



# **Saint Paul Public Schools**

## **Regular Meeting**

**Tuesday, November 15, 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*



**Cedrick Baker**  
*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**

\*\*\*\*\*

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

\*\*\*\*\*

**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**

**November 15, 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. Recognition of Schools, Teams, Individuals, and Coaches in Our St. Paul Public Schools That Have Won Athletic Awards and Championships. 6
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	
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**INDEPENDENT SCHOOL DISTRICT NO. 625  
BOARD OF EDUCATION  
SAINT PAUL PUBLIC SCHOOLS**

**DATE:** November 15, 2016

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

**A. PERTINENT FACTS:**

1. **Highland Park Middle School** – The girls' volleyball team was city champion. Laura Treichel is the coach. The team roster consists of:

Isabel Adson  
Elena Angelo  
Emily Aune  
Isabelle Campbell  
Braiziah Dixon  
Lucy Egbert  
Katie Evans  
Danielle Johnson  
Annika Mechelke  
Celia Morris  
Mairenn O'Neill  
Tigist Rose  
Jalen Russell  
Kara Savage  
Azeria Stagg  
Charlotte Westerman  
Toni Williams


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

**B. RECOMMENDATION:**

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

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**A. PERTINENT FACTS:**

1. **Humboldt Middle School** – The boys' soccer team was city champion. Fitsum Tegene is the coach. The team roster consists of:

Ian Brooks  
Dohrer, Albert  
Rafael Espinosa  
Pa Ha  
Samuel Hayden  
Crown Htoo  
Hser P Htoo  
Nel Si Htoo  
Sher Nay Htoo  
Adrian Keller-Miller  
Kyi Lay Maung  
Eh Ler Moo  
Saw Hsa Blay Moo  
Max Muench  
Shi Poe  
Hsar Gay Say  
Ywa Blut Doe Soe  
Ywar Hay Tha  
Moo Thaw  
Maung Lay Thay  
Owen Vaughan-Fier  
Ha Moo Wah

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**A. PERTINENT FACTS:**

1. **Murray Middle School** – The flag football team was city champion. Brian Pearson is the coach. The team roster consists of:

Jesus Balderrama	Stone Frasl	Isaiah Lyles
Jude Breen	Otto Ganzer	Christian Riqueline
Asante Byakwell	Sam Holm	Kaelyb Sears
Erion Cromwell-Collins	Johntae Hudson	Jaelen Thomas
Ian Culver	Elijah Jackson	Timothy Vann
Dre'Vonnte Dunkins	Richard Kennedy	Brandon Vue
George Ealle	Jonathon Kieser	Kaeden Warnberg-Lemm
Nichloas Everson	Dobry Kruszka	
Keanu Floszmann		

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**A. PERTINENT FACTS:**

1. **Murray Middle School** – The girls' soccer team was city champion. Eric Erickson is the coach.  
The team roster consists of:

Hanna Adan	Taylor Fairbanks	Sarah Parker
Makenzie Allison	Selam Gerezglier	Eh Ler Paw
AbbyAltman	Emilie Hanson	Abby Rhee
Hemetti Apet	Lucy Hebble	Melanie Riquilme
Abrianna Armenta	May Htoo	Allie Rogerud
Olivia Barnes	Fiona Juarez-Sweeney	Kendall Ross
Theo Burr	Ruby Kosiak	Aubrey Ross
Lindsay Camon Nunez	Katherine Kozak	Ida Smith
Lanecia Carson	Arianna Krongard	Ella Sundheim
Molly Clement	Bridget Lee	Gay Nee Thaw
Caitlyn Coyle	April Maung	Tiffany Uman
Maddy DaGaetano	Tierney Meier	Paw Ta Lu Wah
Eh Dah	Amelia Moseman	Lah Sher Wah
Rachel Erickson	Naw Mu	Anna Weins
	Htoo Nay Mu	Lydia Westerlund


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**A. PERTINENT FACTS:**

1. Washington Technology School – The boys' soccer team was city champion. Jason Hamilton is the coach. The team roster consists of:

Tha Byew  
Cowboy Dway  
Abdillah Farah  
Uk Hnin  
Kpru Htoo  
Ku Htoo  
Jeewan Kharel  
Smile Lay  
Kbrue Moo

Taw Loe Moo  
Christ Oh  
Sa Neh Oo  
Yorbi Lopez Ortega  
Johnny Poe  
Napolean Ree  
Moo Hay Tha Say  
Thui Doo Taw  
Pujan Thapa

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**A. PERTINENT FACTS:**


1. Como Park Senior High School – The boys' cross country athlete – Innocent Murwanashyaka was a State Qualifier. Tim Kersey is the coach.
2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by Laura Ranum, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

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**A. PERTINENT FACTS:**

1. **Como Park High School** – The boys' soccer team were State Qualifiers. Jonah Fields is the coach. The team roster consists of:

Mohamud Adan	Kher Lin Kyaw
Abdulaziz Ahmed	Kobby Owu
Henry Aryiku	Rafael Quevedo
Tha Dah	Shar Reh
Archie Gjerdrum	Mu Ku Shi
Bwe Doh Htoo	Nathan Stover
Law Htoo	Daw Bleh Taw
Robin Htoo	Pa Sad Tit
Tyler Johnson	Kevin Yao
Saw Johnny	

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**A. PERTINENT FACTS:**

1. **Central Senior High School** – The boys' cross country team was city champion. Amanuel Roba was a State Qualifier. Mike Reneau is the coach. The team consists of:

Tristan Bakke  
Jack Dzik  
Kade Hagen  
Mickies Kiros  
Lorenzo Mazumdar-Stange  
Amanuel Roba  
Michael Smith  
Joey Waite

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**A. PERTINENT FACTS:**

1. **Central Senior High School** – The girls' cross-country athlete – Sophia Rabins was a State Qualifier. Michael Reneau is the coach.
2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by Laura Ranum, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

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**A. PERTINENT FACTS:**

1. **Central Senior High School** – The girls' tennis athlete – Zoe Klass-Warch was a State Qualifier. Garry Clark is the coach.
2. This item will meet the District target area goals of accelerating the path to excellence.
3. This item is submitted by Laura Ranum, Athletic Secretary and Theresa Battle, Assistant Superintendent for High Schools.

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**A. PERTINENT FACTS:**

1. **Harding High School** – The girls' tennis team was city champion. Koua Yang is the coach. The team roster consists of:

Amanye Reynolds  
Gaosheng Thao  
Kang Thao  
Yee Thao  
Lily Vang  
Douachee Vue  
Xee Vue  
Bae Wa  
Alyssa Xiong  
Kelly Yang  
Yeeko Yang

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**A. PERTINENT FACTS:**


1. Highland Park High School – Boys' Cross Country – Sid Gross, Oliver Paleen, and Kris Johnson were State Qualifiers. Brad Moening is the coach.
2. This item will meet the District target area goals of accelerating the path to excellence.
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**A. PERTINENT FACTS:**

1. Highland Park High School – The girls' cross country team was city champion. Molly Moening was a State Qualifier. Brad Moening is the coach. The team roster consists of:

Celeste Alden  
Claudia Blau  
Caroline Harding  
Erica Meyers  
Audrey Miller  
Erin Moening  
Molly Moening  
Libby Pearson  
Anna Schmidt

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**A. PERTINENT FACTS:**

1. Highland Park High School – The girls' soccer team was city champions. Chris Steenberg is the coach. The team consists of:

Asiah Atiq  
April Bannister  
Maggie Blomgren  
Erin Chirhart  
Anna Maria Chirhart  
Bella Ciccarelli  
Mariella Ciccarelli  
Abigail Clapp  
Mariana Cournoyer  
Noelle Craveiro  
Anna Englehardt  
Maeve Gimpl  
Emma Goulet  
Danasja Hall  
Raquel Loera  
Lia Meeter-Biggs  
Lauren Mendoza  
Lucy Minner  
Tess Newman-Heggie  
Greta Podda  
Emmy Tawah  
Ramona White


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**A. PERTINENT FACTS:**

1. Highland Park High School – The girls' swim team was city champions. Katy Vandam is the coach. The team consists of:

Alison (Ali) Alden Pope	Josie Kahn	Veronica Sannes
Alivia Arredondo	Rachel Khodursky	Grace Sheehan
Johanna Aust	Kaylee Kipfmuller	Amelia Stensrud
Rayna Axelson	Madison (Mei) Kuba	Olivia Szaj
Ursula Bader	Sonja Kukkonen	Claire Temali
Divya Bhargava	Abby Lanz	Leah Terry
Lauren Dieperink	Katie Leabch	Grace Thrasher
Kayla Edmundson	Lydia Malen	Kira Vega
Ruquiya Egal	Blessie Mande	Ashley Wahlberg
Ruwayda Egal	Mina Mandic	Katherine Welsh
Merone Eshetu	Natalie Mendoza	Jasmine White
Kami Hanson-Best	Bella Olson	
Isabel (Analise) Harrelson	Michaela Polley	

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**A. PERTINENT FACTS:**

1. Highland Park High School – The girls' volleyball team was city champions. Kathleen Kramer is the coach. The team consists of:

Lucia Calatayud  
Ellie Egbert  
Alandra Hickman  
Megan Kavanagh  
Cassandra Krois  
Michaela McGough  
Emma McGrew  
Maria Nelson  
Natalie Shaffer  
Monique Smasal  
Anna Stalka  
Maddie Teipel  
Hetta Williams

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**TOPIC:** Recognition of Contributors to Project REACH, In Recognition of *National Hunger and Homeless Awareness Week, November 12-20*

**A: PERTINENT FACTS:**

1. Every year, there are approximately 2000 students experiencing homelessness in our 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 our shelters. However, we also count on donors to supplement the basic needs of our students. Many of our students sleep in cars, in bus stops or on the light rail. 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 our families as well, like the need for cleaning supplies, hygiene items, gas cards and books that many of us take for granted.
2. Today, we are here because we would like to sincerely thank the following donors for their generosity and kindness in donating to Project REACH and our families and students. On behalf of all of us, thank you to the following organizations and individuals that have donated to Saint Paul families. Representing the following organizations:

Representatives	Organization	Donation
Alan Stedman, Craig Hatfield	Foresters US Sales Support and Distribution Center	Donated - Backpacks and school supplies
Tina Jones	Highway Federal Credit Union	Fundraiser – Donated money, gloves and hats
Hildi Hagedorn	Girl Scout Troop at Expo	Donated over 500 books for a homeless shelter
Laura Testor	St. Paul Labor Studies and Resource Center	Donated school supplies and winter jackets
Julie Chan	Century College	Donated 40 blankets
Judy Mulvey	Assistance League of Minneapolis and St. Paul	Donated 500 winter jackets
Jayne Ropella, Craig Anderson, Sue Bobolink, Michelle Romano	SPPS schools- Randolph Heights, Battle Creek Elementary, American Indian Magnet, Open World Learning, Capital Hill	Donated blankets and coats, and cleaning supplies
Anne Commers	Horace Mann 2nd grade class	Donated cleaning supplies and snack packs
Jayne Ropella	St. Paul Division of	Donated money

	Elementary Principals	
Pam Wiehe Martha Hobbs Rice	Arlington Hills Lutheran Church	Snacks every month
Vera Proctor	FOCUS MN	Donates snacks every month and shoes, and holiday gifts
Stacy Smith	United Technology Corporation	Donated gift cards for families in need
Kathy Jurasin	Forests View Elementary	Donated 40 blankets all made by students
Sherry Martin	Met Council	Donated holiday gifts, winter coats and food
Barbara Szopinski	TKDA Engineering, Architecture and Planning	Donated hats and mittens
Judy Hawkinson	St. Paul Schools Foundation	Facilitating numerous donations to Project REACH
Sonya Schober	St. Paul Reformation	Donated toiletries
Bill Dillon		Ongoing donations of “move in kits” of cleaning supplies and basic necessities.
Brian DeMartino		Many winter jackets, gloves, and hats
And thank you to many Saint Paul Public School employees that made individual donations of money and other items to benefit our families and students. THANK YOU ALL!		

