upon motion must be ready prior to the 13th meeting so everyone has a chance to review it.



Administration indicated they would appreciate direction from the Board ASAP as there are a number of other issues coming up -- budget, the 17-18 school year, the superintendent search process, etc.

B. Superintendent Search Update

The purpose of the presentation was to provide an update on the superintendent search and an overview of upcoming events.

1. **Search Firm Selection Process**

The Board participated in group meetings to gather information. The Board reviewed data from four other districts (Minneapolis, Stillwater, Roseville and North St. Paul/Maplewood) on their process. An RFP was issued on October 18, 2016 and closed on November 1, 2016. The search firm selection committee, made up of representatives from Legal, HR, two Board members and the Board Administrator) brought forward three firms for Board consideration. The three search firms were interviewed on November 14 at a special Committee of the Board meeting. The Board voted to approved the finalist at the November 15 Board of Education meeting. The firm selected was Ray and Associates.

2. **Design Team**

In October, SPPS partners, Mitchell Hamline and Minnesota State Office for Collaboration and Dispute Resolution, worked with staff to form a Design Team. The team is comprised of students, parents, community members, district leaders, the school board and two of the district's collective bargaining groups. They were charged with creating the process for how feedback will be gathered to help inform the superintendent search process. Their purpose is not to provide feedback but to create the process for how feedback will be gathered. This team put together a comprehensive community engagement process that will provide feedback to both the search firm and the Board. Though they will not choose the next superintendent, they are the first step in creating a transparent and equitable process for the entire community.

Information gathering will inform two processes: feedback for the search firm to help shape the profile and feedback for the Board on what the community would like to see in a new superintendent. A survey to identify qualities of the new superintended has been reviewed by staff and approved by the search firm. SPPS is in the process of translating the materials. The team is also finalizing communication around the open meetings and the other opportunities to provide input.

Staff presented a timeline for the process beginning with the survey and community engagement and ending with the hiring of a superintendent by May 1, 2017.

3. **Next Steps** include finalizing the search firm contract, implementing communication for community engagement feedback opportunities and holding the community engagement sessions.

Questions/Discussion:

- In the discussions in the Design Team are there specific aspects regarding engagement meetings? Response: Yes, they will be held at high schools, there will be an introduction that includes what a superintendent does, district demographics, etc. Participants will then break into groups by home language to facilitate discussions, specific questions will be asked and recorded for the search firm.
- What will other community meetings look like? Response: They will be informal events. We will canvass at existing events that we can piggyback on to gain feedback. All PAC meetings, School Choice event, West Side Wednesdays, various ethnic group parent meetings, etc. This is a dynamic list that can be expanded. The search firm is gathering

information through mid-January for the profile. The remaining information will be provided to the Board to inform their decision.

- SEAB members noted they were trying to get a position in the superintendent search process. Staff responded they were keeping that in mind but specifics around finalists have not yet been fleshed out on the community forums.

Thanks were extended to the Design Team for their work in thinking of ways to engage everyone and for understanding how to connect with diverse voices in district.

- C. Standing Item: SEAB Report - No Report
- D. Standing Item: FMP Update - No Report
- E. Standing Item: Policy Update - No Report
- F. Standing Item: SSSC 2.0 Update - No Report
- G. Work Session - None

### **III. ADJOURNMENT**

A motion was made to adjourn by Mr. Schumacher and seconded the Ms. Ellis. The motion passed by acclaim.

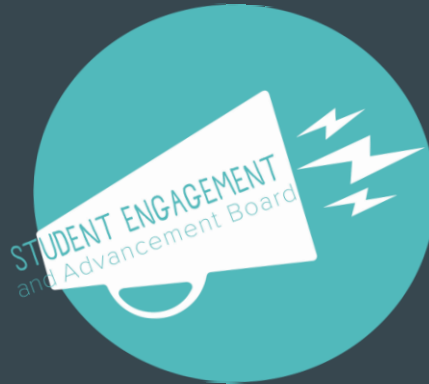
The meeting adjourned at 5:38 p.m.

Respectfully submitted,  
Marilyn Polsfuss  
Assistant Clerk

# Student Engagement and Advancement Board

## Expanding Inclusivity

...



# Purpose:

Present student engagement data on inclusivity, a model for inclusivity, and provide recommendations for action

# Student Engagement Design:

10 focus groups with 161 students

2568 middle thru high school students  
completed our survey

# Image Pending

Image pending

# Positive Survey Data

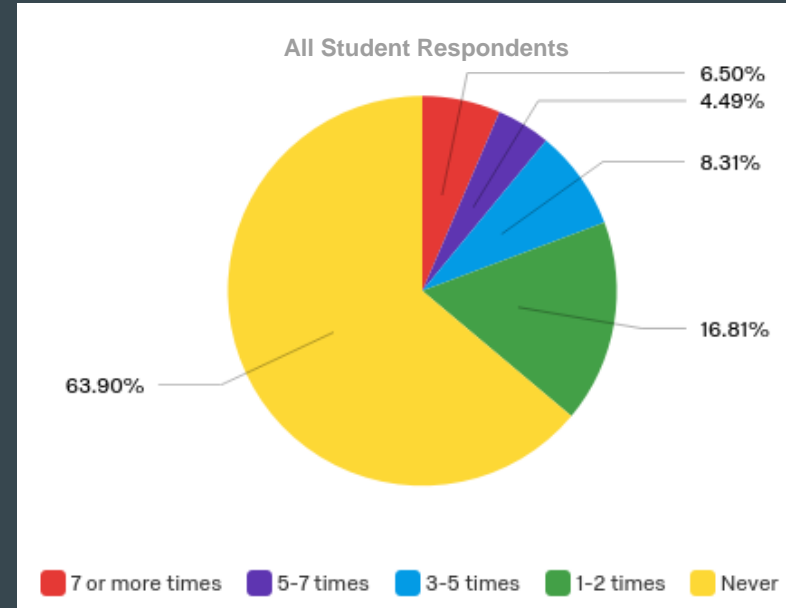
75% of students said they always or most of the time:

- feel like staff have high expectations for them
- there are opportunities at school for them to be their best selves

77% of students said always or most of the time feel safe to be themselves in school



- 36% of students said they felt staff abused their power over them 1 or more times in the last year
- Students said poor communication from schools leads to lack of community
- Students said they want to be heard



**“The listening locker at my school gives me an anonymous way to share my concerns and for staff to take action on them”**

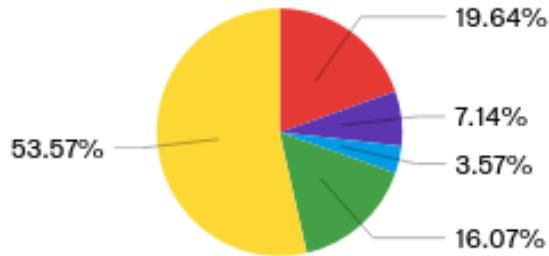
# Recommendation 1:

Create a comprehensive student communication plan that includes a district-wide mechanism for reporting and taking action on issues important to students

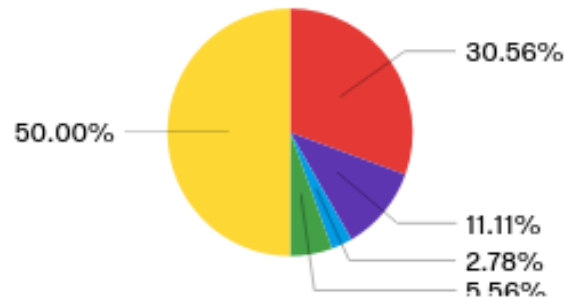
# Students said dress codes are gendered, objectifying and disproportionately enforced

- 81% of male students said dress codes never negatively effect them due to their identity

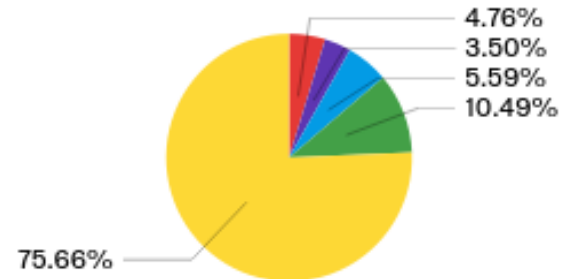
Gender Non-Conforming



Transgender



Female



All Others 7 or more times 5-7 times 3-5 times 1-2 times Never

**“We are told what we wear is a distraction for boys”**

**“Staff have physically come up and pulled up my shirt”**

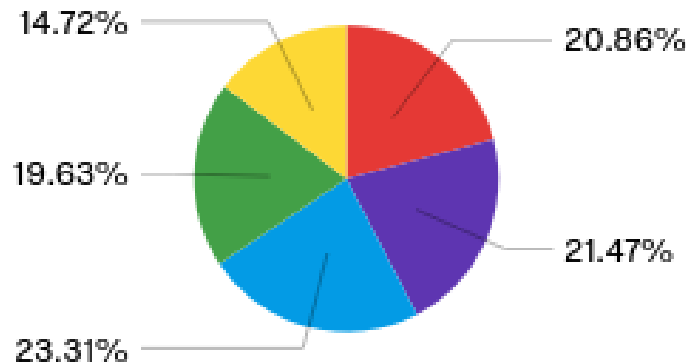
# Recommendation 2:

Require schools to eliminate dress codes that are gendered and/or objectify by updating the Board Dress Code Policy

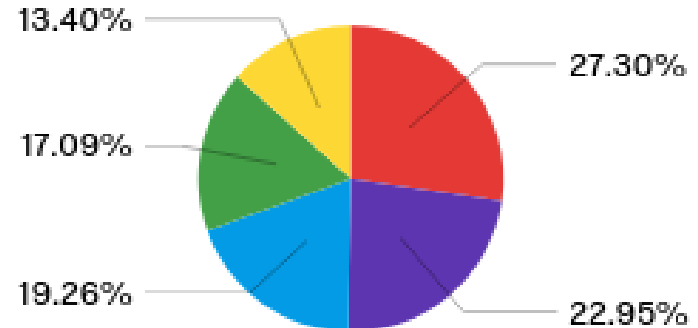
Only 50% of students of color say their identity is present and accurately portrayed in the curriculum always or most of the time.

39

Indigenous/ Native American/ American Indian

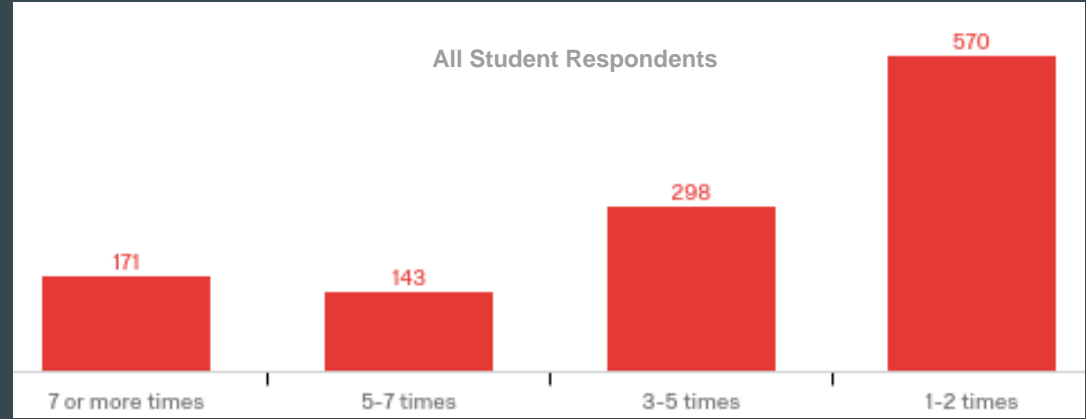


Black/ African American/ of African descent



Always   Most of the time   About half the time   Sometimes   Never

- 171 students said that in this school year they have been asked to speak on behalf of their identity 7 or more times



- Students shared classroom experiences of unchecked and unchallenged microaggressions



**“A white student says the n word,  
the teacher pretends they didn’t hear  
and then apologizes to me later”**

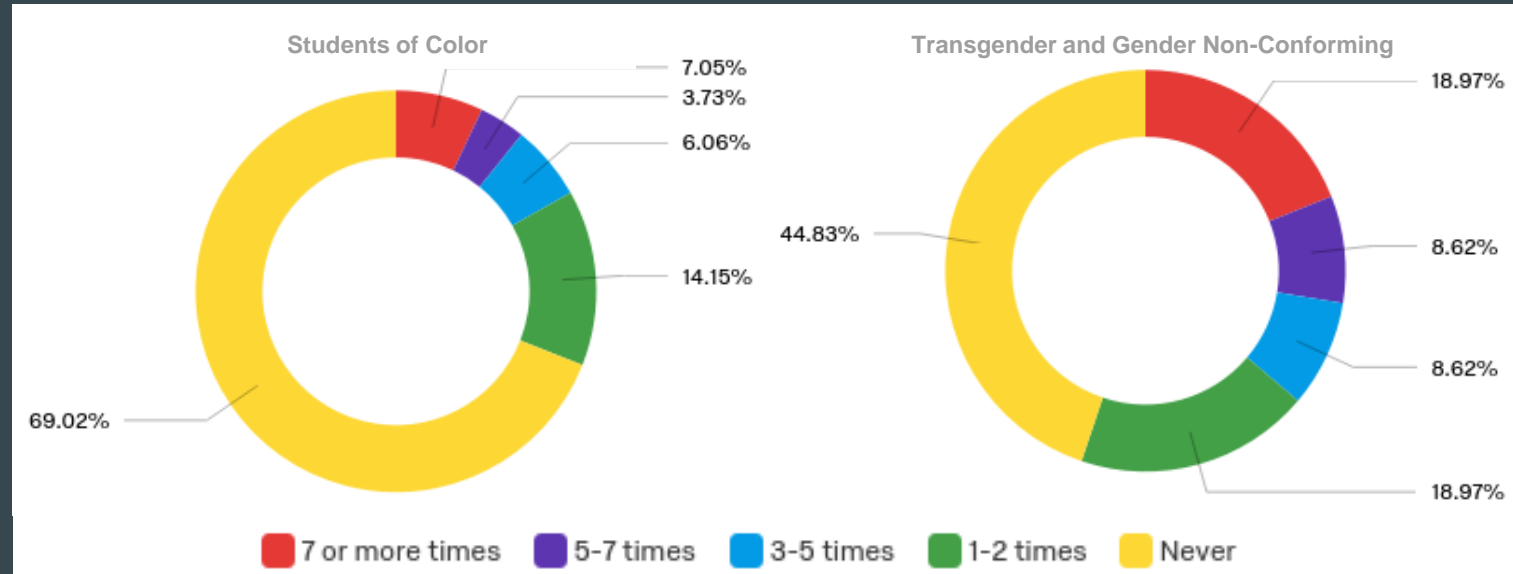
41

**“I want staff to be required to take  
cultural humility training”**

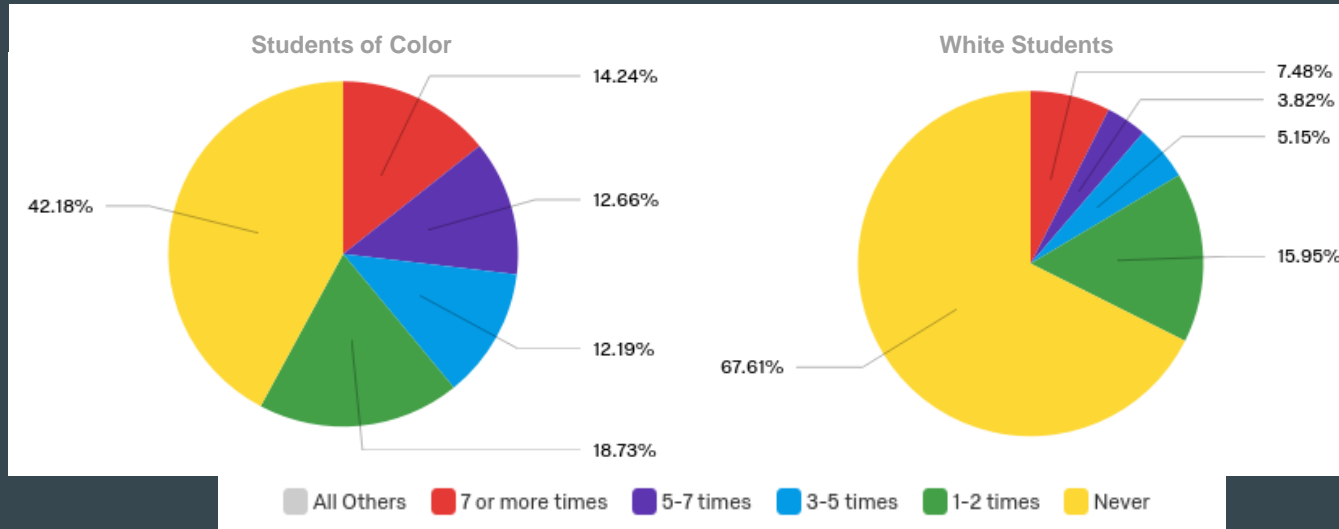
# Recommendation 3:

Increase staff and student training  
on microaggressions and cultural  
humility

31% of students of color and 55% of students who identify as transgender or gender non-conforming said they have felt like they do not belong in class because of their identity 1 or more times this year



Students of color were almost 2x as likely as white students to say they have felt excluded from programs, classes, clubs, or leadership opportunities due to their identity



**“I want to see inspiring images  
and quotes on the walls from  
people who look like me”**

**“Everyone feels isolated – create  
common spaces”**

# Recommendation 4:

Intentionally build inclusive physical spaces for students to gather and build community

**“We have all heard about the colleges who are changing their outdated, racially charged mascots. Now is the time for SPPS to change”**

# Recommendation 5:

Implement a new Board Policy that prohibits, and reverses, naming SPPS facilities after people who have violated human rights through:  
enslavement, internment or genocide



Insert image of mural

# STUDENT ENGAGEMENT and Advancement Board

## Project Proposal 2016-2017

The Student Engagement and Advancement Board does not to speak for all students, but works to develop and implement strategies that amplify student voice.

The Student Engagement and Advancement Board (SEAB) works on multiple projects each year to increase student voice in decision making at the Board and Administration level. Each year, projects are proposed by the Board or Administration and reviewed by SEAB members who choose which projects they will take on. SEAB also design their own projects with input from the student body.

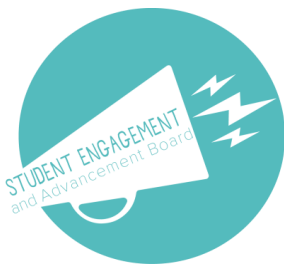
### Who can propose a project to SEAB?

- The Board
- Administration
- Staff in collaboration with their supervisor
- Students

### What can a project look like?

SEAB can:

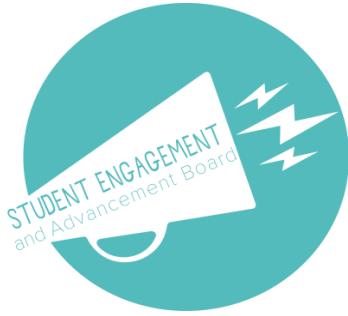
- Work with you to design a student input strategy that you implement
- Take on a project and propose a strategic direction or change
- Other imaginative things we have not thought of yet



**Completed Project Proposals are due:  
Monday, August 15<sup>th</sup>, 2016**



Questions about the proposal process  
can be directed to Shaun Walsh  
651-487-7387 or [shaun.walsh@spps.org](mailto:shaun.walsh@spps.org)



# Student Engagement and Advancement Project Proposal 2016-17

Project Name:	Cultivating an Inclusive and Inviting Environment for all Students
Project Lead Name (project author):	SPPS School Board
Email Address:	<a href="mailto:Kaohly.her@spps.org">Kaohly.her@spps.org</a>
Mailing Address:	360 Colborne Street, St. Paul, MN 55102
Department, Program or School:	Board of Education

Please answer the questions below (in the text boxes) with as much detail as possible to allow the Student Engagement and Advancement Board (SEAB) to adequately make decisions on what projects they wish to take on this year. Please do not exceed the pre-set size of the text box; you may delete secondary information in each question box to create more writing space.

1) In what capacity are you asking SEAB to work with you? ("X" the box that best describes your intent. Note: Categories taken from the IAP2 Public Participation Spectrum)

	<b>Empower:</b> I am placing final decision-making power in the hands of the SEAB and the students with whom we/they gather input from. I will implement SEAB's recommendations.
	<b>Collaborate:</b> I want to partner with SEAB, and the students with whom we/they will gather input, in each aspect of the decision. This includes the development of alternatives and the identification of the proposed solution. I will look to SEAB for advice and innovation in formulating solutions and incorporate their advice and recommendations into the decision to the maximum possible extent.
	<b>Involve:</b> I want to work directly with SEAB, and the students with whom we/they will gather input, throughout the process to ensure that their experiences and concerns are consistently understood and considered. I will be the one running the process and will work with SEAB to ensure that their student voice is directly reflected in the solutions and alternatives developed. I will provide feedback on how student input influenced the final decision.
X	<b>Consult:</b> I want SEAB's, and the students' with whom we/they will gather input, feedback on analysis, alternatives and/or decisions. I will be the one running the process and I will keep them informed, listen and acknowledge concerns and aspirations, and provide feedback on how their input influenced the decision.
	<b>Inform:</b> I want to present something I have already created to SEAB, and the students with whom we/they will interact, to provide me with balanced and objective information to assist me in understanding problems, opportunities and/or solutions.

## 2) What is your proposed research question?

Do schools in SPPS provide an environment that allows all students to show up as their authentic self where they are valued for their cultural, ethnic, religious, gender (how they identify), physical abilities, etc...?

**3) Describe how you envision this project being executed. Be explicit about the role you want to play:** (Examples: SEAB conducts research and proposes solutions, SEAB designs a student engagement process to be conducted collaboratively, SEAB helps you design an engagement process to be conducted by staff, etc).

- Gather information from the school community on their feeling of inclusivity in the school environment
- Identify what strategies, tools, events, and/or activities that are working well and those that are not
- Explore ways to improve where there are deficits. If students do not feel like they can come to school and be their authentic self, why not?
- Compile findings
- Provide summary of findings

**4) Who are the decision makers on this issue in the district?** If it is not you, please describe the work you have done with this person on this proposal and the level of buy-in they have? Are they interested in working with SEAB and, if so – in what capacity?

- The Saint Paul Public Schools Board of Education members and Administration

**5) What (if any) work has been done so far?**

- They district has embarked on racial equity work over the past several years. The Office of Equity may have specifics on the findings and resources they can share.

**6) What internal information already exists?** (data, best practices, etc)

- 5 essential annual survey
- Personalized Learning annual survey

**7) What barriers, if any, exist to implementing recommendations?** (Include concerns or background information that SEAB should be aware of when working on this project. Examples: budget, buy-in/will, contracts)

- School community may not feel comfortable sharing their personal experiences
- Budget to implement recommendations provided by SEAB
- Capacity of staff to assist with information gathering due to reduction in budgets of some departments for the 2016/2017 school year

**8) What is your proposed timeline?** (If there is a deadline for a proposal to be completed please state that clearly)

- March 2017

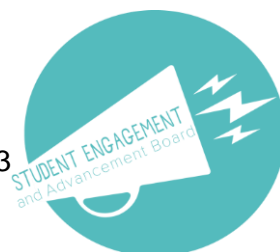
**9) If SEAB does not select your project for this year, what is your plan for moving forward?**

- Seek feedback to find out how to make this project more viable and submit the request the following year for consideration

**For consideration, submit your project proposal by August 15, 2017 to:**

Shaun Walsh at [shaun.walsh@spps.org](mailto:shaun.walsh@spps.org)

Or mail to: Community Education, c/o Shaun Walsh, 560 Concordia Avenue, St. Paul 55103



## SEAB Inclusivity Student Survey 2016

This survey is being conducted by the Student Engagement and Advancement Board (SEAB), which exists to amplify your voice. The survey is anonymous and voluntary. The information will be used in a presentation from SEAB to the Board of Education on Inclusivity, student experiences in SPPS, and ideas for improvement.

Q1 Please answer these questions based on your current SPPS school and school year.

	Always	Most of the time	About half the time	Sometimes	Never
I feel safe to be myself in my school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe to be myself in most of my classes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable speaking to most of my teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like staff have high expectations for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are opportunities at school for me to be my best self	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel excluded from programs, classes, clubs, or leadership opportunities because of my identity (race/culture/ gender identity/ sexual orientation/ ability)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My identity is present and accurately portrayed in the curriculum (books, movies, words)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q2 How often this year have the following things happened to you in school?

	7 or more times	5-7 times	3-5 times	1-2 times	Never
I have been asked to speak on behalf of all of the people who I share my race, culture, gender identity, sexual orientation, or ability with.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have felt like I do not belong in class because of my race, culture, gender identity, sexual orientation, or ability.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have felt like a staff member abused their power over me (examples: would not allow me to use the bathroom or unfairly sent me out of class.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The enforcement of my school's dress code has unfairly affected me because of my identity (gender identity/body shape/race/culture/sexual orientation/ability).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q3 How would you describe your racial/ethnic identity? (Select all that apply to you)

- ☐ Indigenous/ Native American/ American Indian
- ☐ Black/ African American/ of African descent
- ☐ Latino/ Chicano/ Hispanic
- ☐ White/ European American/ of European descent
- ☐ Asian/ Asian American/ of Asian descent
- ☐ Middle Eastern/ North African/ of Middle Eastern descent
- ☐ Pacific Islander
- ☐ Other (Please specify) \_\_\_\_\_

Q4 How would you describe your gender identity?

- ☐ Gender Non-Conforming
- ☐ Transgender
- ☐ Female
- ☐ Male
- ☐ Other \_\_\_\_\_

Q5 What school do you currently attend?

- ☐ AGAPE High School
- ☐ American Indian Magnet School
- ☐ Battle Creek Middle School
- ☐ Bridge View
- ☐ Capitol Hill Magnet
- ☐ Central High School
- ☐ Como Park Senior High
- ☐ Creative Arts Secondary School
- ☐ Farnsworth Aerospace Upper
- ☐ Gordon Parks High School
- ☐ Harding Senior High School
- ☐ Hazel Park Preparatory Academy
- ☐ Highland Park Middle School
- ☐ Highland Park Senior High School
- ☐ Humboldt High School
- ☐ Johnson Senior High School
- ☐ Journeys
- ☐ Linwood Monroe Arts Plus - Upper
- ☐ LEAP High School
- ☐ Murray Middle School
- ☐ Open World Learning
- ☐ Parkway Middle School
- ☐ Ramsey Middle School
- ☐ Washington Technology Magnet School

Q6 What grade are you currently in?

- ☐ 6th
- ☐ 7th
- ☐ 8th
- ☐ 9th
- ☐ 10th
- ☐ 11th
- ☐ 12th



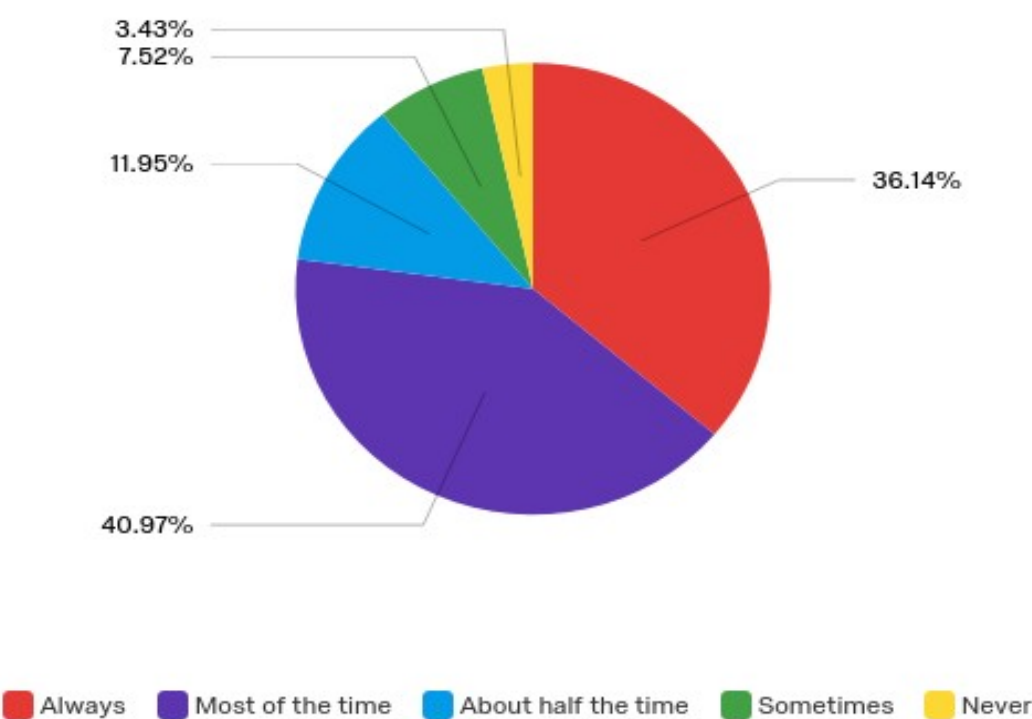
# Default Report

SEAB Inclusivity Student Survey 2016

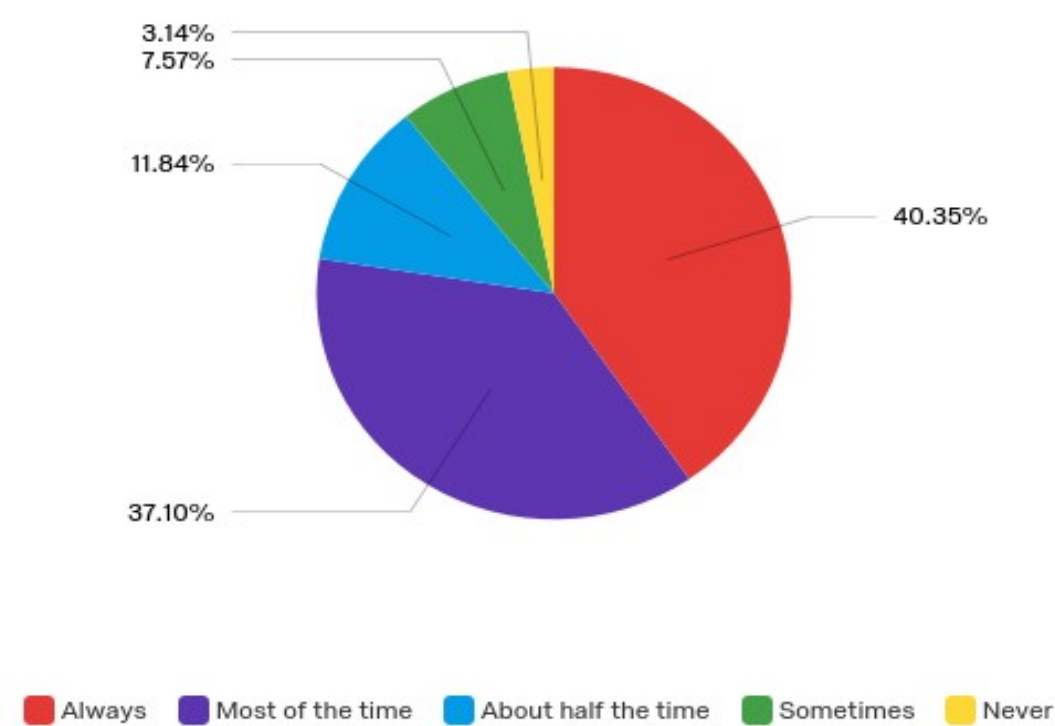
December 7th 2016, 12:16 pm MST

Q1 - Please answer these questions based on your current SPPS school and school year.