3. This item is submitted by Anne McInerney, Supervisor, Project REACH; Cheryl Carlstrom, Director, Title I Federal Programs; Kate Wilcox-Harris, Chief Academic Officer

**B: RECOMMENDATION:**

The Board of Education recognizes the contributions of these individuals their organizations and thanks them for their generosity and giving for the children and families of St. Paul Public Schools.

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

**October 25, 2016**

**I. CALL TO ORDER**

The meeting was called to order at 6:18 p.m.

**II. ROLL CALL**

PRESENT: Mr. Schumacher, Mr. Marchese, Ms. Ellis, Mr. Baker, Mr. Brodrick, Mr. Vue, Interim Superintendent Thein, Ms. Cameron, General Counsel, Ms. Polsfuss, Assistant Clerk

ABSENT: Ms. Vanderwert (Conference)

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

**MOTION:** Mr. Schumacher moved the Board approve the Order of the Main Agenda as published. The motion was seconded by Mr. Baker.

The motion passed with the following roll call vote:

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

**IV. RECOGNITIONS**

**BF 30606**      Acknowledgement of Accomplishments of SPPS Students

The following students placed at History Day Nationals and have had their work recognized in the community. The National History Day Contest encourages more than half a million students around the world to conduct historical research on a topic of their choice. Students enter these projects at the local and affiliate levels, with top students advancing to the **Kenneth E. Behring National History Day Contest** at the University of Maryland at College Park. The 2016 theme was Exploration, Encounter and Exchange.

- The Visionary Exploration of Jacques Cousteau: Changing Perceptions of the Ocean through Undersea Encounters, 1st Senior Group Website **Sovigne Gardner, Grace Gardner**, Open World Learning Community.
- The Black Death, an Unforeseen Exchange: Europe's Encounter with Pandemic Sparked an Age of Exploration, 2nd Senior Paper, **Camryn Franke**, Washington Technology Magnet.
- Sir Francis Drake: Opening New Routes of Exploration and Exchange 4th Junior Individual Documentary, **Theo Sage-Martinson**, Open World Learning Community.
- Encountering the Truth: State of MN vs. Phillip Morris Inc., 5th Junior Individual Website, **Sam Skinner**, Murray Middle School.



- Ralph Nader's Unsafe at Any Speed: Exploring Auto Safety 7th Senior Documentary, **Siena Leone-Getten**, Open World Learning Community.
- An Exploration of the Segregated South: The Photographs of Gordon Parks, Gordon Parks Foundation Website, **Mae Goodrich**, Open World Learning Community, displayed on the Gordon Parks Foundation website.
- Ojibwe Migration Story, **Alyssa Downwind**, American Indian Magnet, displayed at Mille Lacs Indian Museum.

**BF 30607**      Acknowledgement of Good Work Provided by Outstanding District Schools

Washington Technology Magnet School is recognized for winning a 2016 Silver Schools of Opportunity Award. Washington was included in the twenty schools across the nation that were recently recognized as 2016 Schools of Opportunity —the first time the designation has been awarded nationwide. Led by researchers and school leaders at the University of Colorado Boulder's National Education Policy Center (NEPC), this recognition provides a research-based answer to the mismatch between existing awards that recognize schools as "the best" because of their high-test scores and the schools that are actually engaging in research-proven practices.

Closing the opportunity gap requires enormous thought and effort, reforming what schools do to address the unique needs of each community while always expecting and supporting engaging and challenging learning for every student. and the schools that are actually engaging in research-proven practices

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

**MOTION:**      **Mr. Schumacher moved the Board approve the Order of the Consent Agenda with the exception of the following items pulled for separate consideration: Item C1 - Request for Permission to Contract with Saint Paul Youth Services for Behavioral Specialist Program Support, Item E2 - Concurrent Enrollment Relationships Between Saint Paul College and SPPS High Schools and E6 - Facilities Department FY17 Purchases over \$100,000. 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

**VI. APPROVAL OF THE MINUTES**

**A. Minutes of the Regular Meeting of the Board of Education of September 20, 2016**

**MOTION:**      **Mr. Schumacher moved the Board approve the Minutes of the Regular Meeting of the Board of Education of September 20, 2016 as published. The motion was seconded by Mr. Marchese.**

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

## VII. COMMITTEE REPORTS

### A. Committee of the Board Meeting of September 29, 2016

This meeting was held to hear information on Suggested Superintendent Search Protocols as presented by the Vice Chair from the Faribault District .

Following the presentation and discussion, the consensus of the Board was to go with an outside search firm.

The Board also discussion Communication Protocols and Travel and Conferences.

### B. Committee of the Board Meeting of October 4, 2016

The first item on the agenda was a presentation on the VisionCard for Growth & Proficiency

Staff then presented an Update on School Start Times reviewing the history of this process and reviewing the options which had been presented to date. The Board instructed administration to have additional information and a motion/resolution ready for the November COB meeting with a final motion at the November 15 Board meeting.

The Executive Director of Human Resources presented an overview of their recruiting and school readiness process along with key HR initiatives.

Facilities provided an update of the facility improvement projects that have begun their implementation phase.

The Work Session included discussion on the **RFP Process for a Superintendent Search Firm** which resulted in the following recommended motion:

**RECOMMENDED MOTION: That the Board schedule an additional COB meeting for November 14, 4:30 p.m. to hear presentations from and make recommendation on selection of a search firm to conduct the Superintendent Search for SPPS.**

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

Other items included brief discussions on community engagement and Board representation at school events.

**MOTION: Ms. Ellis moved the Board accept the Report on the Committee of the Board meetings of September 29 and October 4, 2016 and approved the minutes of the same meetings as published. The motion was seconded by Mr. Schumacher.**

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

## VIII. SUPERINTENDENT'S REPORT

### A. Human Resource Transactions

**MOTION:** Mr. Schumacher moved approval of the Human Resource Transactions for the period September 1, 2016 through September 30, 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

### QUESTIONS/DISCUSSION:

- The new appointments for TAs, did SPPS lay off a lot in the spring? Why are so many being hired now? Response: It reflects money being put back into the schools and the schools using it to bring in TAs.
- Are there more now than a year ago? Response: HR will need to go back to see how many were reduced to answer this. This is not a layoff and recall, it is new people being hired into the district.
- This is a large number of new people moving into an integral position – should that cause alarm? Response: No, SPPS FTEs are growing.
- A request was made for an update on filling of teacher vacancies and TA vacancies and how SPPS is doing on meeting goals in hiring? Response: Hr will get that information to Board members.
- A request was made that in a COB work session an explanation be provided on the various categories used within the HR transactions.
- How were TAs impacted by budget cuts? Response: HR will provide detail at the 11/1 COB.

## IX. CONSENT AGENDA

**MOTION:** Mr. Schumacher moved the Board approve all items on the Consent Agenda with the exception of the following that were pulled for separate consideration: Item C1 - Request for Permission to Contract with Saint Paul Youth Services for Behavioral Specialist Program Support, Item E2 - Concurrent Enrollment Relationships Between Saint Paul College and SPPS High Schools and E6 - Facilities Department FY17 Purchases over \$100,000. 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

### A. Gifts

#### **BF30608** Gift Acceptance from Amherst H. Wilder Foundation

That the Board of Education authorize the Superintendent (or Designee) to allow Jackson Preparatory School to accept this gift from the Amherst H. Wilder Foundation to support the Hmong Karen(ni) Youth Program.

#### **BF 30609** Gift Acceptance from David Frauenshuh

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

**BF 30610** Gift to Linwood Monroe Arts Plus

That the Board of Education authorize the Superintendent (designee) to accept the \$14,300 gift from the Peace Maker of Minnesota and provide a letter expressing appreciation for the gift.

**BF 30611** Acceptance of Donation from the Shakopee Mdewakanton (Sioux) Dakota Community

That the Board of Education authorize the Superintendent (designee) to accept this donation of \$12,000 from the Shakopee Mdewakanton Sioux (Dakota) Community and to disburse the funds according to the contract.

B. Grants

**BF 30612** Request for Permission to Accept Grants from the Ecolab Foundation's Visions for Learning Program

That the Board of Education authorize the Superintendent (designee) to accept multiple grants from the Ecolab Foundation's Visions for Learning program; to accept funds, and to implement the projects as specified in the award documents.

**BF 30613** 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 train community navigators in the adult basic education program; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 30614** Request for Permission to Accept a Grant from the Minnesota Department of Health

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota Department of Health to deliver asthma education and improve asthma awareness at Maxfield Elementary School; and to implement the project as specified in the award documents.

**BF 30615** Request for Permission to Submit a Grant Application to the Minnesota Historical Society Legacy Field Trip Fund

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Historical Society Legacy Field Trip Fund for funds to offset field trip transportation costs at Capitol Hill Gifted and Talented Magnet; to accept funds, if awarded; and to implement the project as specified in the award documents

**BF 30616** Request for Permission to Accept a Grant from the Saint Anthony Park Community Foundation

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Saint Anthony Park Community Foundation to support Big Brothers Big Sisters at Como Park Senior High School; and to implement the project as specified in the award documents.

**BF 30617** Request for Permission to Submit a Grant Application to the Syngenta Community Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Syngenta Community Grant Program for funds to demonstrate agricultural techniques at Highland Park Senior High School; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF30618** Request for Permission to Submit a Grant Application to the Target Foundation

That the Board of Education authorize the Superintendent (designee) to submit a grant to Target Foundation for funds to cover field trip transportation costs at Frost Lake Elementary School; to accept funds, if awarded; and to implement the project as specified in the award documents

C. Contracts

D. Agreements

**BF30619** Agreement Between Saint Paul Independent School District #625 and Young Men's Christian Association (YMCA) of the Greater Twin Cities for Child Care Services at AGAPE and Harding

That the Board of Education authorize the Superintendent to enter into an agreement with the YMCA of the Greater Twin Cities to reimburse the YMCA for providing direct child care services in an amount not to exceed \$493,044.00 from August 1, 2016 to July 31, 2017.

E. Administrative Items

**BF 30620** Claims Administration Services for Self-Insured Workers' Compensation Program  
That the Board of Education authorize the Superintendent (designee) to renew the contract with Cannon Cochran Management Services, Inc. (CCMSI) for the period July 1, 2017 through June 30, 2022 for workers' compensation third-party administrator service.

**BF 30621** Approval of Employment Agreement Between Independent School District No. 625 and Saint Paul Supervisors' Organization Representing Supervisors  
That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for Saint Paul Supervisors Organization in this School District; duration of said Agreement is for the period of January 1, 2016, through December 31, 2017.

**BF 30622** Establishment of the Classified Position of General Lead Plumber for Independent School District No. 625 and Relevant Terms and Conditions of Employment  
That the Board of Education of Independent School District No. 625 approve the establishment of the General Lead Plumber job classification effective October 25, 2016; that the Board of Education declare the position of General Lead Plumber as classified; and that the pay rate be \$42.50 hourly.

**BF 30623** 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 3, 2016, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

**BF 30624** Active Employee and Early Retiree Health Insurance  
That the Board of Education approve a contract for active employee and early retiree health insurance coverage with HealthPartners, effective January 1, 2017, at the proposed premium renewal rates.

**BF 30625** Employee Dental Insurance Annual Renewal  
That the Board of Education approve the contract for active employee dental insurance coverage with HealthPartners effective January 1, 2017, at the proposed renewal rates.

**BF 30626** Employee Life Insurance Renewal  
That the Board of Education approves the contract for employee life insurance with Minnesota Life with no change in premium renewal rates.