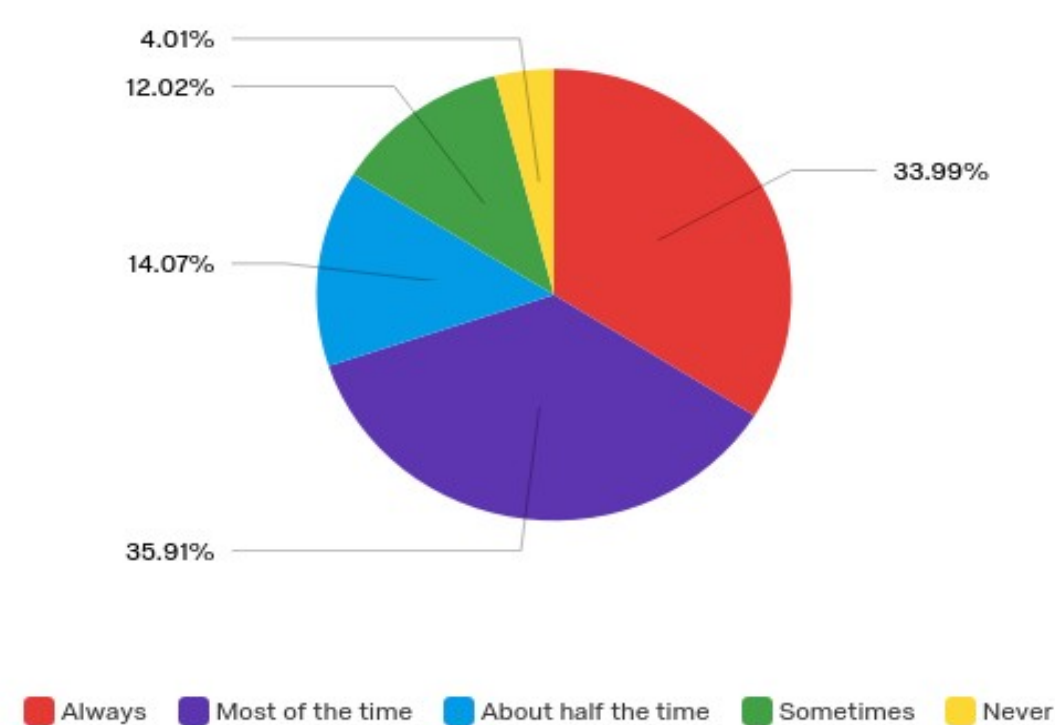
Q1\_1 - I feel safe to be myself in my school



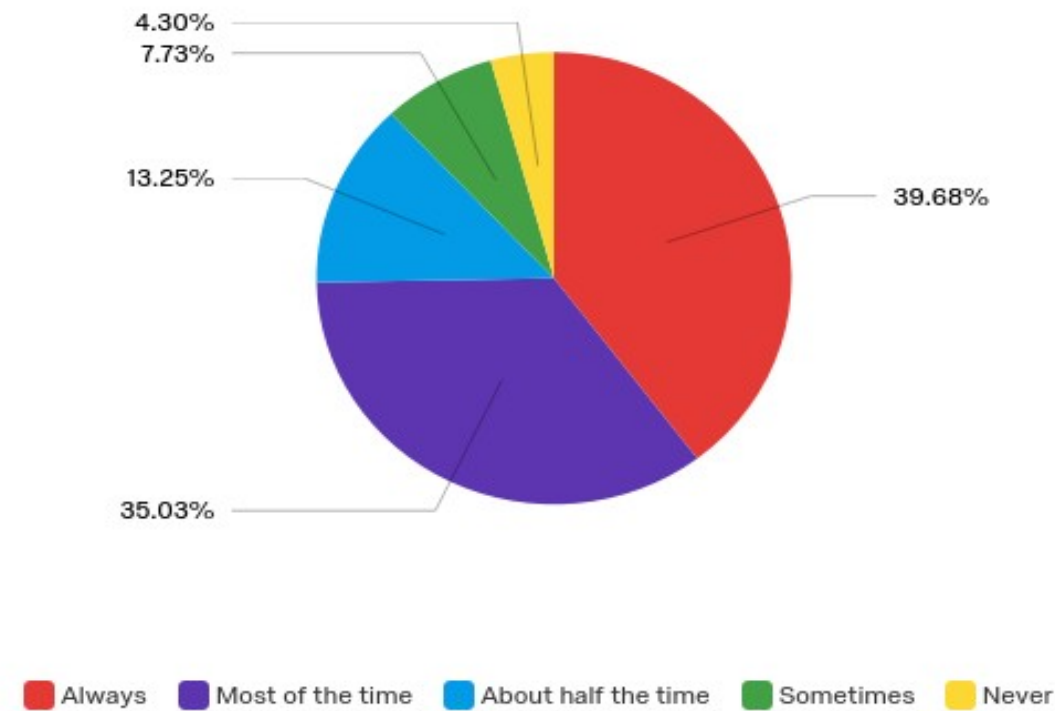
Q1\_2 - I feel safe to be myself in most of my classes



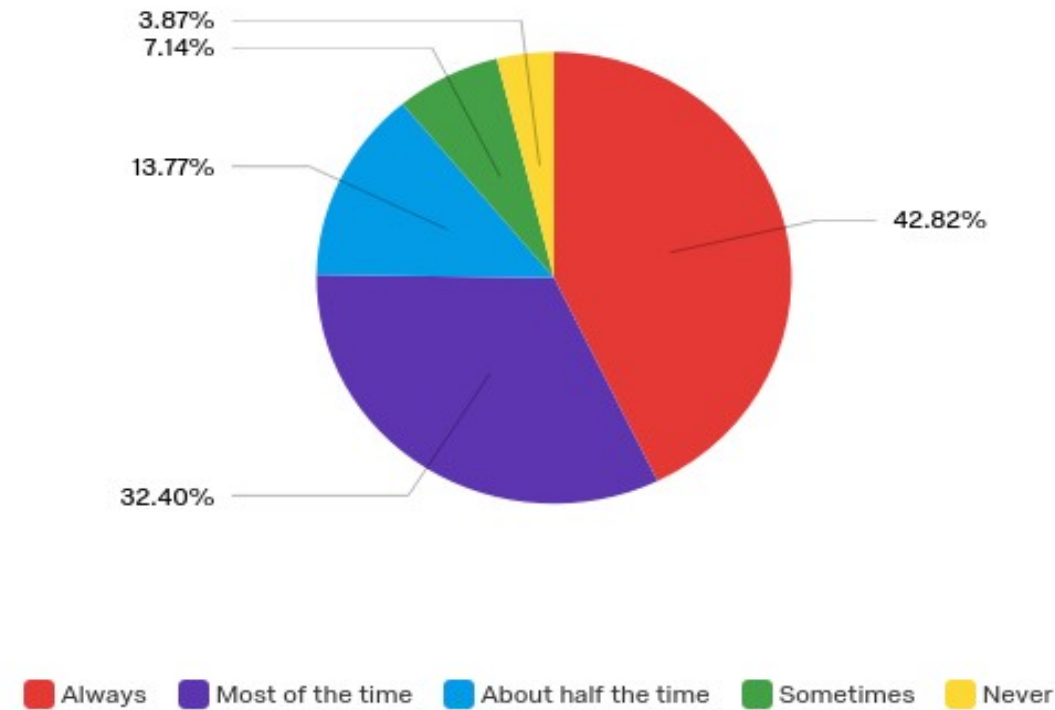
Q1\_3 - I am comfortable speaking to most of my teachers



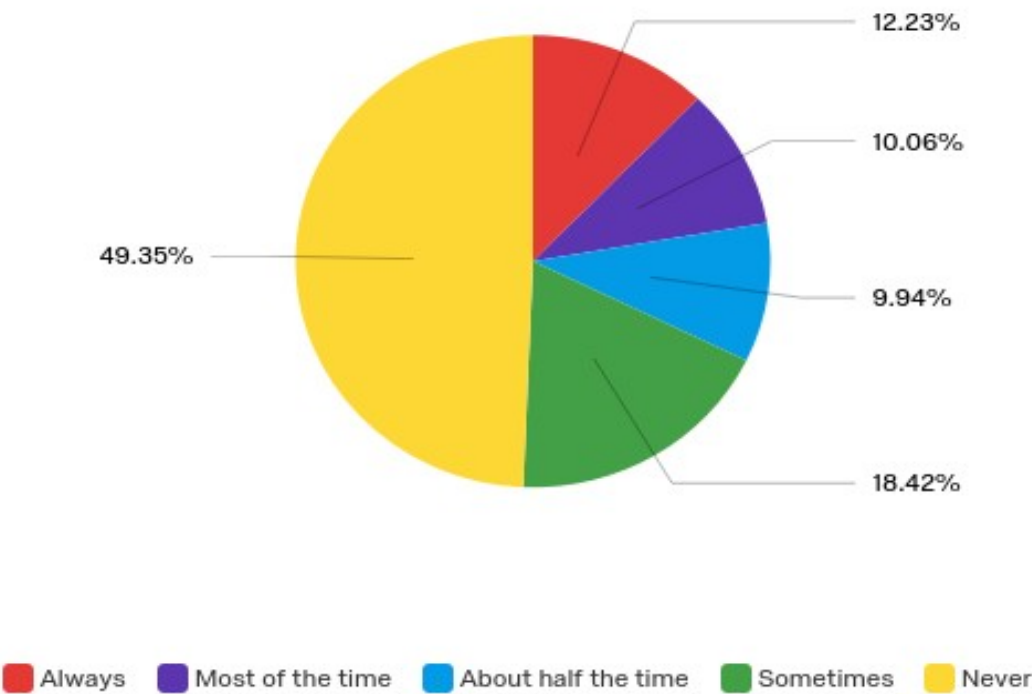
Q1\_4 - I feel like staff have high expectations for me



Q1\_5 - There are opportunities at school for me to be my best self

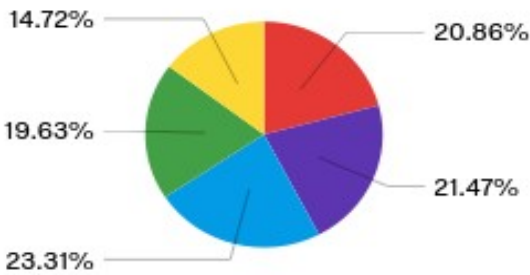


Q1\_6 - I feel excluded from programs, classes, clubs, or leadership opportunities...



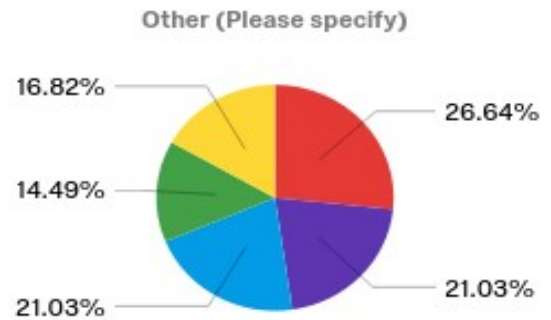
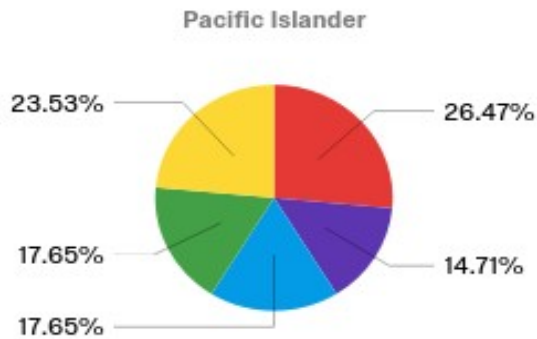
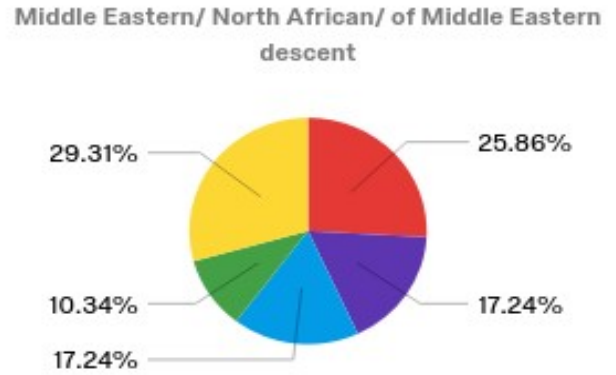
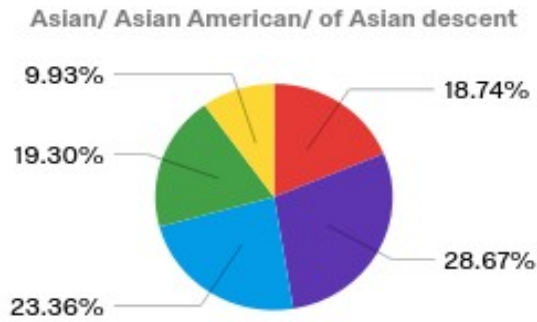
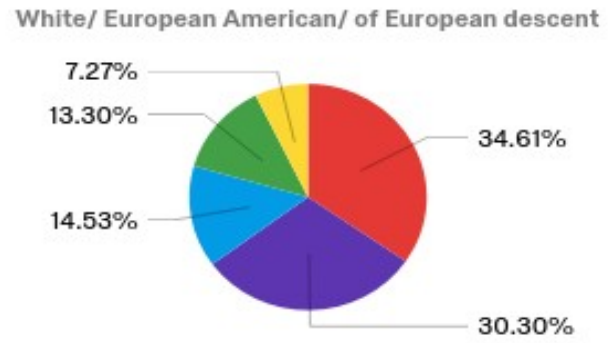
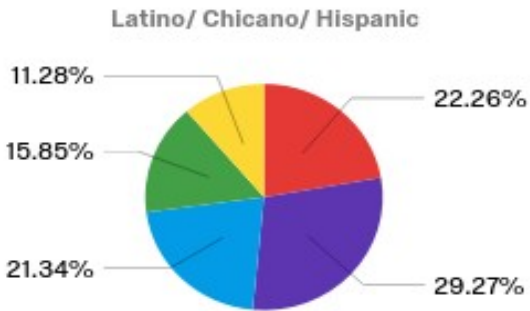
Q1\_7 - My identity is present and accurately portrayed in the curriculum (books, m...