**BF 30627** Employee Long-Term Disability Insurance Annual Renewal

That the Board of Education continues the District's employee long-term disability contract with VOYA for calendar year 2017 at a monthly cost of \$.30/month per \$100 of annual salary. The estimated cost of this contract for the calendar year of 2016 is \$1,470,000.

**BF 30628** Post Age-65 Retiree Health Insurance Annual Renewal

That the Board of Education approves the contracts for retiree health insurance coverage with HealthPartners effective January 1, 2017, at the proposed premium rates.

**BF 30629** Employee Short-Term Disability Insurance Annual Renewal

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

**BF 30630** Optional Vision Insurance for Active Employees Annual Renewal

That the Board of Education approve the contract for active employee vision insurance coverage with EyeMed effective January 1, 2017.

**BF 30631** Monthly Operating Authority

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

(a)	General Account	#663739-664776 #0002107-0002163 #7001906-7001943 #0001220-0001245	\$30,249,384.90
(b)	Debt Service	-0-	\$103,958.98
(c)	Construction	-0-	<u>\$1,049,983.52</u>
			<u>\$31,403,327.40</u>

*Included in the above disbursements are payrolls in the amount of \$16,696,943.99 and overtime of \$28,210.14 or 0.17% 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 January 31, 2017.

**BF 30632** Transportation Department FY17 Purchases/Contracts over \$100,000

That the Board of Education authorize the purchase order/contract listed for the Transportation Department anticipated to be over \$100,000 in total.

F. Bids - None

**CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION**

**BF 30633** Request for Permission to Contract with Saint Paul Youth Services for Behavioral Specialist Program Support

Mr. Marchese stated he had pulled this item in order to recognize the value of the partnership with Saint Paul Youth Services and asked administration to provide some background on the program.

Saint Paul Youth Services (SPYS) provides behavior intervention, family support, crisis counseling, and restorative justice services. It uses accredited research to continually assess, modify and target its strategies based on what proves most effective for young people and their families, based on the particular situation.

SPYS will provide twelve (12) behavioral support staff for support at five SPPS sites, for the 2016-2017 school-year. The 5 sites are: Washington Technology Magnet School (3), Harding Senior High School (2) American Indian Magnet (3), Humboldt Secondary (3), and Gordon Park High School (1). The SPYS behavioral support staff will also support and increase early intervention strategies throughout the district. Approximately 360 students will be served by this partnership. The program has shown improvement in classroom behavior, attendance and achievement. Principals have seen benefit from the program and wish to grow it within the schools.

**MOTION:**                    **Mr. Marchese moved the Board of Education authorize the Superintendent (designee) to contract with the Saint Paul Youth Services for behavioral specialist support at five sites for SY 2016/2017; and to implement the services as specified in the contract. The motion was seconded by Mr. Schumacher.**

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

**BF30364**                    Concurrent Enrollment Relationships Between Saint Paul College and SPPS High Schools

The District is partnering with Saint Paul College to provide Concurrent Enrollment opportunities for students at SPPS High Schools. The partnership will provide opportunities for SPPS students to earn both college and high school credit for select courses and will save SPPS students time and money in pursuit of their Post-Secondary plans.

This partnership will include Concurrent Enrollment courses at:

- Harding Senior High School – College Algebra
- Humboldt High School – College Algebra
- Johnson Senior High School – College Algebra, General Biology 1 and Chemistry 1
- Washington Technology Magnet School – Nutrition

There are currently 303 students enrolled in the programs. The total saving for students is approximately \$160,000 with a net cost to SPPS \$7,500.

Another concurrent enrollment program offered is CIS (College in the School) in partnership with the U of MN. 87% of the students enrolled in CIS earned C or better and saved approximately \$1.58 million for the students to date.

**QUESTIONS/DISCUSSION:**

- One of the SEAB representatives asked if classes are offered within SPPS or off SPPS campus. Response: Gateway to College is held at St. Paul College otherwise the programs take place at SPPS high schools. Another option available is for students to test out of an area to earn credits.
- How will CLEP trend? Response: 30 students have earned credits, 50 to 60 took the exam. There are now classes in Spanish where students could capture credits along with pre-calculus and economics. This will be accelerating into the 17-18 school year.
- A Board member noted the relationship between SPPS and St. Paul College is very solid.
- Job #1 for the St Paul metro area is the need to get students skills so they can earn a living wage through trades, military or secondary education. These types of programs will make options accessible to families who do not have a history of college enrollment so they know

they can succeed and that they have a pathway they can succeed on. Last year 87% of these students were students of color 87%.

The Board offered its thanks to Saint Paul College and the University of Minnesota for the partnership in this.

**MOTION:** Mr. Schumacher moved the Board of Education authorize the District to partner with Saint Paul College to provide concurrent enrollment opportunities for SPPS students at Harding, Humboldt, Johnson and Washington. Mr. Baker 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

**BF 30635** Facilities Department FY 17 Purchases over \$100,000

Mr. Baker asked to rescind his request to pull this item.

**MOTION:** Mr. Schumacher moved the Board of Education of Independent School District No. 625 approve the establishment of the General Lead Plumber job classification effective October 25, 2016; that the Board of Education declare the position of General Lead Plumber as classified; and that the pay rate be \$42.50 hourly. Mr. Baker 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	Absent
Mr. Vue	Yes

## **X. OLD BUSINESS**

**B 30636** Third Reading: Policy 211.02 - Student Voice in District Decisions

**MOTION:** Mr. Schumacher moved the Board of Education adopt Policy 211.01 - Student Voice in District Decisions as published. The motion was seconded by Ms. Ellis.

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

## **XI. NEW BUSINESS**

A. Project Labor Agreements



- BF 30637** Adams Spanish Immersion, Major Building Renewal & Renovation, 615 Chatsworth St. S, SP 55102
- BF 30638** Como Park Senior High, Major Building Renewal & Renovation, 740 Rose Ave. W., SP 55117
- BF 30639** District Service Center, Office Buildout, Sitework & Electrical, 1930 Como, SP 55108
- BF 30640** Highland Park Elementary, Major Building Renewal & Renovation, 1700 Saunders Ave., SP 55116
- BF 30641** Horace Mann School, Major Building Renewal & Renovation, 2001 Eleanor Ave., SP 55116
- BF 30642** Humboldt High, Major Building Renewal & Renovation, 30 Baker Street, SP 55107
- BF 30643** Jie Ming Mandarin Immersion Academy, Renovation, 1845 Sheridan Ave., SP 55116
- BF 30644** Linwood Monroe Lower, Major Building Renewal & Renovation, 1023 Osceola Ave., SP 55105
- BF 30645** Linwood Monroe Upper, Major Building System Renewal, 810 Palace Ave., SP 55102
10. No PLA recommended for Maxfield Elementary Sprinkler System, 380 Victoria Street N., SP 55014
- BF 30646** RiverEast, Major Building Renewal & Renovation, 1050 Kent St., SP 55117
12. No PLA recommended for Rondo Education Center Flooring Replacement, 560 Concordia Avenue, SP 55103
- BF 30647** St. Anthony Park Elementary, Major Building Renewal & Renovation, 2180 Knapp St., SP 55108

#### QUESTIONS/DISCUSSION:

- A Board member noted that as SPPS solicits bids it should be cognizant of its community and the desire for a diverse group of contractors to apply and be part of the work done in the district. 70% of SPPS's population are students of color so project work should reflect that. Response: SPPS is exploring a web-based outreach program utilized by the City of St. Paul to put together goals to expand its contractor base. Also the Instruct Tomorrow Program is opening up knowledge about careers in the construction industry for SPPS students.
- A Board member stated he was glad SPPS is talking about this as a priority for the district. There is a strong need for goals dealing with vendors particularly women and minority-owned businesses to be included.
- What is needed to make this a reality? Response: Staff stated they need to be able to have time to put together the plan and to learn as they develop the SPPS goals. There are plans to seek input from the City, State and the Minority Contractors/Business Association. Staff plans to have goals in place in the first quarter of 2017 for FY 18 projects. Staff is also looking at bringing contracts down to a year to allow for additional contractors to come into play and to allow more openness for contractors.

- This is also an opportunity to work with The Metropolitan Council. The Council has a disadvantaged business program which might provide information. There may also be opportunities outside of the district to partner with other agencies and learn about best practices. Director Baker offered his assistance in this area.\
- Staff provided a brief overview of what PLAs are and why they are used.
- There seems to be a pattern in the responses received on all PLAs - the building trades are almost always yes, the contractors are always no and the Association of General Contractor response seem to be based on the individual projects and SPPS has not heard from the Association of Minority Contractors at all. Why do they give input the way they do? Response: SPPS is combining all PLAs so it can do outreach to those who do not normally respond. Historically some organizations always say no or are non-responsive or sometimes respond. Contractors oppose PLAs in general and encourage use of union labor. The St. Paul Buildings and Trades are more reflective of the labor market and the complexity of the work and align more frequently with SPPS recommendations. The size and number of SPPS the projects should offer more opportunity for women and minority work.
- If SPPS does not get feedback from certain organizations it may limit SPPS's ability to bring in this group of contractors? What seems to be missing is a perspective from the National Assn. of Contractors. Response: That does not affect the work. PLAS do not impact participation on sites (per the City). Participation targets are the best predictor of success on projects.
- So as I understand it, staff needs more time to develop goals for women and minority owned businesses. Is there a plan to target those groups? Response: For projects for FY 17, SPPS will encourage participation. SPPS will put together a task force to establish goals for the greatest impact and work to establish a long-term plan that will begin with FY 18 projects.

**MOTION: Mr. Baker moved the Board instruct staff to come back to them in the first quarter of 2017 with a plan and next steps for a program with goals targeting women and minority owned businesses on construction projects. The motion was seconded by Mr. Schumacher.**

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

- Staff noted there is already a foundation for this within SPPS Racial Equity Policy.

**MOTION: Mr. Schumacher moved the Board accept Administration's recommendation for the use of PLAs on all projects listed except for the Maxfield Elementary Sprinkler System and the Rondo Education Center Flooring Replacement projects where use of PLAs was not recommended. Mr. Baker 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

## **XII. BOARD OF EDUCATION**

A. Information Requests & Responses

- A request was made for an update on the data collection process regarding the interactions between SROs and students.
- A request was made for data regarding police department arrests in SPPS buildings relative to the SROs for the last couple of years.
- The request for an explanation of the HR transaction report categories was reiterated.
- The request for a presentation on Innocent Classroom program was reiterated. Staff indicated this would be presented December.

B. Items for Future Agendas - None

C. Board of Education Reports/Communications - None

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

A. Action to Schedule Three Special (Closed) Board of Education Meetings

**MOTION:** Mr. Schumacher moved the Board schedule three Special (Closed) Board of Education Meetings regarding negotiations. The first would be at 3:30 p.m. on November 1, 2016. The remaining two would be scheduled to start at 4:30 p.m. on November 15 and December 13, 2016. The motion was seconded by Mr. Marchese

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

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

- November 1 (Closed - Negotiations) - 3:30 p.m.
- November 15 (Closed - Negotiations) - 4:30 p.m.
- November 15
- December 13 (Closed - Negotiations) - 4:30 p.m.
- 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)

- November 1
- November 14
- 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**

**MOTION:**                    **Mr. Brodrick moved, seconded by Ms. Ellis, that the meeting be adjourned.**

**The motion passed by acclamation.**

The meeting adjourned at 7:47 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

**MEETING MINUTES  
COMMITTEE OF THE BOARD MEETING  
November 1, 2016**

PRESENT: Board of Education: Mr. Vue, Ms. Vanderwert, Mr. Schumacher, Ms. Ellis, Mr. Marchese, Mr. Brodrick, Mr. Baker

Ms. Jing and Ms. Schulz representing SEAB

Staff: Superintendent Thein, J. Statum-Allen, L. Cathey, T. Stewart-Downey, A. Collins, K. Wilcox-Harris, H. Kilgore, M. Hoerth, N. Cameron, L. Sayles-Adams, M. Schrul, T. Parent, J. Engen, K. Her, J. Turner, T. Burr, M. Gilbert

Other: J. Simon, J. Nathan, J. Nathan, J. Farnsworth, W. Greiner, T. Lonetree, J. Verges

**I. CALL TO ORDER**

The Vice Chair called the meeting to order at 4:38 p.m.