Indigenous/ Native American/ American Indian



Black/ African American/ of African descent



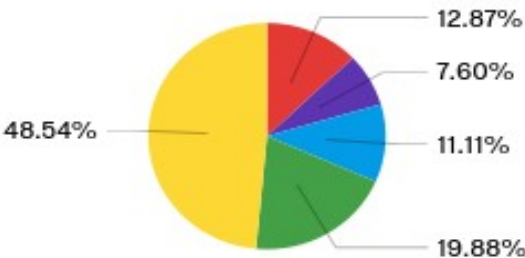


■ Always   
 ■ Most of the time   
 ■ About half the time   
 ■ Sometimes   
 ■ Never

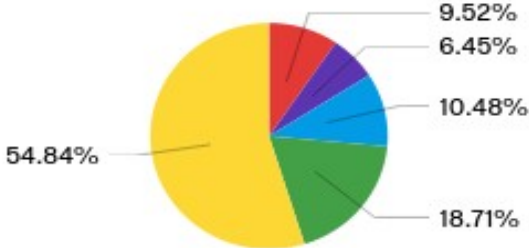
Q2 - How often this year have the following things happened to you in school?

Q2\_1 - I have been asked to speak on behalf of all of the people who I share my r...

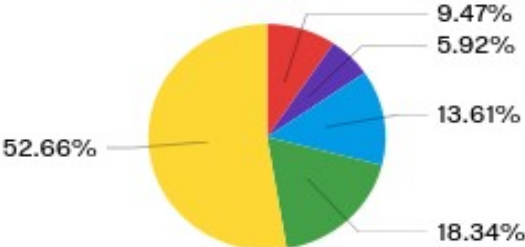
Indigenous/ Native American/ American Indian



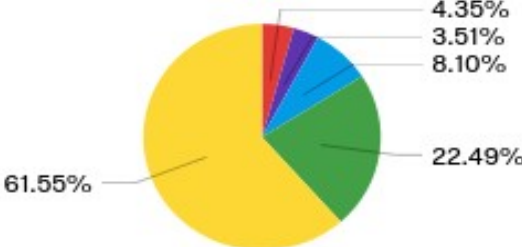
Black/ African American/ of African descent



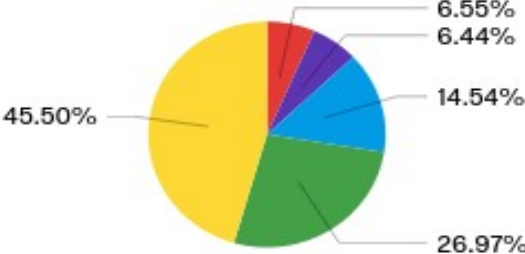
Latino/ Chicano/ Hispanic



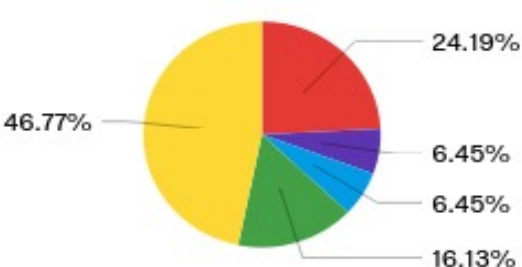
White/ European American/ of European descent

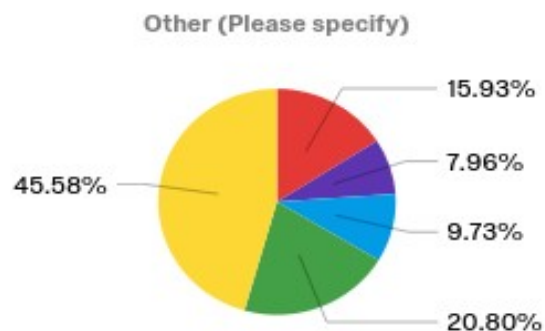
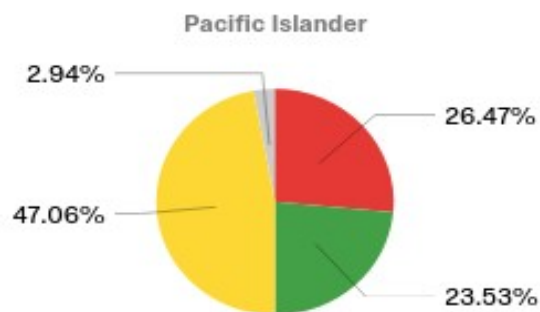


Asian/ Asian American/ of Asian descent



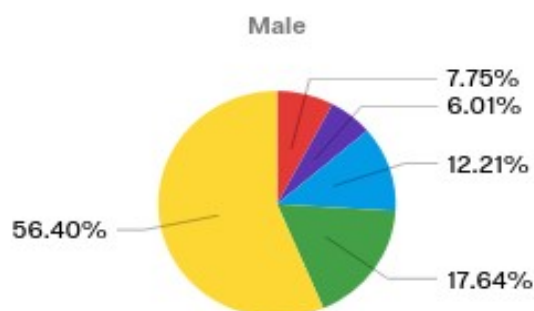
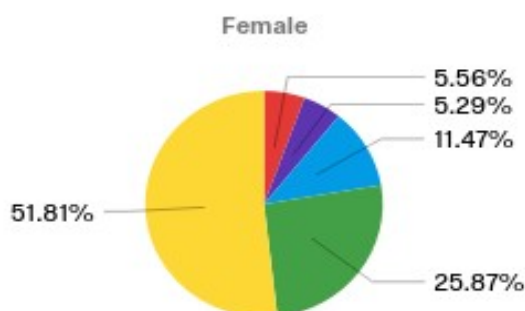
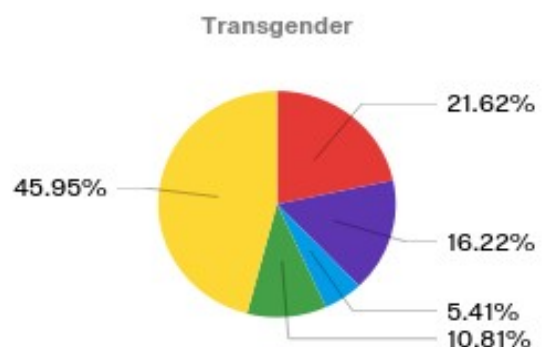
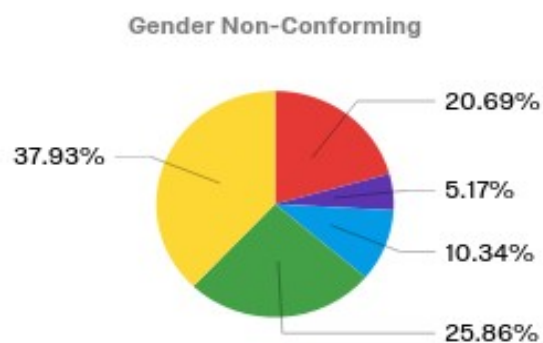
Middle Eastern/ North African/ of Middle Eastern descent

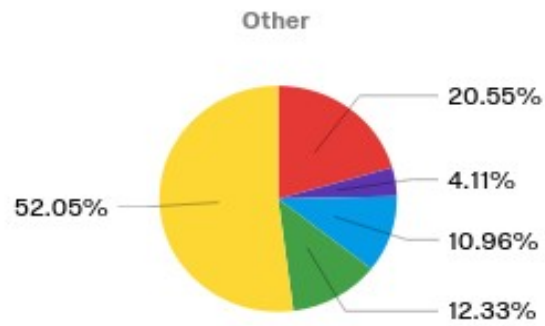




All Others
  7 or more times
  5-7 times
  3-5 times
  1-2 times
  Never

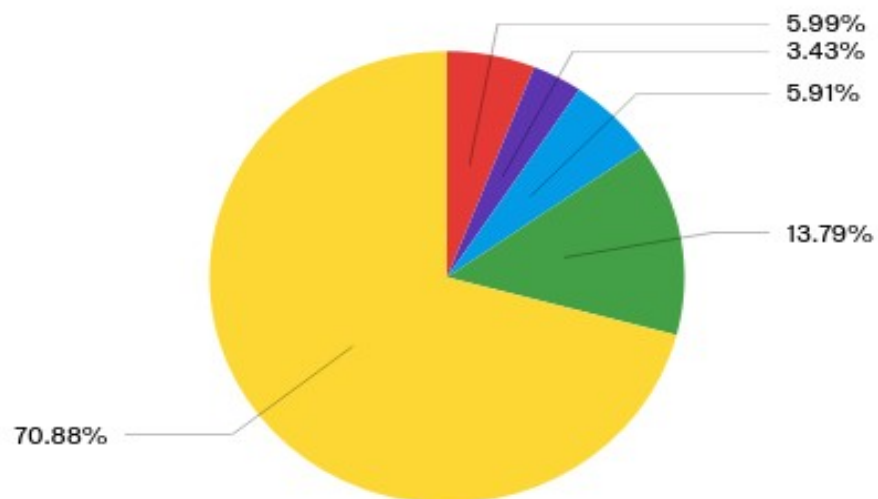
Q2\_1 - I have been asked to speak on behalf of all of the people who I share my r...





■ 7 or more times 
 ■ 5-7 times 
 ■ 3-5 times 
 ■ 1-2 times 
 ■ Never

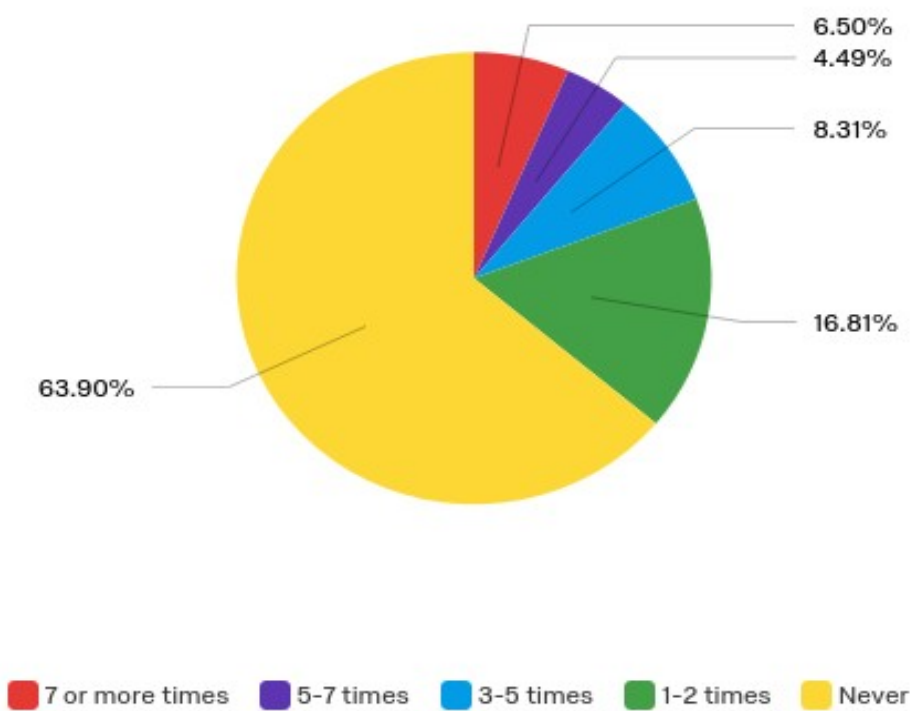
Q2\_2 - I have felt like I do not belong in class because of my race, culture, gend...



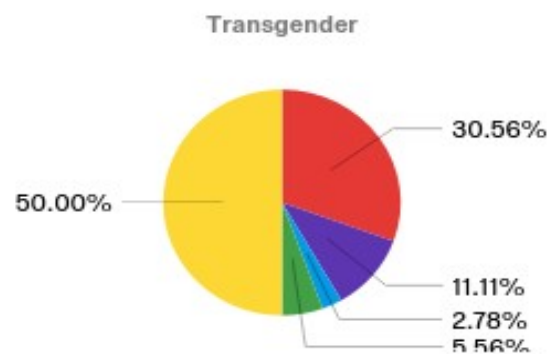
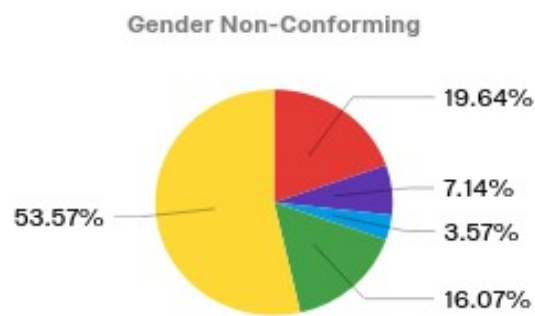
■ 7 or more times 
 ■ 5-7 times 
 ■ 3-5 times 
 ■ 1-2 times 
 ■ Never

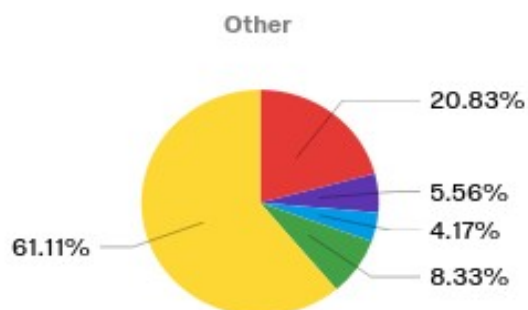
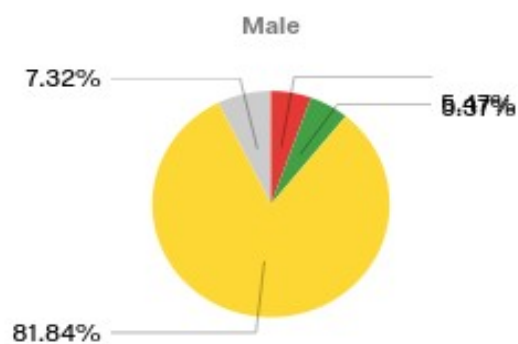
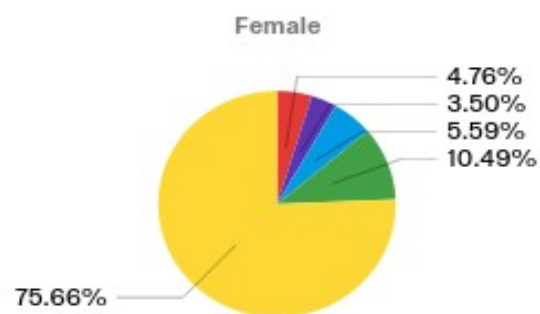


Q2\_3 - I have felt like a staff member abused their power over me (examples: would...



Q2\_4 - The enforcement of my school's dress code has unfairly affected me because...





All Others
  7 or more times
  5-7 times
  3-5 times
  1-2 times
  Never

**Q3 - How would you describe your racial/ethnic identity? (Select all that apply to you)**

#	Answer	%	Count
1	Indigenous/ Native American/ American Indian	6.73%	171
2	Black/ African American/ of African descent	24.64%	626
3	Latino/ Chicano/ Hispanic	13.38%	340
4	White/ European American/ of European descent	32.62%	829
5	Asian/ Asian American/ of Asian descent	35.54%	903
6	Middle Eastern/ North African/ of Middle Eastern descent	2.52%	64
7	Pacific Islander	1.38%	35
8	Other (Please specify)	8.97%	228
	Total	100%	2541

Q4 - How would you describe your gender identity?

#	Answer	%	Count
1	Gender Non-Conforming	2.31%	59
2	Transgender	1.45%	37
3	Female	56.42%	1442
4	Male	40.77%	1042
5	Other	3.05%	78
	Total	100%	2556

## Q5 - What school do you currently attend?

#	Answer	%	Count
24	Bridge View	0.04%	1
23	Linwood Monroe Arts Plus - Upper	3.47%	88
22	Washington Technology Magnet School	13.02%	330
21	Ramsey Middle School	10.61%	269
20	Parkway Middle School	10.10%	256
19	Open World Learning	3.00%	76
18	Murray Middle School	3.43%	87
17	LEAP High School	0.28%	7
16	Journeys	0.00%	0
15	Johnson Senior High School	3.43%	87
14	Humboldt High School	7.61%	193
13	Highland Park Senior High School	3.98%	101
12	Highland Park Middle School	4.38%	111
11	Hazel Park Preparatory Academy	1.97%	50
10	Harding Senior High School	5.40%	137
9	Gordon Parks High School	0.08%	2
8	Farnsworth Aerospace Upper	2.01%	51
7	Creative Arts Secondary School	2.41%	61
6	Como Park Senior High	3.83%	97
5	Central High School	12.50%	317
4	Capitol Hill Magnet	6.27%	159
3	Battle Creek Middle School	1.66%	42
2	American Indian Magnet School	0.39%	10
1	AGAPE High School	0.12%	3
	Total	100%	2535

## Q6 - What grade are you currently in?

#	Answer	%	Count
1	6th	23.88%	604
2	7th	16.69%	422
3	8th	22.10%	559
4	9th	10.04%	254
5	10th	9.41%	238
6	11th	10.20%	258
7	12th	7.67%	194
	Total	100%	2529

# ***RE-STARTING SCHOOL START TIMES*** **2016-17 DISCUSSION**



*Jackie Statum Allen – Assistant Director, Strategic Planning and Policy*

Regular Board Meeting  
December 13, 2016

# Purpose

- The purpose of this presentation is to:
  - Present updated community feedback
  - Review some of the implications of the draft change proposal
  - Set-up Board vote on motion regarding school start times





# Communications to SPPS Community

- Multiple emails were sent to all students, families, and staff
- Updates in *Happening Now* email newsletter
  - included translations in four primary languages
  - Delivered to over 21,000 email addresses
- Invited students, families, and staff to submit feedback online
- Encouraged participation in Public Comment on 10/25, 11/15, and 12/13
- Redesigned and updated the *Rethinking Start Times* webpage



# Community Feedback – Who responded?

- We have received comments from 850 individuals^
- Respondents self-identified as\*:
  - 54% - Parent of elementary student
  - 33% - Parent of secondary student
  - 11% - Student
  - 8% - Classroom teacher – elementary
  - 7% - Classroom teacher – secondary
  - 8% - Other staff
  - 10% - Community member
  - 2% - Other

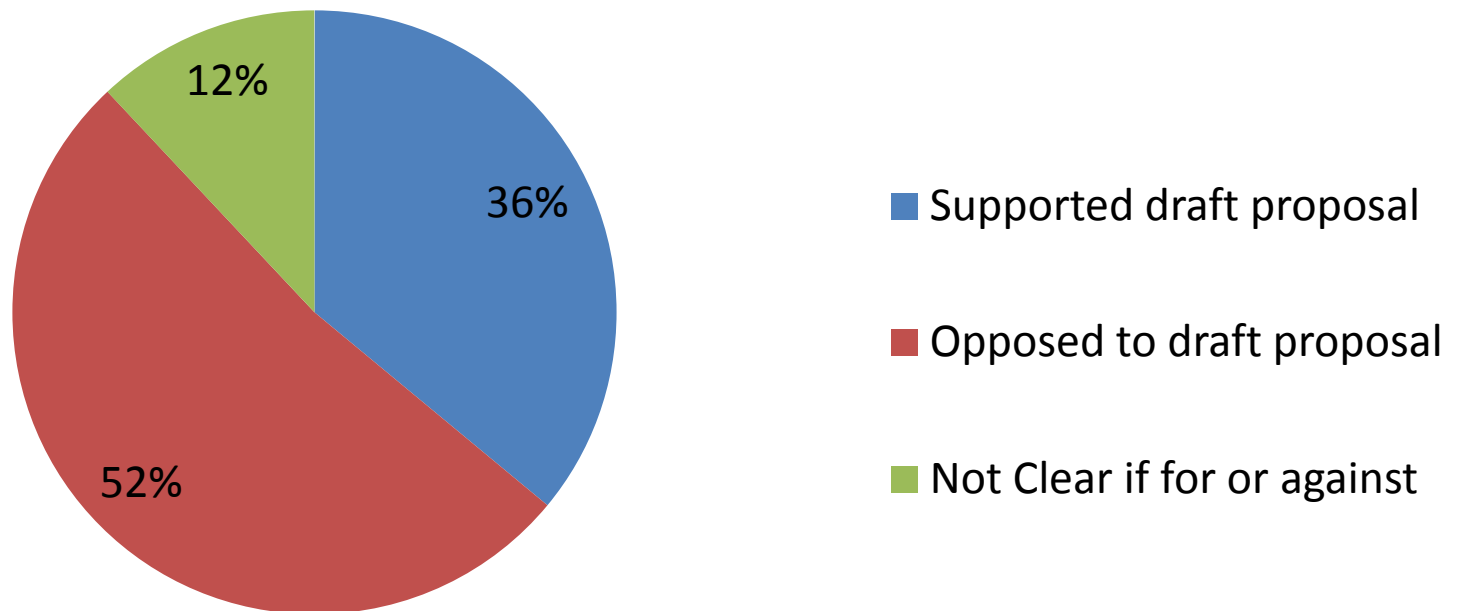
^ 850 responses as of 4:00 on December 12

\* Respondents could identify themselves with more than one category



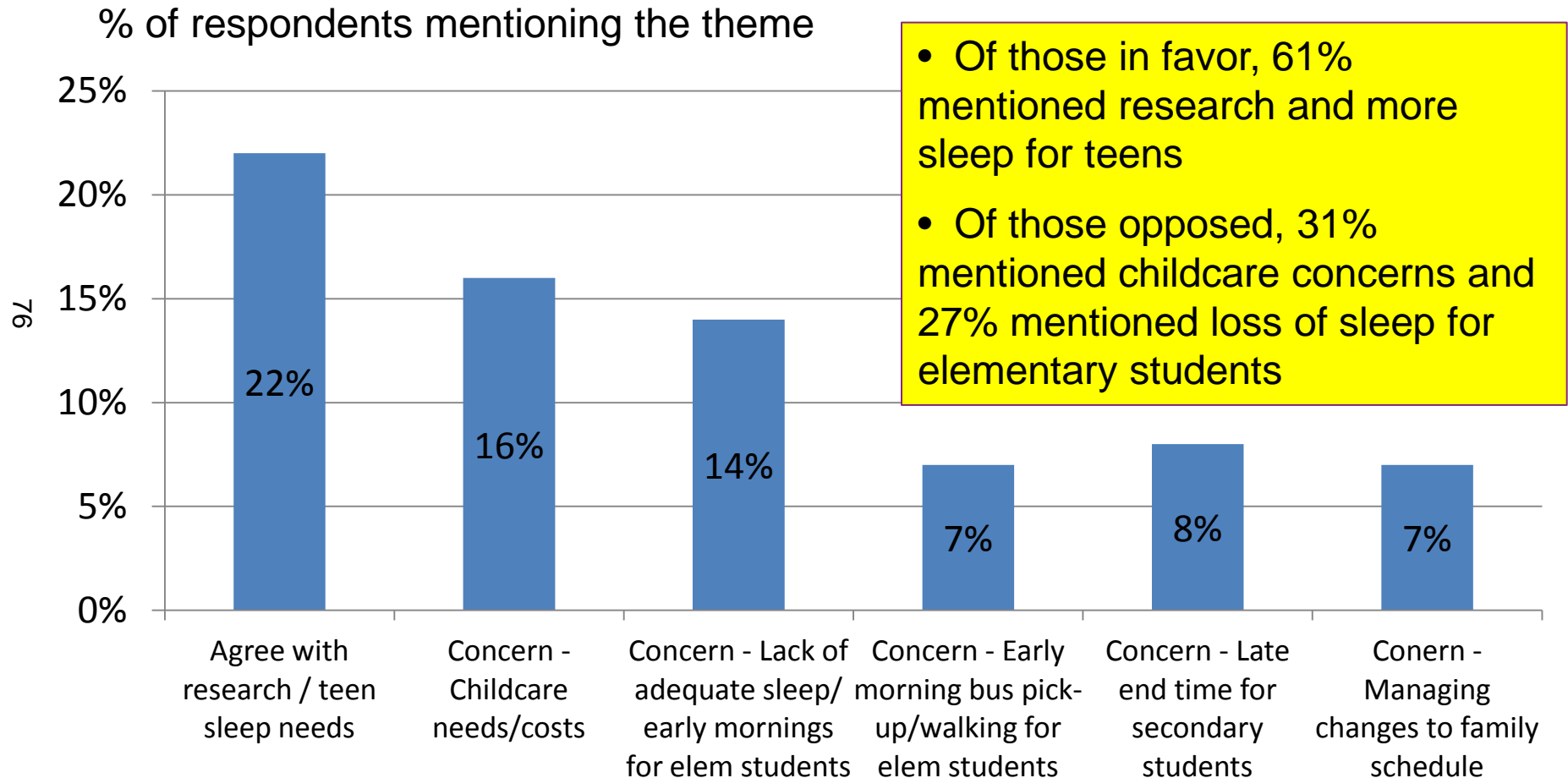
# Community Feedback – What did they say?

- The feedback form was an open field for comments.
- While not explicitly asked to “vote,” most comments stated if they were for or against the change



# Community Feedback - Themes

There were several consistent themes from the feedback



# Implications – High Level Considerations

The implications of the proposed restructure, which will need to be considered as plans are finalized and implemented, include the following:

- Childcare concerns for elementary families
- Lack of research concerning impacts to elementary students
- Impacts to school choice options for families
- Alignment with other possible future strategic actions
- Increased costs to implement change



# Proposed Next Steps

- Continue analysis of options to develop plan for restructuring school start times
- Work with community partners to prepare for citywide changes and resolve issues
- Identify lessons-learned and best practices from other districts that have implemented similar changes
- Continue community engagement
- Provide regular updates to the Board



# Board Motion

*The SPPS Board of Education directs the Superintendent to develop a plan to change school start times, with implementation beginning in the 2018-19 school year. The objective of the change is to align school start times with the health and academic best interests of SPPS students.*

*The restructured system will impact the entire SPPS system and city; therefore, robust community engagement must be conducted to inform, support, and receive feedback from the SPPS community.*

*Changes to the system must consider the following areas:*

- *Alignment to research-based recommendations,*
- *Achievement,*
- *Budget implications,*
- *Expanded childcare needs,*
- *Student safety,*
- *Strategic alignment,*
- *Opportunities for expansion of Metro Transit partnership*

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# Enrollment Update

Board of Education

December 13, 2016

Dr. Stacey Gray Akyea, Director, Research Evaluation and Assessment

Jackie Turner, Chief, Engagement and Operations



# Purpose

- Provide an enrollment update
- Share enrollment patterns
- Discuss timeline and outreach activities



# Projections for School Year 2016-17

Grade	SY 2016-17 Projected Enrollment
K*	3,175
1	3,047
2	3,141
3	3,100
4	3,014
5	2,826
6	2,457
7	2,430
8	2,441
9	2,642
10	2,743
11	2,780
12	2,856

Total: 37,447



# Projections/October 1 Comparison

	SY 2016-17 Projected Enrollment	SY 2016-17 Oct. 1 Enrollment*	Difference of Oct. 1 Enrollment from Projected Enrollment
K*	3175	3106	-69
1	3047	2949	-98
2	3141	3115	-26
3	3100	3066	-34
4	3014	3039	25
5	2826	2802	-24
6	2457	2405	-52
7	2430	2448	18
8	2441	2402	-39
9	2642	2595	-47
10	2743	2737	-6
11	2780	2697	-83
12	2856	2840	-16
<b>Total</b>	<b>37447</b>	<b>36954</b>	<b>-493</b>



# Oct. 1 Enrollment

	SY 2016-17 Projected Enrollment	SY 2016-17 Oct. 1 Enrollment*
K*	3,175	3,106
1	3,047	2,949
2	3,141	3,115
3	3,100	3,066
4	3,014	3,039
5	2,826	2,802
6	2,457	2,405
7	2,430	2,448
8	2,441	2,402
9	2,642	2,595
10	2,743	2,737
11	2,780	2,697
12	2,856	2,840
Total	37,447	36,954

←

(+25)

←

(+18)

# Pre-K Enrollment

	Total Spots available	Current Enrollment	Openings
Full Day	260	262	2
Half Day	1631	1539	92
Pre-K Capacity	1893	1799	94



# Enrollment Patterns

- Elementary grades (K-5) general increases
- Middle grades (6-8) no noticeable changes
- Senior high grades (9-12) general decreases
- Pre-kindergarten and Early Childhood Special Education (ECSE) combined increase

	SY 2016-17
Oct.	36,958
Nov.	36,930
Dec.	36,967



# Timeline (Jan 2017 – April 2017)

- School Choice Fair - Saturday, Jan. 7
- Recruit activities
- Priority Deadline - February 15, 2017
- Budget/Projections
- School Enrollment Meetings-
- Staffing
- Adjust and modifications





# Enrollment Outreach Activities

- Informational Mailings
- Targeted Schools Recruitment
- Partnerships
  - Headstart
  - Charter schools
- Early Commitment and Notification

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# Enrollment Work

- Demographic Study
- Industry Experts
- Community Interest
- Facilities Master Plan
- Attendance Boundaries
- Taskforce/Workgroup



# Questions?



# World's Best Workforce

## SPPS Annual Report

Regular Board of Education Meeting  
December 13, 2016



# Purpose

The purpose of this presentation is to present SPPS's **World's Best Workforce Annual Report** for school year 2015-16 for approval by the School Board.



# World's Best Workforce

- The World's Best Workforce (WBWF) Plan is required by Minnesota statute, section 120B.11
- The aim of the statute is to ensure every school district is making strides to improve student performance
- Ultimate goal is to ensure Minnesota's students in the future will become the "world's best workforce"



# WBWF – Five Goals

- The WBWF Plan must address the following five goals:

All  
children  
are ready  
for school

All  
third  
graders  
can read at  
grade level

All  
racial and  
economic  
achievement  
gaps are  
closed

All  
students  
are ready  
for college  
and career

All  
students  
graduate  
from high  
school

# Strong Schools, Strong Communities 2.0

- SPPS is in the second phase of our strategic plan, *Strong Schools, Strong Communities 2.0*

- **Three overarching goals:**



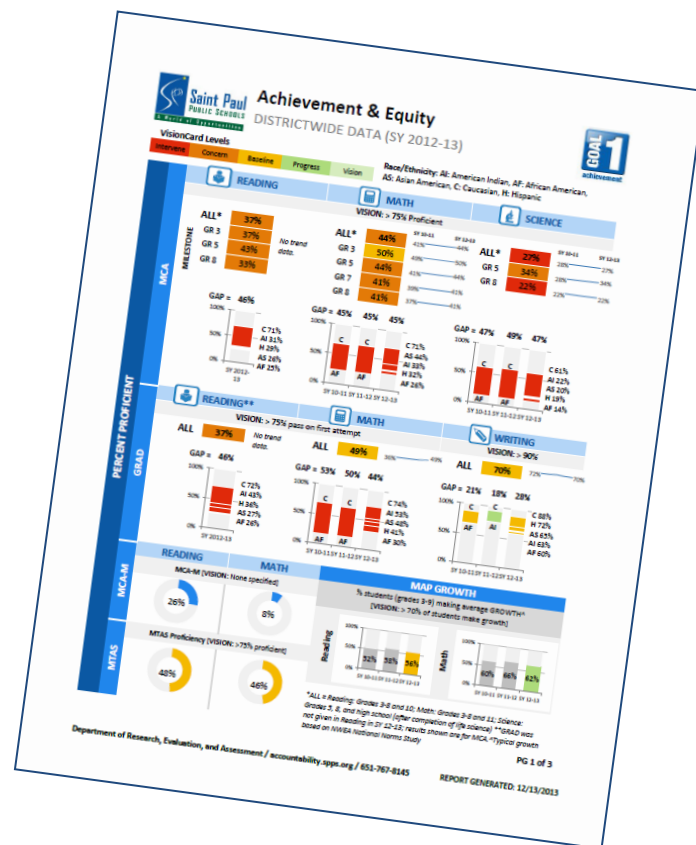
- **Five Focus Areas:**

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



# VisionCards

- System for monitoring progress towards reaching the goals of *SSSC 2.0*
- Over 80 performance metrics organized on six VisionCards
- Throughout the year, each card is presented to the Board annually



Critical

Concern

Stable

Progress

Vision



# Three Components

- So how are these three components tied together?