**II. AGENDA**

**A. Update on Affordable Care Act & SPPS Health Insurance**

A representative from AON Hewitt discussed the impact of ACA on SPPS:

Item	Employee	Employer	Impact to Premiums
Increase coverage of dependents to age 26	Positive	Neutral	Negative
Elimination of lifetime maximum	Positive	Neutral	Negative
Preventive coverage covered at 100%	Positive	Neutral	Negative
Additional taxes - e.g., transitional Reinsurance fee, health insurer tax	Negative	Negative	Negative
Additional notices - e.g., summary of benefits and coverage, market-place	Neutral	Negative	Neutral
Employer mandate - minimum coverage offered to all employees working 30 hours per week	Neutral	Neutral	Neutral
Employer mandate - cost of employee-only coverage of lowest value plan is no more than the 9.5% (indexed annually) of Federal Poverty Level	Neutral	Neutral	Neutral
IRS reporting - 1095C	Neutral	Negative	Neutral

In 2014, the District conducted the medical RFP. Five bidders participated in the RFP: BCBS MN, HealthPartners (incumbent), Medica, Preferred One and Public Employee Insurance Program (PEIP). Two bidders were selected to participate in the finalist phase: HealthPartners and Medica. HealthPartners was selected as the medical vendor. The original term of agreement was for 2015, 2016 and 2017. 2015 premium rates were 12% lower than 2014 premium rates. Rate increases were guaranteed to not exceed 4% in 2016 and 2017 (the actual rate increase was 2.2% in 2017 due to elimination of taxes related to

ACA). One additional year negotiated with a rate increase guaranteed not to exceed 8.5% for 2018.

Staff presented a chart comparing SPPS budget, medical trend and RFP results reflecting the savings made with the negotiated rate caps. They also presented a chart showing 2017-2019 rate projections for various plans. 2018 rates would be comparable to 2014 rates with no major changes to plan design since 2010.

Excise tax has been delayed from 2018 to 2020. Thresholds for Excise Tax remain at the same levels as today (\$10,200 single/\$27,500 family) and indexed from 2018 to 2020. The impact to SPPS is a two year delay of taxation. Under current projections, Distinctions plan will exceed the thresholds in 2020. The HRA plan may be impacted if increase in 2019 is higher than 26%. The estimated impact is between \$1 and 4.4 million.

There are still many things unknown about the Excise Tax including: specific age/gender adjustment calculations, allowed methodologies for calculating cost of coverage and the ability to aggregate/separate coverage types (Active/Pre-65).

SPPS is in the process of preparing its 2019 RFP. It will contain levers to reduce health insurance premiums:

- Plan design - shift costs to users, lowers premium for all
- Utilization of care - programs to reduce risk (wellness, condition management) and programs to ensure appropriate usage (prior authorization).
- Cost of services - limit networks based on cost and quality, limit what plan will pay for a particular service (reference-based pricing).

If the cost of health plans is financially out of reach of employees, increase employer contribution or change the plans (design and offerings).

The report was brought as information in order to notify Board of upcoming decisions in order to be proactive.

Questions/Discussion:

- The impact of excise tax, does it include unknown factors? Response: No, additional details have not been provided at this point due to the uncertainty of whether the excise tax will exist following the elections.
- Reference based pricing, how popular is this? Response: The biggest challenge is health plans actually implementing it. At this point what is known is based on a small number of procedures (i.e., colonoscopy, etc).
- Is dental included in this? Response: Dental has a five year cost guarantee with Health Partners. Plan premiums have a cap for that period.
- How depressing are the potential future increases? Response: Fairly if nothing is done. SPPS is not helpless, they do have options that will change the projections however neither option is painless to SPPS or staff. The 26% is based on current experience, the 40% is the most extreme estimate. As in the past, there will be a competitive bidding process and SPPS will be pleased if bids come in with a trend increase between 5 and 9% with plan changes.
- As you look at other districts what are the trends being seen with these costs? How can the Board help educate legislators about these costs and their impact? Response: We have not done a great deal of benchmarking against other districts. The SPPS offerings are based on what SPPS wants to offer. Finding apple to apple comparisons is difficult however all public entities are offering high value plans. SPPS is seeing more enrollment in account based plans (HSAs). However they do need to be made more attractive and less risky for employees (i.e., perhaps employer contribution to HSAs or some other option).

B. Final FY 16 Budget Revision

The Chief Financial Officer presented the Board with the final FY 2015-16 budget revisions to close out the year. Must have final budget approved by the Board for the upcoming audit.

**Changes in Fully Financed Funds were:**

- General Fund Fully Financed \$7,093,004
- Community Service Fully Financed \$14,555

**General Fund - Restricted Fund Balance Re-appropriation**

- Use of Restricted Fund Balance - Teacher Development and Evaluation (TD&E) \$444,824  
(FY 16 use of funding that carried over from prior years)

**FY 16 All Funds - Revenue Changes**

Revenue	Adopted Budget	Previous Revision	Final Revision	Revised Budget
General Fund	\$522,765,875	\$0	\$0	\$522,765,875
GF Fully Financed	36,939,270	9,964,586	7,093,004	53,996,860
Food Service	26,706,000	0	0	25,706,000
Community Service	22,186,188	0	0	22,186,188
CS Fully Financed	4,220,623	3,046,432	14,555	7,281,610
Building Construction	27,062,000	0	0	27,062,000
Debt Service	41,172,000	0	0	41,172,000
TOTAL	\$680,051,956	\$13,011,018	\$7,107,559	\$700,170,533

**FY 16 All Funds - Expenditure Changes**

Expenditure	Adopted Budget	Previous Revision	Final Revision	Revised Budget
General Fund	\$525,265,875	\$11,894,666	\$444,824	\$537,605,365
GF Fully Financed	36,939,270	9,964,586	7,093,004	53,996,860
Food Service	25,706,000	0	0	25,706,000
Community Service	22,513,802	0	0	22,513,802
CS Fully Financed	4,220,623	3,046,432	14,555	7,281,610
Building Construction	27,400,000	0	0	27,400,000
Debt Service	55,750,650	0	0	55,750,650
TOTAL	\$697,796,220	24,905,684	7,552,383	730,254,287

Questions/Discussion:

- The Community Service Fully Financed shows the District receipt of grants throughout the year or additional grant revenue from existing grants, correct? Response: Yes.
- For Fully Financed Funds - the revenue needs to match expenditures and the accounts reflect grant income/expense.

**RECOMMENDED MOTION:** Mr. Schumacher moved the Committee of the Board recommend the Board of Education approve the FY 2015-16 final budget revision as presented. The motion was seconded by Mr. Marchese.

**The motion passed.**

C. 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.



Questions/Discussion:

- What is the maximum amount approved now? Response: The Board approved the maximum allowable levy amount as certified by MDE and that is 4.97%. There has been no change in that percentage. The changes have been in amounts between categories but the overall bottom line is still 4.97%.
- Will there be a recommendation from Administration? Response: Yes there will be.
- The Superintendent stated he was concerned as the operating levy fund is the heart and soul of SPPS covering compensation, classrooms, etc. and directly affects the kids. This is a minimal increase from last year to fund the same programs on a very small adjustment.

D. Legislative Update

The SPPS Legislative Liaison provided an overview of the upcoming 2017 Legislative session. All members are up for election; the outcome of the election will determine House and Senate control and committee design. The Caucuses will organize in November/December with the session convening January 3, 2017. Governor Dayton will present his biennial budget in late January based on the November forecast. The Legislature must adopt a balanced budget by June 30, 2017.

She then moved on to review the proposed SPPS legislative agenda topics.

- Stabilization of funding for schools
- Ensuring mandates are funded
  - Fund the inflationary increase (2.4%) in the general education formula and automatically adjust for inflation

The General Education formula is the single largest general fund revenue source for the district. The current funding formula has not kept up with inflation and inflation is not automatically calculated in the state forecast (there is no increase for FY 18 or 19). A 1% increase in the formula costs \$64 million in FY 18 and generates an estimated \$3.2 million for SPPS; 2% generates \$6.37 million.

- Phase out state special education cross subsidy and maximize Medical Assistance (MA) reimbursement

The Special Education Cross Subsidy for SPPS is over \$900 per pupil. The state-wide cross subsidy is estimated at \$584 million for FY 15 and will rise to \$656 million by FY 19. The regular and excess cost formula must better recognize the cost and concentration of special education students and tuition billing for intermediates and charter schools.

Any new mandates must be funded in the years of service requirement and outside the cap. The State should maximize MA reimbursement for health related services in IEPs and also fund assessments completed by SPED staff that do not result in an IEP.

- Fund Teacher Development and Evaluation (TD&E) and include Principals

In this area provide ongoing teacher development revenue for TD&E mandate for non-Q Comp districts - include the principals. Increase base funding for teacher residency programs to obtain teacher license, especially in high need areas. Provide incentives for teachers with professional development plans to meet new HLC requirements and provide tuition assistance and stipends during student teaching for candidates entering high need areas.

- Expanding local control and address tax burdens

Permit renewal of existing referendum levies with Board approval. Allow Boards to opt out of new state mandates that are not funded and increase referendum equalization to address tax burden.

- Fund programs critical to decreasing opportunity gaps
  - Early Intervention - ECFE, Learning Readiness, Voluntary PreK and pre-school screening.
  - Update ELL Formula - increase concentration factor
  - Extended time and year - tie to formula allowance
  - Increase funding for College in the School (CIS) and Early Middle College Programs plus funding to bring teachers up to par to instruct these programs.
  - Provide support for programs that support highly mobile, foster and homeless children
  - Add funding for full service community schools and support service grants
  - Increase basic ABE funding and support navigators to address barriers for low income level learners to access services.

Example of funding for Early learning enrollment:

- 60 half day and 11 all day classrooms (Special Ed - 7% (16-17% when all students are identified), Free/reduced lunch 71% and ELL - 51%.
- Nearly 300 students in Montessori Pre-K (Special Ed - 8%, Free/reduced lunch - 68% and ELL 47%).

The State Pre-K methodology resulted in lopsided distribution of funding by district. Support splitting Minneapolis/St. Paul into separate regions, increase funding based on demand, maintain pathway II scholarships and streamline applications for both.

- Ensuring safe and secure facilities

Continue to enhance equalization for facilities formulas to ensure comparable tax payer effort. Expand allowable uses for building lease levies to include remodeling of existing space, building additions to existing space and modifications for safety and security. Expand credit enhancement for Certificates of Participation (COP's) that are issued by school districts (reduces cost of borrowing). Address code discrepancies for gender neutral bathrooms.

- Investing in Metro Transit equity of services

Support dedicated one-half cent sales tax for Metro Transit and support bonding request. Revenue will be used to: add equipment and expand routes, increase ridership and provide more access for school and work and meet demand for millennials who drive less and chose more transit options. This is an important investment for the regional economy.

- Supporting pension obligations

Provide state funding for any statutory employer contribution increase passed by the legislature. Funding should come from state department budget and not K-12 target.

- Ensuring funding support and flexibility in testing.

Require state to: pay directly for annual administration of ACT test; provide flexibility for district to administer assessments in the way that is most efficient for them (e.g., paper and pencil, online). Continue use of multiple measures including growth models; provide resources to support district use of formative assessments and add CLEP exams for state reimbursement. Require that testing vendors provide assurances that upgrades are

aligned and functioning to device operating systems and continue work with higher education institutions to develop a multiple measures systems for placement into college level course (such as GPA, grade on certain course work, student survey of skill area).

Questions/Discussion:

- Is there some sort of promise from Metro Transit to provide transport for high schools?  
Response: No, they would not promise anything but SPPS cannot even have discussion on this if Metro Transit does not have additional funding. There is nothing in writing that they would support transporting additional SPPS students to additional high schools. They have notified SPPS of what they cannot do and made no promises as to what they might do.
- There is a Special Ed cross subsidy and one for ELL as well. That is about \$7 million between basic and concentration formulas and SPPS spends twice as much from its general fund as is provided by the State.
- SPPS needs to receive additional funding to support learners and staff. It needs to align with other districts facing the same issues to move this forward with the Legislature.
- There is bill back for students born in St. Paul who are disabled and going to a facility outside the district but SPPS also picks up any difference between allocation and what is actually spent. This holds true with Metro Deaf and for students going to charters outside the district, SPPS is billed for any differences. In cases like Metro Deaf and special ed, not offered by SPPS the impact on the district where the student lives continues along with billing for additional costs. Every dollar spent on reimbursement for these programs is a dollar being taken away from the district. This is not a cost neutral discussion.
- Board expressed interest in supporting efforts to address legislators on these issues.
- How does SPPS work with MDE? Are they aware of the agenda and supporting of it?  
Response: SPPS works with department stakeholder organizations, the Governor's education staff, etc. SPPS has been working with these for months along with scenarios and outcomes. SPPS wants to get this into the Governor's budget. SPPS is also working with the Department of Human Services.

E. Standing Item: FMP Update - Capacity Building for the 5-year implementation Plan and 1050 Kent Delay

The Director of Facilities indicated the Board will be presented, in November, with a proposal to review and accept a new organizational structure for the Facilities Department. The reorganization will ensure the successful undertaking of the 283 facility improvement projects that are scheduled over the next five years. He went on to state SPPS is one of the largest land owners in the City of St. Paul with 72 facilities, 7.3 million square feet of space, 465 acres of land worth \$2.1 billion in replacement value.

Building construction funds are restricted funds and cannot be used for other funding categories. They are utilized for maintenance, improvement/remodel of buildings and for land. Increases to Building Construction Funds do not decrease the General Fund.

He stated Facilities' annual budget between 1994-2017 has been \$26 million per year. From 2017-2022 it will move up to \$90-110 million per year, a 246-323% increase to address work needed to keep SPPS facilities in order or expanded. To address this increase permanent staff needed for project planning and implementation needs to increase from the current seven positions to 15-19 position (114-171% increase).

To address this needed increase Facilities did a precedent analysis referencing six large entities. The current staff includes two project managers, an environmental specialist, a maintenance supervisor, a Facilities Department assistant and a Facilities Director. The proposed Planning and Project teams would divide between:

- Facility Planning (strategic planning, master planning, 5-year implementation plan programming, space and utilization analysis, facilities condition assessment, bond/levy program management, programmatic regulatory compliance and public engagement through the FMP Committee) and
- Capital Project Delivery (project management, quality assurance, commissioning, consultant and contractor management, project regulatory compliance and public engagement through the School Design Committees).

In order to implement the FMP Facilities has hired 20 project-specific trades members and will need to hire (over time) 8-12 planning and project management staff. Facilities divides services into four areas:

- Custodial - funded in the General Fund
- Maintenance (Trades) - funded through a combination of General Fund, Bond/Levy and proposed bonds and levies
- Environmental Services - funded through Bond/Levy (current and future)
- Planning and Project Delivery - funded through Bond/Levy (current and future)

LTFM cannot be used to fund on-going maintenance work orders all of which involve critical tasks for a safe and conducive learning environment and which are not fundable via bonds/levy. It also does not fund the custodial work in the buildings.

Roles of internal staff and external partners in a team-based organization are:

- Staff responsibilities - project planning, coordination, implementation; management of consultants and contractors and community and stakeholder engagement.
- Consultants - architects and engineers develop certified drawings and specifications for bidding and construction permits along with construction administration.
- Contractors - execute the design through coordination of the schedule and actual construction.

The FMP and the new reorganization will provide economy of scale. The support this new amount, type and complexity of work, new and diverse skill sets have to be brought onto the team to complement the existing staff and roles: Initially this would include:

- A Manager of Capital Project Delivery
- Two Project Managers (one existing already)
- A Senior Project Manager
- A Commissioning Coordinator and
- A Program & Document Controls Specialist

The Board will be asked to take action to create these new positions at its November meeting.

He noted that as they move forward with posting the positions for hire, they are acutely aware of the need to build a more diverse workforce within the Facilities Department. As such, to increase opportunities for people of color and women, they have paid great attention to external factors and job requirements that artificially limit the diversity of the candidate pool (i.e., by changing certain professional licensures to be preferred rather than required qualifications).

The Director of Facilities then moved on to 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 ECFE program.

With regard to 1050 North Kent he reported the MN Pollution Control agency has approved the SPPS Response Action Plan, affirming the intended plan for cleaning the site, safeguards for neighbors, local hydrology and the future building occupants. The City Council has

approved including remediation at the site as part of their DEED submittal (a potential savings of \$200,000 toward the project). The contingency period has been extended to November 14 as the site purchase is taking longer than anticipated due to the wait time on the lifting of Deed Restriction.

Due to these delays Administration is recommending delaying relocation of the RiverEast program for one school year. This would allow SPPS to:

- Properly bid and build the new structure in as cost effective and prudent manner possible.
- Allow for all due diligence in handling acquisition of the property and
- Create more opportunities for collaborative work with District 6 and the property's neighbors.

The original timeline had SPPS breaking ground in December of 2016 with opening for the 2017-18 school year. Now groundbreaking would be in spring 2017 with opening in the 2018-19 school year. Other immediate impacts would be that RiverEast would stay where it is for SY 2017-18. Jie Ming relocation to Homecroft would be delayed one year. The co-location of Jie Ming and Hamline continues with accommodations –updating the contingency space plan with the Principal and work with both school communities to continue to build toward the desired permanent program supports. There would be no impact to ECFE.

Actions that will be brought to the Board in November will include approval of the department reorganization and an update to the resolutions passed in April to reflect the one year delay.

Questions/Discussion:

- What are the percentage of administrative costs and how much of cost will go to outside consultants? You are increasing administrative staff in Facilities – how much will it cost SPPS in terms of increased admin costs internally plus contracts with consultants and how can that be justified? Response: It will be seven positions for a 114% to 171% increase. The requested action will be to approve the new positions. SPPS is improving every building within the district or doing major renovation to some; there are 78 projects taking place. Facilities needs this staffing capacity to do what needs to be done. 78 project for \$500 million needs staff to do it well. Consultants are SPPS's way to use resources wisely. We get at specific areas of expertise by hiring consultants, they are used on an as needed basis.
- The Board needs to see more specific numbers in terms of actual costs on these things. We need to get more yield out of people with the more work being done.
- A Board member noted the FMP will need very drastic review. The plan was predicated on enrollment trends holding, that is not happening. SPPS is coming into a Superintendent search that may lead to differences in the organization and structure in future. The FMP may not reflect future circumstances, assumptions may change in the near future. The Board may need a commitment that Facilities will be judicious in new hiring. Response: Facilities is asking for approval of positions. How many people hired will be based on need and work will be adjusted accordingly. The structure of the FMP is set up to do the process of evolution with ways to evolve the process as changes occur. If you look at the work in the five year implementation plan, a lot of it is maintenance work, taking care of existing building systems and maintaining the building portfolio in the best possible condition .
- Staff noted that if one took the maximum positions and dollars spent per year the administrative cost would be under 2%.
- Can the Board expect to receive added information on new investment in the new administrative positions and consultant fees that will occur in order to do the work planned? Response: Yes

F. Re-Starting School Start Times 2016-17 Discussion

The purpose of the discussion was to: discuss the proposal for accomplishing start time change for SY 18-19; review community feedback, review some of the implications of the draft change and determine a Board motion for the November 15 Board meeting.

**Draft Proposal for Start Time Changes for SY 18-19**

<b>Tier 1</b> <b>7:45-2:15</b>	<b>Tier 2</b> <b>8:30-3:00</b>	<b>Tier 3</b> <b>9:30-4:00</b>
All Community elementary schools (19)	All middle and high schools*	Remaining regional magnet elementary schools (7)
Some regional magnet elementary schools (7)	*Except Washington which would stay at 7:30-3:00 to maintain extended day model	All district-wide magnet elementary schools (10)
	Other specialized programs	Bridgeview/Focus Beyond

Cost increase vs. current: \$2 to \$4.4 million, due to shorter bus runs to accomplish the change. There would be no bus pick-ups before 7:00 a.m. for elementary students. Tier 1 travel time has been reduced to 30 minutes from current 45 minutes and results in an increase in transportation costs.

1. Communications to SPPS Community

- E-mail was sent to all students, families and staff
- Article in Happening Now publication (included translation in four primary languages)
- Invited students, families and staff to submit feedback online.
- Encouraged participation in Public Comment 10/25 and 11/15.
- Redesigned and updated the "Rethinking Start Times" webpage.

SPPS received comments from 678 individuals.\* Respondents self-identified as\*\*:

- 56% parents of elementary students
- 33% parents of secondary students
- 12% students
- 6% classroom teachers - elementary
- 6% classroom teachers - secondary
- 5% other staff
- 10% community members
- 2% other

\* 678 responses as of noon on 11/1.

\*\* Respondents could identify themselves with more than one category.

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.

- 40% for change
- 50% against change
- 10% not clear if for or against

There were several consistent themes from the feedback:

- 24% agreed with research/teen sleep needs
- 17% had concerns regarding childcare needs/costs
- 15% had concerns about lack of adequate sleep/early mornings for elementary students

- 7% had concerns about early morning bus pickup/walking for elementary students
- 7% had concerns about late end times for secondary students
- 7% had concerns about managing changes to family schedule.

The change option has been compared alongside the current structure to identify the impacts on multiple subgroups of students. Considerations included:

- Afternoon/evening time out of school
- After school programming
- Childcare
- Research-based recommendations
- Stability of school staff
- School choice
- Metro Transit
- Early mornings for elementary students
- Strategic actions
- Legislative actions
- Cost

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, particularly those moving to Tier 1
- 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 include:

- Fine tune the restructure proposal
- Work with the community partners to prepare for city-wide changes and resolve issues (Sprockets, libraries, parks and rec, etc.)
- Identify lessons-learned and best practices from other districts that have implemented similar changes
- Continue community engagement
- Provide periodic updates to the Board.

**RECOMMENDED MOTION FOR THE NOVEMBER 15 MEETING:** That the SPPS Board of Education direct Administration to develop a plan to change school start times beginning in the 2018-19 school year. The SPPS Board reserves the right to adjust the District Administration's plan as they deem necessary to meet the educational needs of the SPPS learning community. The final restructured system should consider the following areas: (1) alignment to research-based recommendations, (2) budget implications, (3) expanded childcare needs, (4) student safety, (5) strategic alignment and (6) opportunities for expansion of Metro Transit partnership.

Questions/Discussion:

- The motion is good but we need more information on what has been considered. This report focuses on school start times but more consideration needs to be made regarding improving the health and capacity of students through the change in schedule. We need to look at the different structural things that could be considered -- four day weeks, etc. Other things need to be explored in order to finalize and fine tune the plan, keep everything on the table. Response: The one thing we want to avoid is moving to change and then repeating another change. The SPPS community has already adjusted to a large system-wide change due to the SSSC strategic alignment. We have explored a two tier system with no one starting during the 7 a.m. hour, that was rejected due to the

\$8-10 million increase in cost and the large number of additional bus drivers needed (50% increase). We have explored an increased partnership with Metro Transit and if they were willing that could be done at a couple 9-12 high schools. It is more difficult at middle schools. There are challenges with Harding as it is not serviced well by Metro Transit.