**SSSC 2.0**  
is the destination



*Where we want go?*

**Road trip  
analogy**

**WBWF**  
is the route



*How will we get there?*

**VisionCards**  
are the odometer



*How far have we gone?  
How much farther do we  
need to go?*

# All Students Ready for Kindergarten

- Metric: 70% of PreK students achieve letter recognition target as measured by PALS assessment.
- SY2015-16 result: 70%



# All Students in Third Grade Achieving Grade-Level Literacy

- Metric: 45% of 3<sup>rd</sup> graders are proficient in Reading as measured by the MCA + MTAS
- SY2015-16 result: 37%



# Close the Achievement Gaps Among All Groups

- Metric: Reduce gap between highest and lowest performing groups to 30 percentage points or less as measured by the Reading MCA + MTAS assessments for all students
- SY2015-16 results: 45 percentage points



# All Students Career- and College-Ready by Graduation

- Metric: Proportionality ratio (student group % of those enrolled or passing classes / % of student group in the district) for Advanced CTE course enrollment and Advanced Course pass rate is 0.55 or greater for all racial groups
- SY2015-16 results:
  - Advanced CTE enrollment - lowest proportionality ratio: 0.92
  - Advanced Courses passing- lowest proportionality ratio: 0.61



# All Students Graduate

- Metric: 60% or more students graduate in four years
- SY2015-16 results: 75%





# Questions?

Full report can be found at:

<http://accountability.spps.org/spp>

Office of Strategic Planning and Policy  
(651) 767-8295



# Achievement and Integration

## SPPS Annual Report

Regular Board of Education Meeting  
December 13, 2016





# Purpose

The purpose of this presentation is to share the annual report on **Achievement and Integration** for the 2015-16 school year and for the Board to approve receipt of the report.



# Achievement and Integration for Minnesota

- The Achievement and Integration (AI) program is required by Minnesota statute, section 124D.861 and 124D.862
- The purpose of the program is to:
  - pursue racial and economic integration,
  - increase student achievement,
  - create equitable educational opportunities,
  - reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.



# SY 2015-16 Goals and Results

- The goals are specific to the Achievement and Integration (AI) plan
  - These goals are different than the AYP goals, MMR results and other indicators
  - These goals are a part of SPPS's AI plan that was approved by MDE
- SPPS set very aggressive targets for proficiency gains and gap decreases
- School Year 2015-16 is year 2 of the three year plan



# District Achievement Goals

- **Proficiency Increases and Gap Decreases:**
  - The District set extremely aggressive 3-year goals for improving MCA proficiency and closing gaps (by 2017)
    - Proficiency increases: 9 – 15 percentage points
    - Gap decreases: 4 – 6 percentage points
    - All goals disaggregated according to racial subgroups
      - (AI – American Indian, AsA – Asian American, Blk – Black, His – Hispanic, Wh – White)
  - Results categorized as follows:
    - **Not on Track:** no improvement to less than halfway towards achieving goal
    - **On-Track:** at least halfway towards achieving goal
    - **Met Goal:** Reached 3-year goal

# District Achievement Goals

- Proficiency Increases and Gap Decreases SY 2015-16 results:

SY2015-16 Results	Not on track	On track	Met Goal
Proficiency – Reading (5 subgroups)	4 subgroups (Al, Blk, His, Wh)	1 subgroup (As)	0
Closing gaps – Reading (4 subgroups)	3 subgroups (Al, Blk, His)	0	1 subgroup (As)
Proficiency – Math (5 subgroups)	5 subgroups (Al, As, Blk, His, Wh)	0	0
Closing gaps – Math (4 subgroups)	4 subgroups (Al, As, Blk, His)	0	0

# District Achievement Goals






- Additional Goals:

SY2015-16 Results	Not on track	On track	Met Goal
Increase the number of staff receiving foundational Racial Equity PD			✓
Number of staff served by MRC-sponsored PD events			✓
Increase graduation rates for students of color	1 subgroup (AI)		3 subgroups (As, BI, His)

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# District Integration Goals

Goal	3-year Goal (2017)	SY15-16 Result
By the 2017 school choice process, 90% of Reflecting St. Paul (RSP) Seats go to RSP-eligible students	90%	75% 
During each school choice season, staff from the Student Placement Center will participate in 250 or more outreach events with a focus on engaging families that are eligible for Reflecting St. Paul	250	195 
The number of students participating in Classroom Partnership Program will increase by 25% for each of the next three years. This includes both partnerships between SPPS and other suburban districts AND between racially identifiable and other SPPS schools.	1,516	148 
SPPS will participate (10 – 12 teachers) in AVID training with EMID (now Equity Alliance MN) districts each year	10 – 12	15 
SPPS AVID classrooms will participate in the Classroom Partnerships program.	Yes	Yes 

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# Racially Identifiable Schools

- A school is designated as a Racially Identifiable School (RIS) if its percentage of students of color is 20 points or more higher than the district average for schools serving the same grade levels
- The RIS(s) for SY15-16 were: Mississippi, Obama, Phalen Lake, Riverview, and Highwood Hills
- Three schools had been RIS but lost that designation for SY15-16: Bruce Vento, Maxfield, and Wellstone

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# Racially Identifiable Schools' Goals

- **Achievement Goal** - proficiency as measured by the MCA READING, will increase by 9 pts by school year 2016-17
  - No schools are on track to meet this goal
- **Integration Goal** – Conduct at least one parent learning event
  - Every school met this goal



# Next Steps

- Report results to Minnesota Department of Education
- Use results to inform district improvement strategies
- Develop next 3-year Achievement and Integration Plan for 2017-2020



# Questions?

Full report can be found at:

<http://www.spps.org/Page/29231>

Office of Strategic Planning and Policy  
(651) 767-8295



**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
**December 13, 2016**

**NEW APPOINTMENT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Allen, D. W.	Classroom Teacher	11/07/2016	\$30.41	Gordon Parks High ALC
Brady, S. E.	Classroom Teacher	11/03/2016	\$26.64	Obama Service Learning
Dumond, M. A.	Classroom Teacher	11/07/2016	\$28.44	Jie Ming Mandarin Immr
Struve, E. A.	Classroom Teacher	11/10/2016	\$27.58	The Heights Community
Versaguis, F.	Classroom Teacher	11/14/2016	\$41.55	Johnson Senior High
Will, T. L.	Classroom Teacher	11/14/2016	\$53.02	Eastern Heights
Remakel, J. J.	Occupational Therapist	11/28/2016	\$35.72	Battle Creek Elementary
Glaser, J. L.	Teacher on Special Assignment	11/14/2016	\$49.66	Plato Admin Offices
Klajbor, T. M.	School/Community Professional	11/21/2016	\$26.69	Chelsea Heights Elem
Monteith, C. L.	School/Community Professional	11/10/2016	\$29.77	Journey's Secondary
Robinson, N. L.	School/Community Professional	11/28/2016	\$25.44	Humboldt Secondary
Carpenter, R. K.	Education Assistant	10/31/2016	\$31.60	Riverview School
Moseng, J. E.	Education Assistant	11/07/2016	\$16.12	St Anthony Park Elem
van Koolwijk, J.	Education Assistant	11/28/2016	\$31.60	Como Park Senior
Barnes, G. E.	Teaching Assistant	11/09/2016	\$11.79	St. Paul Music Academy
Bengtson, R. A.	Teaching Assistant	11/21/2016	\$13.59	St. Paul Music Academy
Donnelly, A. K.	Teaching Assistant	11/21/2016	\$14.25	Como Park Elementary
Harper, S. M.	Teaching Assistant	09/06/2016	\$13.52	Bruce F Vento Elementary
Htoo, S.	Teaching Assistant	11/21/2016	\$12.86	Phalen Lake Hmong
Hungiapuko, M. M.	Teaching Assistant	11/17/2016	\$14.25	Frost Lake Elementary

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
**December 13, 2016**

**NEW APPOINTMENT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Kroell, S. M.	Teaching Assistant	11/07/2016	\$13.06	Frost Lake Elementary
Kuhn, M. R.	Teaching Assistant	11/28/2016	\$13.99	Mississippi Creative Arts
Pfankuch, A. L.	Teaching Assistant	09/06/2016	\$14.25	Expo for Excellence Elem
Plaman, T. K.	Teaching Assistant	11/07/2016	\$15.25	Expo for Excellence Elem
Shlepnev, D. M.	Teaching Assistant	11/07/2016	\$15.25	Harding Senior High
Tanner, K. B.	Teaching Assistant	10/31/2016	\$12.39	The Heights Community
Thao, L.	Teaching Assistant	10/25/2016	\$14.71	Como Park Elementary
Thao, N. E.	Teaching Assistant	12/06/2016	\$13.06	American Indian Magnet
Trejo, A. S.	Teaching Assistant	11/29/2016	\$12.39	271 Belvidere Bldg
VanEnglehoven-Toal, N.	Teaching Assistant	11/09/2016	\$13.59	Groveland Park Elem
Youngbauer, C. H.	Teaching Assistant	11/28/2016	\$13.71	Washington Tech Sec
Cervantes, K. P.	Nutrition Services Personnel	11/28/2016	\$11.66	Mississippi Creative Arts
Crum, J. P.	Nutrition Services Personnel	12/08/2016	\$11.66	St. Paul Music Academy
Marshall, P.	Nutrition Services Personnel	12/08/2016	\$11.66	JJ Hill Montessori
McClelland, N. A.	Nutrition Services Personnel	12/08/2016	\$11.66	International Academy
Parry, J. M.	Nutrition Services Personnel	11/28/2016	\$11.66	Como Service Center
Triemert, L. L.	Nutrition Services Personnel	10/29/2016	\$11.66	Hazel Park Preparatory
Kampa, J. A.	Pipe Fitter	11/21/2016	\$43.93	Como Service Center
Colvin, C. A.	Professional Employee	11/21/2016	\$38.41	Como Service Center
Jansen, L. J.	Supervisory	12/05/2016	\$49.34	Como Service Center

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
**December 13, 2016**

**PROMOTION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Chaudhry, I.	Supervisory Career Progression	12/03/2016	\$46.40	1930 Como
Carroll, C.	ELL Teacher From: Education Assistant	11/21/2016	\$26.64	Farnsworth Aerospace Upper
Davenport, S. D.	School/Community Professional Career Progression	10/04/2016	\$23.75	Farnsworth Aerospace Upper
Green, K. E.	Clerical Career Progression	12/06/2016	\$27.73	Farnsworth Aerospace Upper
Lindberg, D. D.	Custodian Career Progression	11/07/2016	\$25.94	Obama Service Learning
Sadek, A. L.	Nutrition Services Personnel Career Progression	11/28/2016	\$22.34	Parkway Montessori
Zentic, K. N.	Nutrition Services Personnel Career Progression	10/31/2016	\$18.51	Randolph Heights Elem
Nissen, S. M.	Professional Employee Career Progression	11/12/2016	\$38.04	Colborne Admin Offices
Wiese, K. M.	Professional Employee From: Clerical	11/12/2016	\$28.39	Colborne Admin Offices

**TEMPORARY APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Loun, G. J.	Classroom Teacher	12/05/2016	\$32.03	American Indian Magnet
Moua, M.	Classroom Teacher	10/31/2016	\$26.64	Jackson Preparatory Elem
Sharp, D. M.	Classroom Teacher	11/07/2016	\$38.40	Battle Creek Middle
Wallin, M. O.	Classroom Teacher	12/06/2016	\$38.95	Linwood Monroe Arts Plus Upper
Lemmons, M. M.	Special Ed Teacher	11/09/2016	\$26.64	Harding Senior High

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
**December 13, 2016**

**LEAVE OF ABSENCE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Baidoo, D. M.	Classroom Teacher	12/18/2016	Expo for Excellence Elem
Chisholm, C. S.	Classroom Teacher	12/19/2016	Benjamin Mays/Museum
Dickerman, A. E.	Classroom Teacher	10/31/2016	Highwood Hills Elem
Foss, A. E.	Classroom Teacher	10/01/2016	Highwood Hills Elem
Gamez, L. R.	Classroom Teacher	11/12/2016	Adams Spanish Immersion Magnet
Gamez, L. R.	Classroom Teacher	11/01/2016	Adams Spanish Immersion Magnet
Greenlee-Karp, C. R.	Classroom Teacher	11/21/2016	Linwood Monroe Arts Plus Upper
Quinn, S. R.	Classroom Teacher	11/28/2016	Harding Senior High
Rosenthal, B.	Classroom Teacher	11/07/2016	Linwood Monroe Arts Plus Upper
Thao, S.	Classroom Teacher	10/29/2016	Randolph Heights Elem
Webster, L. D.	Classroom Teacher	11/09/2016	Crossroads Science
Wickenhauser, K. L.	Classroom Teacher	11/24/2016	Groveland Park Elem
Mieczewski, S. L.	ELL Teacher	11/28/2016	Frost Lake Elementary
Yang, R.	ELL Teacher	11/08/2016	Bruce F Vento Elementary
Blakely, B. S.	Special Ed Teacher	11/16/2016	Parkway Montessori
Finn, K. E.	Nurse	10/01/2016	Galtier Elementary
Hotujec, J. J.	Occupational Therapist	12/24/2016	271 Belvidere Bldg
Vollmar, C. T.	School/Community Professional	12/10/2016	Plato Admin Offices
Schneider, S. J.	Education Assistant	11/08/2016	Colborne Admin Offices
Thao, M. M.	Education Assistant	11/24/2016	St. Paul Music Academy
Armstrong, M. L.	Teaching Assistant	11/14/2016	American Indian Magnet
Perry, N.	Teaching Assistant	10/19/2016	Nokomis Montessori South
Singleton, A. K.	Teaching Assistant	10/26/2016	Parkway Montessori

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
**December 13, 2016**

**LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Vang, K.	Teaching Assistant	11/15/2016	Mississippi Creative Arts
Warkentin, M. A.	Teaching Assistant	12/12/2016	Daytons Bluff Achievement
Reeverts, R. J.	School Bus Driver	11/03/2016	Transportation Services
Kephart, S. L.	Clerical	11/07/2016	Como Service Center
Paananen, F. M.	Nutrition Services Personnel	10/18/2016	Washington Tech Secondary
Vang, N.	Technical	11/18/2016	Como Service Center