- What about collaborating with Head Start and transporting some of their students?
- The motion is good, it is forward looking; the health implications are important. SPPS will have a new Superintendent coming in. There is major conversation around integration along with strategies around how to reorganize schools/programs, etc. The motion allows the new Superintendent to feel there is direction yet flexibility around on-going conversations. We want something lasting and sustainable. In the feedback it was noted families feel they are still recovering from SSSC changes so SPPS needs to do change in transportation in a strategic way; families need to be considered when making these decisions.
- This answers whether the Board is going to do this without defining the process. We need to align the district to best practices for students. We need to allow everyone to get behind this and think creatively on how we approach whole question. One never knows how things considered in the past might come forward. In conversations going forward we need to be engaged as a Board, we need to play a role in conversations with Metro Transit and the Met Council in order to understand the importance of standing with the district to make this change. It is critical to the community and we want to make it successful. The motion gives time to have conversations within a context. Response: SPPS has been careful in its communication when it offered this proposal it was indicated it was likely to change. SPPS does not want to set up a situation that is power based but one that is opportunity based.
- The motion is not clear I thought we wanted to change to later start times for middle and high school and wanted to figure out how to do that. We need to be clear that we are changing start times for middle and high school so the community is clear about what is being done. We need to be definite so everyone can prepare for change and so everyone is clear about what is being done. It is important to state secondary school start times - we need to be clear.
- General Counsel stated one iteration stated "that secondary students begin school later in the day".
- The Board Chair established an ad hoc committee of the Board working with Ms. Allen and General Counsel to develop a motion.
- A Board member noted it needs to say why it is being done: to change school climate, for student health and achievement.
- This is not an easy issue so we need to be clear in stating elementary kids will be impacted. Demographically a lot of low income families will be impacted and families need to be considered – we need to be aware of the impacts this will have on that demographic.
- Perhaps we should share potential impacts on families. This will be a very public process, it is an opportunity to show how SPPS can work outside the box as openly and transparently as possible for the entire community. Have slide showing impact to kids.

- G. Standing Item: SEAB Update - No Report
- H. Standing Item: Policy Update - No Report
- I. Standing Item: SSSC 2.0 Update - No Report

#### J. Work Session

##### 1. **Board Representation**

Extended conversation occurred on how best and most efficiently Board members could engage the schools and community. The consensus was to assign Board members an



Area moving some schools around so that each had somewhat equal numbers. Generally that came down to:

- Chue – Area A
- Steve – Area F1
- John - Area C
- Zuki – Area F2
- Mary – Area E
- Cedrick - Area B
- Jon - Area D, again with some schools being moved into or out of areas to equalize numbers.

2. Budget Cuts Impact on TAs

The Executive Director of HR indicated that as of 9/30/16 there were 53.25 FTEs to be filled for TAs, 37 FTEs higher than the same period the prior year. As of 11/1/16 there are 28.50 FTEs to be filled, a 24 FTE reduction from the last update (hires).

**Total FTE Comparison YTD:**

	FTEs	Openings (FTE)	Total
9/30/15*	643	17.30	660.30
11/1/16	624.5	30	654.50
			(-5.8) FTE

\* No actual population data for 11/1/15

**HR Transaction Comparison YTD:**

- 50 TAs listed as new appointments on the 10/20/15 HR Transaction list
- 69 TAs listed as new appointments on the 10/25/16 HR Transaction list.

Number increase due to timing, pushing budget later in year reflects hiring of TAs later in the year this year. Big lift usually occurs in beginning of school year. TAs most volatile group.

**QUESTIONS/DISCUSSION:**

- A Board member commented that as they listened to TA public comment it was obvious how important they are to the district and that many of them area long-time employees in the district. Concern was expressed that SPPS may not continue to keep the long-term TA group that help schools run.
- When are hires made typically? Response: TAs area offered late in the game with HR going for teachers and EAs first. TAs are recruited later as HR can be broader in its search for the positions. SPPS is still very competitive but is seeing signs it may have to revisit how it looks at its paraprofessional staff. Two things stand in way of doing one paraprofessional group: EAs have more formal education, TAs did not have a formalized background. With NCLB requirements this difference became more level and has created misalignment within SPPS. EA's are generally considered instructional and TA's logistic and behavior-based. SPPS had looked at putting the two groups together and is hoping to reengage that conversation at some point.
- HR will continue to update the Board on readiness up to winter break as at that point SPPS moves into a new hiring cycle.

**III. ADJOURNMENT**

The meeting was adjourned at 8:47 p.m. following approval of the motion to adjourn made by Mr. Marchese and seconded by Mr. Brodrick.

Respectfully submitted,

Marilyn Polsfuss  
Assistant Clerk

**MEETING MINUTES  
COMMITTEE OF THE BOARD MEETING  
November 14, 2016**

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

Staff: Superintendent Thein, J. Peterson, K. Wilcox-Harris, K. Her, a. Collins, J. Skelly, R. Currier, N. Cameron, J. Turner, L. Sayles-Adams

Other: T. Lonetree, E. Johns, B. Roston, P. Phillips, T. Jacobson, G. Ray, L. Brach, C. Morris

**I. CALL TO ORDER**

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

**II. AGENDA**

**A. Interviews of Search Firms**

**1. Firm #1 - School Exec Connect (SEC)**

School Exec Connect presented their proposal and information on their firm.

**Questions/Discussion:**

- Of you last three Superintendent searches, how many of your placed candidates have remained in their roles for three years or longer? Response: Every candidate in Minnesota has stayed three years or longer with two exceptions.
- How do you define diversity and how will your firm engage candidates from diverse communities? Response: Gender, race, ethnicity. SEC consistently has very diverse pools of applicants and selected candidates. St. Cloud, Robbinsdale and Rochester most recently. Minority candidates make up about 60% of SEC pools.
- To ensure success of candidate what does your firm do with the Board to ensure success? Response: We mentor the person for the first year in partnership with the district. The Superintendent must have a strong evaluation agreement with the Board. We also periodically check in with Boards to see if anything is needed.
- The mentoring would be separate negotiated contract – Yes. Also, the Minnesota Association of School Administrators has a group on call to answer questions as needed.
- What has been the most challenging search and how was it handled? Response: Rochester. They had parted ways with their Superintendent. There was controversy in the district both for and against. There were also five new board members. SEC ran the process to find out what was going on. The biggest part of the community engagement process met with large number of very diverse groups with the result that they did not want a minority candidate. Brought in candidates, when selection was made ( a minority candidate) the community was pleased. The process re-engaged the Board with the community. At the end of the search anyone caring about the school district community felt engaged in the process of search. The community was able to have input into the process.
- We expect to get tremendous response to the search. You say you will bring five to seven candidates to the Board. Could there be a way for the Board to be made

aware of the complete line-up of people who did apply? Response: Yes that can be done. The Minnesota State Law on open meeting states anytime a majority of Board is present it is a public meeting. The candidates are guaranteed privacy until they are named as a candidate to be interviewed. Therefore SEC cannot divulge 20 names to the Board as a whole. If a Board personnel committee of 3 or fewer members is established, only the people on that committee have the right to see those names. SEC does provide a list of all of the states applicants come from, positions held and how many of them, how many completed everything in the application and who did not. One thing you need to think seriously about is the seriousness of having a candidate's name get out if they will not be interviewed – it would have serious impact on their existing position.

- SPPS has initiated a large community engagement process; what has not been defined is handoff between the representative group and the search firm, how would you work in that situation. Response: They will work on community engagement? Reply: The process has not been decided. Response: SEC would be in discussion with the Board to share experiences and backgrounds and it would end up with a very engaged process that is legal. The end result is what SPPS is looking for in a Superintendent, the eight to 10 most important things you want in the new superintendent.
- How do you go about recruiting and connecting with candidates not working in this part of the country? Response: We have consultants who have done searches across the country, they know who is being successful. We also have connections with many groups. We know a large number of superintendents who have been through other searches and who know of additional candidates. Contacts, connections, people who know - it is an art.
- SPPS has a racial equity policy – how does diversity impact a search. Response: We look at backgrounds – what they have done, how they have been successful. We would look for candidates who have shown experience in that area and assess their success in their community, their relationships and student achievement. We vet candidates and do face to face interviews that include racial equity questions. We want to know where their heart is and how they feel about equity as a whole.
- What about alternative licensure candidates? Response: We placed David Jennings so we have had experience with it. If the fit is there that will rise up, they would be picked because they match criteria.
- St. Paul has a diverse population, how would you help recruitment since we have had a minority female superintendent already. St. Paul also has a large Asian American population – how would you find Asian candidates, what have you done in the past? Response: We have put a number of candidates through the U of MN licensure program – a very diverse population for that. Contacts are the biggest thing, we know a lot of leaders in the various ethnicities who can refer candidates. We expect the pool will be diverse, competent and capable. The fact SPPS has an interim superintendent is a plus; the new person will have the greatest chance of success with this scenario.
- The pool of candidates is it reduced by superintendents placed in the last six years? Response: We do not recruit but any superintendent can ask to be part of the pool. We do ask that they let their Board know they were not recruited.

## 2. Firm #2 - McPherson & Jacobson

The firm's representative present information on their firm and their search process.

### Questions/Discussion:

- What are the challenges around SPPS's situation? Response: Every district is unique and has issues. Any large urban district faces challenges. We see this as a healing process and will involve stakeholders in that process. They will help define

what issues are facing the district, what skills, qualities and characteristics they want in a Superintendent.

- In the hiring process once get to the interview the stage, the vetting process could be a concern. Racial equity is important to the district and we need someone who understands it deeply and is able to navigate the issues. What do you do to ensure the best are not weeded out?. Response: The vetting process involves a multiracial team working with all urban districts. As we begin the vetting process we met with your community to identify issues, those are share with the candidates.
- How to you get to information that might be an embarrassment in a candidate's background? Response: We ask them to name two or three references, then we ask those references for two to three other persons, etc. We speak to these individuals and look for commonality of answers. As we meet with the Board you will have all the names of those who applied, you will create a short list of what you are looking for, we do pre-interviews and Board will then tell us who they want to interview. Candidates should be a good match to what the Board and the community said would be successful.
- How do you avoid betraying the privacy candidates should enjoy? Response: There is transparency in the process but names are confidential until individuals are selected as a finalist. Names of those not selected do not make the light of day. The process proceeds with a slate most closely meeting the criteria; it is finally the Board's search and decision. We do provide a video interview of those on the short list.
- Tell us about a school board you were able to work with well and one you could not work with as well. Response: You have to have trust the process. The Boards we click with trust the firm, where we have difficulty is with Boards who want to go their own direction but ultimately it is the Board's process.
- How do you work locally in terms of consultants, understanding the SPPS ecosystem, etc. Response: We do have Minnesota based consultants who will work with you during the process. We do work across the US. In the process you can expect about 80-85% of applications will come from this state or surrounding states. We meet people on the job, at various group events, we get names and recommendations from a wide range of contacts but in the end most applicants are regional.
- For your recent searches what was the diversity of the candidates – what worked well and how are things going for them so far? Response: Out of 53 candidates 45% were minority. This was narrowed to six of which four were minorities and two were white. There was gender mix as well.
- In your documents you state you recruit nontraditional candidates for districts with a high priority for racial equity. How do you do that? Response: We ask if a Board is interested in non-traditional candidates. We have placed non-traditional minority candidates. They usually come from a military association. You want to hire the very best candidate available. The Board must make that choice.
- Of the last three superintendent searches where you placed candidates what is the length of tenure? Response: 80% 5 years, 60% 10 years and 50% 15 years. The average is a seven to nine year tenure.
- You have a one year transition period? Response: Yes, after you have hired your superintendent the firm works with the Board and superintendent for one year. Two to three performance objectives are defined for the first year. Once that is done we follow up with Board members to find evidence of progress being made. There has to be clarity of expectations. We recommend a yearly retreat for the Board, Superintendent and their leadership team to establish important goals for the next 12 months. This allows for a regular transition to and concentration on core issues.

### 3. Firm #3 - Ray & Associates

Three representative from this firm were present for the interview. They reviewed the various reasons the SPPS Board should hire them.

Questions/Discussion:

- What is your average placement tenure? Response: Eight years overall, urban six years.
- In your RFP you describe a role in connecting with and meeting with stakeholders and engagement groups. Will working with Mitchell Hamline be an issue? Response: We are aware of the work being done. We will meet with as many groups and individuals as the Board wants us to. We feel we would complement the existing process very well. We would meet to discuss the foundation to be laid for what to do when meeting with stakeholders. Integrating and aligning will fit well with the process.
- Have you had legal Issues? Suites regarding search efforts? Response: One in Kentucky for a commissioner search. None for school districts.
- The application process – why is it difficult to complete? Response: Candidates submit a resume and complete a form from the firm. References provide us a start. Our staff follows up to ensure completion of applications. We do a video that is different from the standards wherein candidates are asked questions they must answer on the spot.
- You say you go to where the community is – how do you that? Response: We do out to the community and find places where they are willing to come to talk with our consultants. The gives an opportunity to people who will talk to the candidates. The community is more apt to come to “home turf”.
- How will you sell SPPS to the most qualified candidates? Response: One representative stated he was a product of the St. Paul community so he has the ability to understand where SPPS is coming from. The process will be transparent and inclusive. We bring resources and understanding of the district and will engage all aspects of the community to create a profile.\
- Where in the process would you begin to look for other references for candidates. Response: We ask references given for others who might have a different point of view. We then do calls and talk with them. We review internet references, etc. We do thorough background investigation on candidates.
- Recruitment – how do you balance obligation, loyalty to candidates and to the district doing the hiring? Response: The Board is the boss. We do do candidate care – we define the process for them before they apply, we ensure a fair shake and confidentiality. We are open and honest with candidates.
- How do you cultivate local talent in recruitment? Response: When we meet with stakeholder groups we ask for names of anyone they think might be interested. we make calls to those individuals about the job. We also get input on individuals the community do not want to see in the process. We have had internal and local candidates get jobs as well as national candidates.
- How many searches do you have going on now – who will be the primary contact? Response. The three individuals present will be the primaries for this search. In total there are nine or 10 in process but not all for a superintendent. No one works on more than two searches at a time.
- Describe a search that went south, why and what the conclusion was. Response: We have not had a search where we did not find a candidate. We have had one where a new board come on part way through the search; they had different priorities. In the end we felt we needed to go back and reconfirm the they were traits looking for. We did find candidates but we should have gone back to reconfirm expectations. We always want to hire the best person for the job.
- You limit consultants to two searches per staff. How many people on the team? Response: SPPS will be our priority.

- What is your percentage of minority placements? Response: That would be most urban district placements at about 80% women and minorities; 60% minorities.

B. Board Consideration of Firms

The Board listed out their third ranked preference which resulted in a close placement between Exec Connect and McPherson. They then provided their input and views on the three firms so each had an idea of where the others were coming from.

A Board member expressed concern about hiring a non-local firm possibly resulting in hiring a non-local candidate. He indicated that has been an issue with the community in the past. He felt School Exec Connect was closer to the action.

**RECOMMENDED MOTION:** Mr. Marchese moved the Committee of the Board recommend 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. Ms. Ellis seconded the motion.

**The motion passed with 6 in favor and 1 opposed (Mr. Brodrick).**

C. Start Time Discussion

The Chair indicated the proposal was to move this discussion to the December meeting in order for the newly elected Board member to have input in the process.

**RECOMMENDED MOTION:** Ms Vanderwert moved the Committee of the Board recommend 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. Mr. Schumacher seconded the motion.

**The motion passed with one abstention (Mr. Vue).**

Staff was directed to:

- Prepare a presentation on Start Times for the December 6 Committee of the Board meeting.
- Prepare language for a motion on Start Time to be presented at the COB meeting with the option to vote on it at the December 13 Board meeting
- Remove the Start Time Presentation from the November 15 Board meeting agenda..

It was stated the Board needs to be very clear about what is being voted on. Discussion was held on what would be the most appropriate venue for public comment on the issue.

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*

### **III. ADJOURNMENT**

A motion was passed adjourning the meeting. The meeting adjourned at 8:08 p.m.

Respectfully submitted,  
Marilyn Polsfuss  
Assistant Clerk





# Pay17 Levy Update

## Board of Education

Marie Schrul, Chief Financial Officer

November 15, 2016



# Purpose



To update the Board of Education on the Pay17  
levy process

# 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
- Pay17 school levy funds the 2017-2018 school year
- Districts receive payments after the May and October collections from County
- Levy can only move down after October 1



# Planning Assumptions

(staff estimate)



09

- All figures in this report are based on Administration's best estimates, using the statutory authorized amounts
- MDE provided updated Pay17 levy calculations on October 3
- SPPS certified the maximum levy ceiling at the September 20 BOE meeting

# Factors Impacting Levies

- Change in St. Paul's tax base—home values continue to improve as well as commercial
- Apartments also have big jump—rates are heavily weighted on income production, i.e. rent
- Net tax capacity in St. Paul increased 7.8%
- Fiscal disparities aid increasing \$1.57 million
- Tax Increment Financing — changes
- Pension contribution or unemployment changes
- Long term facilities and bonding




# Other Factors Impacting School Levies



- 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 and safety projects, lease costs

# 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

# SPPS Levy Categories

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





# Certified Pay17 Levy Ceiling

(BOE Approved as of 9/20/16)



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Levy Category	Certified Pay 16 Levy	Estimated Maximum Pay17 Levy Ceiling as of 10/3/16	Difference
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	<u>3,260,938</u>	<u>3,441,986</u>	<u>181,048</u>
Total – All Levy Categories	\$141,208,630	\$148,233,667	\$7,025,037
Percent Change			4.97%

# Estimated Annual Property Tax Impact from 2016 to 2017

Assuming a 0% Increase in Market Value

\* 99

Home Estimated Market Value	Estimated change at 4.0% Ceiling	Estimated change at 5.0% Ceiling	Estimated change at 6.0% Ceiling
\$75,000	(11.35)	(8.34)	(5.32)
100,000	(17.77)	(12.96)	(8.15)
161,200	(33.74)	(24.46)	(15.18)
200,000	(43.86)	(31.75)	(19.63)
300,000	(69.96)	(50.54)	(31.13)
400,000	(96.05)	(69.33)	(42.61)
500,000	(120.39)	(86.90)	(53.40)

Source: Ramsey County

Median home market value is \$161,200

11/15/16

# Estimated Annual Property Tax Impact Home from 2016 to 2017

Assuming a 6.4% Increase in Market Value

Home Estimated Market Value	Estimated change at 4.0% Ceiling	Estimated change at 5.0% Ceiling	Estimated change at 6.0% Ceiling
\$75,000	6.39	9.40	12.42
100,000	18.65	23.46	28.27
161,200	24.85	34.13	43.41
200,000	28.56	40.67	52.79
300,000	38.90	58.32	77.73
400,000	49.37	76.09	102.81
500,000	49.53	83.02	116.52

Source: Ramsey County

Median home market value is \$161,200

11/15/16



# Estimated Annual Property Tax Impact Commercial/Industrial from 2016 to 2017



Assuming a 6.7% Increase in Market Value

Commercial/ Industrial Estimated Market Value	Estimated change at 4.0% Ceiling	Estimated change at 5.0% Ceiling	Estimated change at 6.0% Ceiling
<b>200,000</b>	(54.83)	(39.68)	(24.53)
<b>397,100*</b>	(125.03)	(91.51)	(58.00)
<b>500,000</b>	(161.31)	(118.20)	(75.09)
<b>1,000,000</b>	(338.55)	(248.83)	(159.10)

Source: Ramsey County

\*Median commercial/industrial market value is \$397,100

# Action Taken on 9/20/16

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- Approved “maximum” Pay17 levy ceiling over Pay16 as reported by the Minnesota Department of Education (MDE) of 4.97%
- Set the Truth in Taxation (TNT) hearing date for Tuesday, December 6, 2016 at 6:00 pm (time certain) at 360 Colborne (COB meeting that evening)



# Questions

# Facilities Department:

## Environmental Services Group Lead in Water Update

Regular Board Meeting

November 15, 2016

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# Regular Lead Water Testing Schedule

- Minnesota Department of Health recommends testing for lead in water once every 5 years
  - SPPS tests about 20% ( $\frac{1}{5}$ ) of total district water sources annually to meet MDH recommendation
- This year, SPPS decided to test ALL water sources at once
- Response to heightened public awareness and concerns over lead water safety brought about by Flint, Michigan





# Lead in Water at SPPS

- The facts:
  - Over 6,500 tests performed
  - 99.5% passed on the first test
  - 233 fixtures exceeded the 20ppb safety standard
    - 13 of 233 failed the second “flush” test
- With regular use drinking fountains do not pose health risk



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# Updates to water sources

- All 233 fixtures have been replaced
- Approximately 75 new hydration stations have replaced old drinking fountains
- 4 temp plumbers were hired and did the fixture replacement work



# Next steps

- Will retest in 2021 in accordance with recommended MDH testing schedule
- Notice and test results will be posted on SPPS website
  - SPPS posts all test results on the web this year



# Plumbers Union Donation

- Plumbers Union donated \$25,000 toward cost of replacing fixtures
- Plumbers and Gasfitters Local 34
- THANK YOU!!!



# THANK YOU

## Facilities Department

651-744-1800 | [facilities@spps.org](mailto:facilities@spps.org) | [spps.org/fmp](https://spps.org/fmp)



**HUMAN RESOURCE TRANSACTIONS**  
**October 1, 2016 through October 31, 2016**  
**November 15, 2016**

**NEW APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Dahl, A. D.	Classroom Teacher	11/14/2016	\$39.07	271 Belvidere Bldg
Lash, J. L.	Classroom Teacher	10/10/2016	\$27.58	Washington Tech Secondary
Linbo, A. R.	Classroom Teacher	10/24/2016	\$35.19	Obama Service Learning
Nelson, C. J.	Classroom Teacher	10/10/2016	\$49.06	Bruce F Vento Elementary
Thunder Hawk, F. J.	Classroom Teacher	10/10/2016	\$32.03	American Indian Magnet
Drawe, C. E.	Special Ed Teacher	10/25/2016	\$33.64	Hazel Park Preparatory
Frank, P. G.	Special Ed Teacher	10/24/2016	\$32.03	Central Senior High
Sather, R. M.	Special Ed Teacher	10/04/2016	\$49.62	Central Senior High
Bu, N. D.	School/Community Professional	10/15/2016	\$24.04	271 Belvidere Bldg
Gallenberg, E. C.	School/Community Professional	11/07/2016	\$21.70	Mississippi Creative Arts
Yang, C. V.	School/Community Professional	10/11/2016	\$22.84	Farnsworth Aerospace Upper
Habermann, T. A.	Education Assistant	09/26/2016	\$17.39	Jackson Preparatory Elem
Lor, P. K.	Education Assistant	10/01/2016	\$17.05	Capitol Hill Magnet
Moo, H. P.	Education Assistant	10/03/2016	\$15.83	Student Placement Center
Ray-Jensen, G. A.	Education Assistant	10/24/2016	\$31.60	Bruce F Vento Elementary
Benedict, A. L.	Teaching Assistant	10/10/2016	\$14.52	Bridge View
Bergstrom, D. J.	Teaching Assistant	10/17/2016	\$13.99	Groveland Park Elem
Britt, S. R.	Teaching Assistant	10/17/2016	\$14.25	Four Seasons A+
Brown, S. W.	Teaching Assistant	10/06/2016	\$11.79	Mississippi Creative Arts
Burton, S. L.	Teaching Assistant	10/24/2016	\$14.25	Obama Service Learning