**ADMINISTRATIVE LEAVE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
R., B. A.	Classroom Teacher	11/14/2016
S., S. E.	Classroom Teacher	11/09/2016
G., L. K.	Special Ed Teacher	11/24/2016
B., J.	School/Community Professional	11/04/2016

**RECISION OF DISCHARGE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
S., L.	Teaching Assistant	12/18/2016
L., J. J.	Teaching Assistant	02/18/2016

**REINSTATEMENT AFTER LAYOFF**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Hill, J. M.	Classroom Teacher	11/07/2016	\$50.59	Linwood Monroe Arts Plus Lower
Flowers, S.	School/Community Professional	11/14/2016	\$42.41	Plato Admin Offices

**REHIRE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Roba, J. S.	Classroom Teacher	11/14/2016	\$49.62	Cherokee Heights Elem
Sanders, K. M.	Classroom Teacher	12/05/2016	\$41.55	Farnsworth Aerospace Upper
Schuster, A. J.	School/Community Professional	12/05/2016	\$28.59	RiverEast Elem/Secondary



**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
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**REHIRE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Drexler, I. M.	Education Assistant	11/14/2016	\$24.40	Four Season
Soyan, A. M.	Education Assistant	10/31/2016	\$24.52	Expo for Excellence Elem
Taylor, M. R.	Teaching Assistant	11/09/2016	\$13.59	Obama Service Learning
Ashford, S. C.	Clerical	11/14/2016	\$13.08	Ronald M Hubbs Center
Reese, A. R.	Clerical	11/14/2016	\$21.24	RiverEast Elem/Secondary

**REINSTATEMENT FROM LEAVE OF ABSENCE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Berger, A. I.	Classroom Teacher	11/07/2016	The Heights Community
Danks, D.	Classroom Teacher	11/05/2016	Homecroft Early Learning
Parker, J. G.	Classroom Teacher	11/07/2016	Farnsworth Aerospace Upper
Moua, P.	Classroom Teacher	11/14/2016	Bruce F Vento Elementary
Phillips, A. G.	Classroom Teacher	10/19/2016	Hazel Park Preparatory
Rosales, S. E.	Classroom Teacher	10/31/2016	Highland Park Middle
Rosenthal, B.	Classroom Teacher	11/14/2016	Linwood Monroe Arts Plus Upper
Schaetzke, E. J.	Classroom Teacher	11/07/2016	Chelsea Heights Elem
Yang, R.	ELL Teacher	11/16/2016	Bruce F Vento Elementary
Geissler, A. K.	Speech Pathologist	10/31/2016	Randolph Heights Elem
Goodwin, R. E.	School/Community Professional	10/28/2016	Plato Admin Offices
Fischer, J.	Teaching Assistant	11/01/2016	Highland Park Middle
Littlewolf, J.	Teaching Assistant	11/01/2016	American Indian Magnet
Moua, K. N.	Teaching Assistant	11/14/2016	Groveland Park Elem
Powell, T. T.	Teaching Assistant	10/31/2016	Hazel Park Preparatory
Watson, L. J.	Teaching Assistant	11/14/2016	Bridge View
Kullander, J.	Clerical	10/18/2016	Adams Spanish Immersion
Thomas, R. D.	Clerical	11/07/2016	Galtier Elementary
Rose, M.	Electrician	11/14/2016	Como Service Center

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
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**REINSTATEMENT FROM LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Campbell, L. D.	Nutrition Services Personnel	10/26/2016	Randolph Heights
Sattler, S. J.	Nutrition Services Personnel	10/31/2016	Como Service Center

**VOLUNTARY REDUCTION IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Flowers, S.	School/Community Professional	11/14/2016	\$35.76	Colborne Admin Offices
Fischer, J.	Teaching Assistant	11/01/2016	\$18.24	American Indian Magnet
Rosenthal, B.	Teaching Assistant	11/14/2016	\$20.75	The Heights Community

**CHANGE IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Mullaney, M. D.	Clerical From: School/Community Professional	10/31/2016	\$28.71	Colborne Admin Offices

**SUSPENSION WITHOUT PAY**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
J., M. E.	Classroom Teacher	11/08/2016
J., M. E.	Classroom Teacher	11/29/2016
J., M. E.	Classroom Teacher	12/13/2016
K., S. L.	Classroom Teacher	11/14/2016
K., S. L.	Classroom Teacher	11/15/2016
K., S. L.	Classroom Teacher	11/16/2016
K., S. L.	Classroom Teacher	11/17/2016
K., S. L.	Classroom Teacher	11/18/2016
S., C. M.	Classroom Teacher	11/07/2016
S., C. M.	Classroom Teacher	11/08/2016
S., C. M.	Classroom Teacher	11/09/2016
S., C. M.	Classroom Teacher	11/10/2016
S., C. M.	Classroom Teacher	11/11/2016
S., C. M.	Classroom Teacher	11/14/2016
S., C. M.	Classroom Teacher	11/15/2016
S., C. M.	Classroom Teacher	11/16/2016
S., C. M.	Classroom Teacher	11/17/2016
S., C. M.	Classroom Teacher	11/18/2016

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
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**SUSPENSION WITHOUT PAY**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
S., C. M.	Classroom Teacher	11/21/2016
S., C. M.	Classroom Teacher	11/22/2016
S., C. M.	Classroom Teacher	11/23/2016
S., C. M.	Classroom Teacher	11/24/2016
S., C. M.	Classroom Teacher	11/25/2016

**SUSPENSION WITHOUT PAY**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
W., S. E.	Classroom Teacher	11/18/2016
A., J. M.	Custodian	11/14/2016
S., S. J.	Nutrition Services Personnel	11/09/2016

**RETIREMENT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
George, P. R.	Classroom Teacher	01/04/2017	The Heights Community
O'Connor, M. A.	Classroom Teacher	11/11/2016	No Assigned Bldg - Misc
Rivera, C. M.	Classroom Teacher	11/10/2016	Adams Spanish Immersion
Steiner, D.	Classroom Teacher	11/16/2016	Jackson Preparatory
Faust, C. E.	Education Assistant	12/03/2016	Johnson Senior High
Fennell, J. R.	Clerical	01/04/2017	Colborne Admin Offices
Olson, M. C.	Custodian	01/04/2017	Highland Park Senior
Hill, M. G.	Electrician	12/31/2016	Como Service Center
Moulin, B. K.	Nutrition Services Personnel	02/01/2017	Obama Service Learning
Cervantes, J. E.	Supervisory	12/01/2016	Como Service Center
Vanderhoff, M. E.	Supervisory	01/07/2017	Colborne Admin Offices

**RESIGNATION**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Sherod, E.	Classroom Teacher	06/12/2017	Highland Park Sr.

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
**December 13, 2016**

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Nelson, M. B.	Classroom Teacher	12/23/2016	Linwood Monroe Arts Plus Upper
Shelley, S. E.	Classroom Teacher	12/14/2016	The Heights Community
Hartwick, R.	Classroom Teacher	01/13/2017	Eastern Heights
Jarworski, M.	Classroom Teacher	11/30/2016	271 Belvidere
Stricker, S. L.	Nurse	11/22/2016	JJ Hill Montessori
Nichols, T. M.	Occupational Therapist	11/24/2016	Cherokee Heights
Robertson, A. S.	Social Worker	11/29/2016	Juvenile Service Center
Mohamed, I. A.	Education Assistant	10/23/2016	Homecroft Early Learning
Mohamud, S. Y.	Education Assistant	10/26/2016	Expo for Excellence
Linstad, J.	Teaching Assistant	04/14/2016	Maxfield Elementary
Strenke, L.	Teaching Assistant	01/14/2016	271 Belvidere
Carr, C. L.	Teaching Assistant	11/18/2016	RiverEast Elem/Secondary
Foster, L. L.	Teaching Assistant	11/17/2016	Johnson Achievement Elem
Hamilton, J. J.	Teaching Assistant	11/26/2016	Juvenile Service Center
Herndon, D.	Teaching Assistant	11/02/2016	Humboldt Secondary
Knowles, E. M.	Teaching Assistant	11/29/2016	Mississippi Creative Arts
McKinley, J. C.	Teaching Assistant	11/02/2016	Humboldt Secondary
Olson, J. F.	Teaching Assistant	12/13/2016	Johnson Achievement Elem
Poucher, J. A.	Teaching Assistant	11/24/2016	Randolph Heights
Ramirez, T. L.	Teaching Assistant	12/03/2016	Riverview School of
Shelton, R.	Teaching Assistant	10/20/2016	Farnsworth Aerospace Upper
Taylor, M. L.	Teaching Assistant	11/12/2016	The Heights Community
Thao, M. S.	Teaching Assistant	12/06/2016	Johnson Achievement Elem
Thao, Y.	Teaching Assistant	11/23/2016	Johnson Achievement Elem
Yang, P.	Teaching Assistant	11/01/2016	Phalen Lake Hmong

**HUMAN RESOURCE TRANSACTIONS**  
**November 1, 2016 through November 30, 2016**  
**December 13, 2016**

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Garcia, A. B.	Custodian	11/16/2016	Como Service Center
Paradez, D. K.	Custodian	12/03/2016	Como Service Center
Ali, A. M.	Nutrition Services Personnel	09/17/2016	International Academy
Flaherty, E. R.	Nutrition Services Personnel	10/08/2016	Johnson Achievement
Jenniges, D. J.	Nutrition Services Personnel	11/11/2016	Bridge View
Vang, S. X.	Nutrition Services Personnel	09/23/2016	Creative Arts Secondary

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
J., B. M.	Teaching Assistant	11/18/2016
R., A. R.	Teaching Assistant	09/28/2016
S., L. A.	Teaching Assistant	11/02/2016
St., D. P.	Teaching Assistant	10/29/2016
T., E. G.	Teaching Assistant	10/01/2016
B., D. T.	Technical	11/12/2016
B., M. C.	Teaching Assistant	12/06/2016
M., T. S.	Teaching Assistant	11/02/2016

**DISCHARGE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
D., C. M.	Education Assistant	11/01/2016
B., P. D.	Custodian	11/26/2016
H., S. M.	Nutrition Services Personnel	09/01/2016

**TERMINATION OF TEMPORARY EMPLOYMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Collins, T. N.	Classroom Teacher	12/01/2016	Eastern Heights Elem
Barrett, J. D.	Speech Pathologist	10/29/2016	Bridge View

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

**DATE:** December 13, 2016

**TOPIC:** Gift Acceptance from the Larry Fitzgerald First Down Fund of the Minneapolis Foundation to Battle Creek Elementary

**A. PERTINENT FACTS:**

1. A gift of \$10,000 was received at Battle Creek Elementary School in November of 2016.
2. The gift was received from the Larry Fitzgerald First Down Fund of the Minneapolis Foundation
3. This donation is for use at Battle Creek Elementary.
4. This money will be used for a subscription to Raz Kids Plus and Raz Science (iPad apps with reading and teaching materials).
5. This gift will meet the target area goal of "supporting student achievement."
6. This item is submitted by Craig Anderson, Principal, Battle Creek Elementary School; and Andrew Collins, Assistant Superintendent.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to allow Battle Creek Elementary to accept this gift from the Larry Fitzgerald First Down Fund of the Minneapolis Foundation to aid in the support of student achievement.

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

**DATE:** December 13, 2016

**TOPIC:** Gift Acceptance from the Minneapolis Foundation

**A. PERTINENT FACTS:**

1. Como Park Senior High School would like to accept a monetary gift of \$10,000.00 and \$5,699.00 from the Minneapolis Foundation.
2. This gift is to be used for the Robotics Team (\$10,000) and for Athletics (\$5,699.00).
3. This project will meet the District strategic plan goals of achievement and sustainability
4. This item is submitted by Theresa Neal, Principal, Como Park Senior High School and Theresa Battle, Assistant Superintendent of High Schools.

**B. RECOMMENDATION:**

That the Board of Education authorizes the Superintendent to accept the awarded gift.

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

**DATE:** December 13, 2016

**TOPIC:** Gift Acceptance from Minneapolis Foundation.

**A. PERTINENT FACTS:**

1. A gift of \$10,000 was received at Crossroads Elementary School in November of 2016.
2. The gift was received from the Minneapolis Foundation. This donation is for use at Crossroads Elementary.
3. This money will be used for: Library books. Budget No: Split between 19-465-291-000-5096-0000 and 19-466-291-000-5096- 0000.
4. This gift will meet the target area goal of "supporting student achievement."
5. This item is submitted by Celeste Carty, Principal, Crossroads Elementary School; and Andrew Collins, Assistant Superintendent Elementary Schools.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to allow Crossroads Elementary to accept this gift from the Minneapolis Foundation to aid in the support of student achievement.



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

**DATE:** December 13, 2016

**TOPIC:** Acceptance of Monetary Gift to Open World Learning Community

**A. PERTINENT FACTS**

1. Monetary gift of \$14,500 was presented to Open World Learning Community from Open World Learning Community PTA.
2. Check #2696, from Open World Learning Community PTA.
3. Budget code 19-250-000-000-5096-0000.
4. This will meet the District target area goal of achievement through offering scholarships for field trips.
5. This item is submitted by David Gundale, Principal, Open World Learning Community; and Theresa Battle, Assistant Superintendent, High Schools

**B. RECOMMENDATION:**

That the Board of Education approves the acceptance of the monetary gift of \$14,500.00 presented to Open World Learning Community from Open World Learning Community PTA.

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

**DATE:** December 13, 2016

**TOPIC:** Acceptance of Gift from St. Anthony Park School Association

**A. PERTINENT FACTS:**

1. St. Anthony Park to accept a gift of \$15,045 from The St. Anthony Park School Association.
2. This gift will meet the District strategic plan goals of sustainability . The gift will be used to support the school volunteer tutor program and purchase supplies.
3. This item is submitted by Ann Johnson, Principal of St. Anthony Park Elementary; Andrew Collins, Assistant Superintendent.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to allow St. Anthony Park Elementary to accept a gift from the St. Anthony Park School Association in the amount of \$15,045.

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

**DATE:** December 13, 2016

**TOPIC:** Request for Permission to Accept a Gift from Transforming Central PAC

**A. PERTINENT FACTS:**

1. Transforming Central PAC has donated \$40,000 to the Facilities Department for use on exterior beautification efforts at Central High School.
2. The gift will be used to support the objectives of Transforming Central's project: to improve the students' daily experience, address the environmental impacts of our campus, and connect with the vibrant community that embraces the school.
3. This project will meet the District strategic plan goal of sustainability.
4. This item is submitted by Mary Mackbee, Principal; Tom Parent, Director, Department of Facilities; Theresa Battle, Assistant Superintendent; and Jackie Turner, Chief Engagement Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a gift from Transforming Central PAC.

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

**DATE:** December 13, 2016

**TOPIC:** Request for Permission to Submit a Grant Application to the Capitol Region Watershed District

**A. PERTINENT FACTS:**

1. The Capitol Region Watershed District is currently accepting grant applications for projects that design and construct facilities to improve water quality and have high visibility or educational value.
2. Saint Paul Public Schools Facilities Department has prepared an application for funds to improve drainage and water management systems at Adams Spanish Immersion School. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$56,500. Staff at the program researched this grant opportunity.
3. This project will meet the District strategic plan goal of Sustainability.
4. This item is submitted by Tom Parent, Director, Department of Facilities; and Jackie Turner, Chief Engagement Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Capitol Region Watershed District for funds to make drainage improvements at Adams Spanish Immersion School; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

**DATE:** December 13, 2016

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

**A. PERTINENT FACTS:**

1. The Ecolab Foundation is a long-time supporter of Humboldt High School, and of programs that serve Humboldt. Ecolab is currently accepting grant applications for projects that support education activities at Humboldt Secondary School.
2. Humboldt has prepared an application for funds to support its AVID college readiness program. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$40,000.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Michael Sodomka, Principal; and Theresa Battle, Assistant Superintendent.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Ecolab Foundation for funds to support AVID and Academy of Information Technology at Humboldt High School; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

**DATE:** December 13, 2016

**TOPIC:** Request for Permission to Accept a Grant from the Minnesota Vikings Children's Fund

**A. PERTINENT FACTS:**

1. The Minnesota Vikings professional football team requested funding from the National Football League (NFL) to fund a program in which TRIA Orthopaedic Center, in collaboration with HealthPartners, will provide athletic training services to SPPS football players.
2. Saint Paul Public Schools prepared an application and received a grant for approximately \$12,500 to pay for a Certified Athletic Trainer to provide services for injury prevention, assessment, first aid, rehabilitation and non-emergency treatment to football players at the seven SPPS high schools. Saint Paul Public Schools will serve as fiscal agent for the project.
3. This project will meet the District strategic plan goal of sustainability.
4. This item is submitted by Theresa Battle, Assistant Superintendent; and Jackie Turner, Chief Engagement Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota Vikings Children's Fund to provide professional athletic training services to football players in SPPS; and to implement the project as specified in the award documents.

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

**DATE:** December 13, 2016

**TOPIC:** Request for Permission to Accept a Grant from the Toshiba America Foundation

**A. PERTINENT FACTS:**

1. The Toshiba America Foundation funds the projects, ideas, and materials teachers need to innovate in their math and science classrooms. TAF is interested in funding projects designed by teachers or small teams of teachers for use in their own schools.
2. Highland Park Senior High School prepared an application and received a grant for approximately \$700 to purchase equipment for a unit on hydroponics. Saint Paul Public Schools will serve as fiscal agent for the project.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Winston Tucker, Principal; and Theresa Battle, Assistant Superintendent.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Toshiba America Foundation to support STEM education programming in SPPS; and to implement the project as specified in the award documents.

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

**DATE:** December 13, 2016

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625 and American Federation of State, County and Municipal Employees, District Council 5, Local Union No. 844, Representing Clerical and Technical Employees

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2016, through June 30, 2018.

2. Contract changes are as follows:

Wages: Effective July 9, 2016, the salary schedule is increased 2%, and current affected incumbents in grade 8, 10, and 14 will move to \$15.00 rate of pay. Effective July 8, 2017, the salary schedule is increased 2%.

Insurance: Effective January 1, 2017, the district monthly contribution for single coverage will remain at \$662.50 per month; family coverage will increase to \$1,310 per month. Effective January 1, 2018, the district contribution for single coverage is increased to \$677.50; family coverage is increased to \$1,330.

3. The District has 310 FTE's in this bargaining unit.

4. The new total package costs for the agreement are estimated as follows:

- in the 2015-16 budget year: \$17,253,582
- in the 2016-17 budget year \$17,771,046

5. This item will meet the District target area goal of alignment.

6. This request is submitted by John Thein, Superintendent; Laurin J. Cathey, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for American Federation of State, County and Municipal Employees, Local Union No. 844, District Council 5, representing clerical and technical employees in this school district; duration of said Agreement is for the period of July 1, 2016, through June 30, 2018.



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

**DATE:** December 13, 2016

**TOPIC:** Approval of Employment Agreement Between Independent School District No. 625 and Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, Representing Bus Drivers

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2016, through June 30, 2018.
2. Contract changes are as follows:

Wages: Effective July 1, 2016, increase hourly wage schedule by 1.75% and add an additional \$0.25 to Maintenance Driver title. Effective July 1, 2017, increase hourly wage schedule by 1.75% and maintain step progression for year one and two.

Longevity: Effective January 1, 2017, employees who have completed twenty five (25) full-time equivalent regular active years of service with the Employer as of July 1 each year shall receive an additional \$.60 per hour in addition to the base hourly rate. For twenty (20) full-time years shall receive an additional \$.40 per hour in addition to the base hourly rate. For fifteen (15) full-time years shall receive an additional \$.25 per hour in addition to the base hourly rate.

Insurance Contribution for Full Time Employees: The insurance premium contributions by the District are increased from the current insurance caps of \$610 for single coverage and \$1,185 for family coverage will increase as follows:

	Single	Family
Effective January 1, 2017	\$630.00	\$1,210
Effective January 1, 2018	\$650.00	\$1,235

Dental Insurance: Effective January 1, 2017, the District contribution toward family dental coverage will increase from \$40 to \$50 per month.

Deferred Compensation: Effective January 1, 2017, the District deferred comp match will increase from \$1,100 to \$1,200 per year. Effective January 1, 2018, the District deferred comp match will increase from \$1,200 to \$1,300 per year. The maximum amount of severance pay that any employee may obtain through this 403(b) Tax-Deferred Retirement Plan for Sheltering Severance Pay and Vacation Pay has increase from \$21,000 to \$22,750.

3. The District has 38 employees in this bargaining unit.
4. The new total package costs for the agreement are estimated as follows:
  - in the 2015-16 budget year: \$2,142,756
  - in the 2016-17 budget year: \$2,209,779

DATE: December 13, 2016  
TOPIC: Approval of Employment Agreement Between Independent School District No. 625 and Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, Representing Bus Drivers

Page 2

5. This item will meet the District target area goal of alignment.
6. This request is submitted by John Thein, Superintendent; Laurin J. Cathey, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, representing bus drivers in this school district; duration of said Agreement is for the period of July 1, 2016, through June 30, 2018.

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

**DATE:** December 13, 2016

**TOPIC:** Establishment of the Classified Position of Commissioning Coordinator for Independent School District No. 625 and Relevant Terms and Conditions of Employment

**A. PERTINENT FACTS:**

1. With the approval of the Facility Master Plan, additional staff will be needed by the Facilities Department to accomplish this plan. Currently, the Facilities Department has a need for a position that will be responsible for providing assurance that the actual construction work performed meets the requirements and specifications of the project. The position will develop commissioning standards to be used as the guidelines for all district new construction, modifications and deferred maintenance and will monitor construction activities for compliance to the requirements of the project.
2. The Human Resource Department performed a job study to determine the proper job title and bargaining unit for this work. The recommendation from that study is to create a new job title, Commissioning Coordinator. This title would be within the unit jurisdiction of the Professional Employees Association unit that represents professional employees. The appropriate pay rate for this position would be equivalent to Grade 16 within this Agreement. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2016-2017 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 a classified position.
3. The funds for this position are available in the Facilities Department budget.
4. This request supports the District's target area goal of sustainability.
5. This recommendation has been reviewed by John Thein, Superintendent; Jacqueline Turner, Chief Engagement Officer; Thomas Parent, Director, Facilities; and Laurin J. Cathey, Executive Director, Human Resources.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve the establishment of the Commissioning Coordinator job classification effective December 13, 2016; that the Board of Education declare the position of Commissioning Coordinator as classified; and that the pay rate be Grade 16 of the Professional Employees Association standard ranges.

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

**DATE:** December 13, 2016

**TOPIC:** Establishment of the Classified Position of Facilities Program Controls Specialist for Independent School District No. 625 and Relevant Terms and Conditions of Employment

**A. PERTINENT FACTS:**

1. With the approval of the Facility Master Plan, additional staff will be needed by the Facilities Department to accomplish this plan. Currently, the Facilities Department has a need for a position responsible for developing and monitoring fiscal and document controls to assist with ensuring compliance with state statutes and district policy and procedures of the District's new construction, modernization and deferred maintenance projects.
2. The Human Resource Department performed a job study to determine the proper job title and bargaining unit for this work. The recommendation from that study is to create a new job title, Facilities Program Controls Specialist. This title would be within the unit jurisdiction of the Professional Employees Association unit that represents professional employees. The appropriate pay rate for this position would be equivalent to Grade 12 within this Agreement. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2016-2017 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 a classified position.
3. The funds for this position are available in the Facilities Department budget.
4. This request supports the District's target area goal of sustainability.
5. This recommendation has been reviewed by John Thein, Superintendent; Jacqueline Turner, Chief Engagement Officer; Thomas Parent, Director, Facilities; and Laurin J. Cathey, Executive Director, Human Resources.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve the establishment of the Facilities Program Controls Specialist job classification effective December 13, 2016; that the Board of Education declare the position of Facilities Program Control Specialist as classified; and that the pay rate be Grade 12 of the Professional Employees Association standard ranges.

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

**DATE:** December 13, 2016

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

**A. PERTINENT FACTS:**

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

**B. RECOMMENDATION:**

That the Board of Education excludes the named students from school effective January 3, 2017, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

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

**DATE:** December 13, 2016

**TOPIC:** Monthly Operating Authority

**A. PERTINENT FACTS:**

1. The Board of Education must authorize and approve all expenditures of the District.
2. The Board of Education must ratify any changes in collateral that have been previously approved by the Assistant Treasurer.
3. This item meets the District target area goals alignment and sustainability.
4. This item is submitted by Marie Schrul, Chief Financial Officer.

**B. RECOMMENDATIONS:**

1. That the Board of Education approve and ratify the following checks and wire transfers for the period October 1, 2016 – October 31, 2016.

(a) General Account	#666065-667637 #0002210-0002253 #7001985-7002034 #0001274-0001310	\$54,480,378.18
(b) Debt Service	-0-	\$0.00
(c) Construction	-0-	<u>\$2,256,911.15</u>
		<u>\$56,737,289.33</u>

Included in the above disbursements are payrolls in the amount of \$37,383,336.69 and overtime of \$181,826.94 or 0.49% 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 March 31, 2017.

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

**DATE:** December 13, 2016

**TOPIC:** Settlement of Partially Insured Claim

**A. PERTINENT FACTS:**

1. On January 15, 2016, the School District was served a lawsuit regarding a matter which was partially insured.
2. The matter can be settled for a payment of \$75,000 on the terms set forth in a Settlement Agreement.
3. This settlement supports the District's target area goal of alignment.
4. This item is submitted by Laurin Cathey, Executive Director of Human Resources; Marie Schrul, Chief Financial Officer; Nancy L. Cameron, General Counsel; and Dr. John Thein, Interim Superintendent.

**B. RECOMMENDATION:**

That the Board of Education approve the Settlement Agreement in the above referenced suit; authorize its Interim Superintendent to sign the Settlement Agreement; and authorize School District administration to issue payment.

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

**DATE:** December 13, 2016

**TOPIC:** Produce Vendor Purchase Orders

**A. PERTINENT FACTS:**

1. The Saint Paul Public Schools' Nutrition Services Department will request quotes on produce items using a weekly bid process. Saint Paul Public Schools expects to spend approximately \$2,300,000 during the 2016-2017 school year on produce. Nutrition Services has identified two additional qualified produce suppliers. Adding these two vendors will help to increase competition and provide high quality produce to the students of Saint Paul.
2. Saint Paul Public Schools expects to spend with each vendor below the approximate amounts and will issue blanket purchase orders in these amounts:

Bix.....	\$240,000
Twin City Produce Inc.....	\$240,000

3. The Nutrition Services Department requests authorization to establish a purchase order for a one year period, beginning January 1, 2017 through June 30, 2017.
4. This request has been reviewed by Bradley Miller, Purchasing Manager.
5. Funding will be provided from the Nutrition Services budget 02-005-680-701-6490-0000.
6. This project will provide students with nutritious meals to help the district meet its goal of ensuring high academic achievement for all students.
7. This item is submitted by Stacy Koppen, Nutrition Services Director, and Jackie Turner, Chief Operations Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the purchase order for the furnishing and delivery of produce items for the period of January 1, 2017 through June 30, 2017.





# Proposed Pay17 Levy

## Board of Education

Marie Schrul

Chief Financial Officer

December 13, 2016



# Purpose




- To present the Pay17 Levy proposal to the Board of Education for final certification

# The Basics

- School levy authority is established in law
- School budgets are a combination of state, federal and local funding, including the voter approved referendum
- Unlike cities and counties, the Pay17 school levy funds the 2017-2018 school year that will be adopted next June
- Based on last year, levies comprise 20% of the school district's budget

# Pay 17 Levy Calendar

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	Date	Action
✓	August-early September	District submits levy information to MDE
✓	September 8	MDE provides preliminary calculations
✓	September 13	COB discusses Pay17 levy
✓	September 20	BOE sets ceiling for Pay17 levy
✓	September 26	JPTAC (Joint Property Tax Advisory Committee) adopts joint advisory joint levy resolution
✓	September 30	SPPS provides Pay17 levy ceiling data to Ramsey County and MDE. Cities and Counties also certify by this date.
✓	October 1 – November 15	Ramsey County calculates taxes and prepares tax statements
✓	November (week of 14 <sup>th</sup> )	Ramsey County mails tax statements
✓	December 6	SPPS holds public hearing (note: COB meeting that evening)
	December 13	BOE certifies Pay17 levy at BOE meeting
	December 31	SPPS certifies Pay17 levy to Ramsey County

# Pay 17 Levy Proposal

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Levy Category	Certified Pay 16 Levy	Proposed Pay17 Levy	Difference
Operating	\$47,242,112	\$47,134,881	(\$107,231)
Pension/OPEB/Contractual	36,133,492	37,545,435	1,411,943
Facilities	54,572,087	59,983,176	5,411,089
Community Service	<u>3,260,938</u>	<u>3,406,163</u>	<u>145,225</u>
Total – All Levy Categories	\$141,208,630	\$148,069,656	\$6,861,026
Percent Change			4.9%

Pay 17 Final MDE Levy data as of 12/2/16

# Estimated Annual Property Tax Impact

## 4.9% Levy Increase

(assuming a 6.4% increase in market value)

Home Estimated Market Value	Pay 2016 ISD 625 Property Taxes	Estimated Pay 2017 ISD 625 Property Taxes	Estimated change at 4.9% Ceiling
\$75,000	295.82	304.18	8.36
100,000	444.75	466.61	21.86
161,200	755.37	786.49	31.12
200,000	1,048.17	1,084.94	36.77
300,000	1,651.59	1,703.71	52.12
400,000	2,255.01	2,322.61	67.60
500,000	2,825.16	2,897.54	72.38

Source: Ramsey County

Median home market value is \$161,200

12/13/16



# Estimated Annual Property Tax Impact Commercial/Industrial 4.9% Levy Increase (assuming a 6.7% increase in market value)



Commercial/ Industrial Estimated Market Value	Pay 2016 ISD 625 Property Taxes	Estimated Pay 2017 ISD 625 Property Taxes	Estimated change at 4.9% Ceiling
200,000	1,264.42	1,220.00	(44.42)
500,000	3,502.48	3,370.97	(131.51)
1,000,000	7,232.72	6,956.29	(276.43)

Source: Ramsey County



# Recommendation



- That the Board of Education approve the recommendation to certify the Pay17 levy in the amount of \$148,069,656.08



**Board of Education Meetings**

(Regular meetings at 6:05 unless otherwise noted)

- January 10 - Annual Meeting - 4:30 p.m.
- January 24
- February 21
- March 21
- April 18 - Rescheduled to 4/25
- April 25
- May 16
- June 13 - Non-Renewals - 4:00 p.m.
- June 20
- July 11
- August 15

**Committee of the Board Meetings**

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

- January 10 - 5:15 p.m.
- February 7
- March 7
- April 11
- May 2
- June 13 - 4:45 p.m.
- July 11