**HUMAN RESOURCE TRANSACTIONS**  
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Chuhel, A. L.	Teaching Assistant	09/28/2016	\$12.39	Nokomis Montessori South
Davis, T. L.	Teaching Assistant	10/31/2016	\$15.25	Focus Beyond (18-Adult)
Diarra, S. M.	Teaching Assistant	10/12/2016	\$11.79	L'Etoile du Nord Upper
Gangl, A. M.	Teaching Assistant	10/10/2016	\$11.79	Cherokee Heights Elem
Gayden, D.	Teaching Assistant	10/31/2016	\$12.86	Hazel Park Preparatory
Geretschlaeger, E. A.	Teaching Assistant	09/06/2016	\$13.39	Highland Park Middle
Hemming, J. T.	Teaching Assistant	10/04/2016	\$13.52	Central Senior High
House, A. M.	Teaching Assistant	10/10/2016	\$13.06	Maxfield Elementary
Hylton, A. M.	Teaching Assistant	10/10/2016	\$12.43	L'Etoile du Nord Upper
Kiefer, A. B.	Teaching Assistant	10/31/2016	\$14.71	Bridge View
Lee, C.	Teaching Assistant	09/26/2016	\$12.86	Nokomis Montessori North
Logan, L.	Teaching Assistant	10/17/2016	\$13.59	Rondo Education Center
Luna, C. S.	Teaching Assistant	11/01/2016	\$13.52	Humboldt Secondary
Matthews, J. M.	Teaching Assistant	10/03/2016	\$12.43	Bruce F Vento Elementary
May, D. M.	Teaching Assistant	09/17/2016	\$13.59	L'Etoile du Nord Upper
Neal, A. L.	Teaching Assistant	10/24/2016	\$15.25	RiverEast Elem/Secondary
Santos, N.	Teaching Assistant	10/17/2016	\$12.43	Expo for Excellence Elem
Simms, T.	Teaching Assistant	10/12/2016	\$13.06	Benjamin Mays/Museum
Stanley, D. L.	Teaching Assistant	10/31/2016	\$12.43	Hamline Elementary
Strowder, R. K.	Teaching Assistant	10/24/2016	\$15.25	Como Park Senior High
Sullivan, T. D.	Teaching Assistant	10/24/2016	\$13.39	Focus Beyond (18-Adult)
Timm, J. R.	Teaching Assistant	09/17/2016	\$12.43	1780 W 7th Street Disc Club
Knieff, C. J.	Teaching Assistant	09/17/2016	\$12.86	1780 W 7th Street Disc Club

**HUMAN RESOURCE TRANSACTIONS**  
**October 1, 2016 through October 31, 2016**  
**November 15, 2016**

**NEW APPOINTMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Pay Rate</u></b>	<b><u>Location</u></b>
Tyler, E. D.	Teaching Assistant	11/01/2016	\$13.71	Ramsey Middle School
Vance, D. N.	Teaching Assistant	09/17/2016	\$13.06	Expo for Excellence Elem
Weiss, S. D.	Teaching Assistant	10/10/2016	\$12.43	American Indian Magnet
Westmoreland, S.V.	Teaching Assistant	10/03/2016	\$13.59	Benjamin Mays/Museum
Whyte, S. W.	Teaching Assistant	10/17/2016	\$14.25	Hazel Park Preparatory
Yang, L. P.	Teaching Assistant	10/01/2016	\$13.52	Capitol Hill Magnet
McKnight, D. R.	Clerical	10/31/2016	\$28.65	Colborne Admin Offices
Rojas Fernandez, V. G.	Clerical	10/31/2016	\$17.28	Highland Park Middle
Wells, P. C.	Clerical	10/24/2016	\$18.59	Frost Lake Elementary
Danielson, J. H.	Custodian	10/17/2016	\$15.74	Wellstone Elementary
Jondahl, S. R.	Custodian	10/31/2016	\$25.30	Colborne Admin Offices
Belmares, A. E.	Nutrition Services Personnel	10/06/2016	\$11.66	Horace Mann School
Gbolo, B. Z.	Nutrition Services Personnel	10/31/2016	\$29.57	Como Service Center
Birkholz, J. B.	Operations	10/17/2016	\$23.40	Como Service Center
Moody, C. R.	Professional Employee	10/31/2016	\$22.20	Como Service Center

**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>
Hoffman, M. E.	Classroom Teacher From: Teaching Assistant	10/13/2016	\$26.64	Jackson Preparatory Elem
Henderson, F. D.	School/Community Professional From: Teaching Assistant	09/06/2016	\$23.06	Maxfield Elementary
McKinley, J. C.	Teaching Assistant Career Progression	09/29/2016	\$19.90	Humboldt Secondary
Poinsett, R.	Teaching Assistant Career Progression	09/06/2016	\$15.25	American Indian Magnet
Raney, J. W.	Teaching Assistant Career Progression	09/06/2016	\$15.25	American Indian Magnet



**HUMAN RESOURCE TRANSACTIONS**  
**October 1, 2016 through October 31, 2016**  
**November 15, 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>
Motz, K.	Clerical From: Technical	10/24/2016	\$33.63	Colborne Admin Offices
McCann, E. J.	Nutrition Services Personnel Career Progression	10/15/2016	\$28.14	Como Service Center
Sanders, P. J.	Professional Employee From: Technical	09/19/2016	\$36.25	Colborne Admin Offices
Spainhour, P. B.	Professional Employee From: Technical	10/31/2016	\$28.39	Como Service Center
Yang, Y.	Professional Employee From: Clerical	11/07/2016	\$32.97	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>
Holmes, M. D.	Classroom Teacher	09/19/2016	\$29.68	Highland Park Middle
Yang, Y.	ELL Teacher	10/24/2016	\$26.64	Wellstone Elementary

**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>
Curran, E.	Classroom Teacher	11/21/2016	Murray Middle School
Danks, D.	Classroom Teacher	10/12/2016	Homecroft Early Learning
Dickerman, A. E.	Classroom Teacher	10/31/2016	Highwood Hills Elem
Hanson, D. M.	Classroom Teacher	10/08/2016	Cherokee Heights Elem
McCurdy, M.	Classroom Teacher	10/01/2016	Como Park Senior High
Mog, J. L.	Classroom Teacher	10/19/2016	Hazel Park Preparatory
Neuman, D. M.	Classroom Teacher	10/12/2016	Como Park Senior High
Perry, J. M.	Classroom Teacher	10/10/2016	Johnson Achievement Plus
Peterson, A. K.	Classroom Teacher	10/17/2016	Eastern Heights Elem
Phillips, A. G.	Classroom Teacher	10/10/2016	Hazel Park Preparatory

**HUMAN RESOURCE TRANSACTIONS**  
**October 1, 2016 through October 31, 2016**  
**November 15, 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>
Starr, R. C.	Classroom Teacher	10/06/2016	The Heights Community
Nass, J. D.	ELL Teacher	10/26/2016	Highland Park Middle
Hancock, R. N.	Early Ed Teacher	11/18/2016	Wellstone Elementary
Temple, S. M.	Early Ed Teacher	10/19/2016	Plato Admin Offices
Schluender, C.	Special Ed Teacher	11/24/2016	Highland Park Elementary
Thune, D.	Special Ed Teacher	09/30/2016	Focus Beyond (18-Adult)
Sanvik, S. H.	Speech Pathologist	09/24/2016	271 Belvidere Bldg
Ali, S. M.	School/Community Professional	09/27/2016	Student Placement Center
Lessard Sanchez, R. N.	School/Community Professional	11/17/2016	271 Belvidere Bldg
Vollmar, C. T.	School/Community Professional	10/27/2016	Plato Admin Offices
Cummings, T. A.	Teaching Assistant	09/17/2016	Nokomis Montessori North
Keene, C.	Teaching Assistant	10/13/2016	Highland Park Elementary
Littlewolf, J.	Teaching Assistant	09/14/2016	American Indian Magnet
Mangnuson, B. D.	Teaching Assistant	09/16/2016	Bridge View
McEwen, M. L.	Teaching Assistant	09/06/2016	Bridge View
Moua, K. N.	Teaching Assistant	10/31/2016	Groveland Park Elementary
Powell, T. T.	Teaching Assistant	09/21/2016	Hazel Park Preparatory
Watson, L. J.	Teaching Assistant	10/05/2016	Bridge View
Yang, A. G.	Teaching Assistant	09/26/2016	Battle Creek Elementary
Yang, L.	Teaching Assistant	09/22/2016	Phalen Lake Hmong Magnet
Reeverts, R. J.	School Bus Driver	10/14/2016	Transportation Services

**HUMAN RESOURCE TRANSACTIONS**  
**October 1, 2016 through October 31, 2016**  
**November 15, 2016**

**LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Kephart, S. L.	Clerical	10/11/2016	Como Service Center
Thomas, R. D.	Clerical	10/20/2016	Galtier Elementary
Wenker, K. A.	Custodian	09/20/2016	Hamline Elementary
Rose, M.	Electrician	10/04/2016	Como Service Center
Andrewin, S. N.	Nutrition Services Personnel	10/13/2016	Washington Tech Secondary
Breault, B.	Nutrition Services Personnel	10/14/2016	Highland Park Senior
DeGidio, B.	Professional Employee	09/10/2016	Como Service Center
Dykstra, J. E.	Supervisory	10/01/2016	Como Service Center

**ADMINISTRATIVE LEAVE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
S., D.	Classroom Teacher	10/31/2016
Y., Y. D.	Classroom Teacher	11/09/2016
S., S.	Classroom Teacher	11/09/2016
D., C. M.	Education Assistant	10/19/2016
A., M. L.	Teaching Assistant	10/24/2016
C., R.	Teaching Assistant	10/13/2016
B., P. D.	Custodian	10/31/2016

**RESCISSION OF LAYOFF**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
DeGidio, B.	Professional Employee	09/10/2016	Como Service Center

**REINSTATEMENT AFTER LAYOFF**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Yang, M. S.	Education Assistant	09/06/2016	\$16.45	Como Park Elementary

**REHIRE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Stratton, S. A.	Classroom Teacher	10/17/2016	\$26.64	Highland Park Elementary
Ruthenbeck, J. P.	Teacher on Special	10/10/2016	\$53.02	Hazel Park Preparatory

**HUMAN RESOURCE TRANSACTIONS**  
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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>
Wright, K.	Teaching Assistant	10/31/2016	\$13.59	The Heights Community
Adaya-Ramirez, G.	Nutrition Services Personnel	09/26/2016	\$12.96	Cherokee Heights Elem
Vigil, J. M.	Professional Employee	10/05/2016	\$21.56	1780 W. 7th Street

**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>
Appel, A. C.	Classroom Teacher	10/17/2016	Farnsworth Aerospace Upper
Collins-Renelus, L. T.	Classroom Teacher	10/20/2016	Open World Learning
Del Sebastien, O. X.	Classroom Teacher	10/18/2016	Wellstone Elementary
Joubert, K. H.	Classroom Teacher	10/24/2016	Crossroads Science
Littler, N. M.	Classroom Teacher	10/25/2016	Farnsworth Aerospace Lower
McCurdy, M.	Classroom Teacher	10/17/2016	Como Park Senior High
Parker, J.	Classroom Teacher	09/28/2016	Farnsworth Aerospace Upper
Prohaska, J. E.	Classroom Teacher	10/06/2016	Humboldt Secondary
Rice, L. T.	Classroom Teacher	10/24/2016	Horace Mann School
Cruz, M. E.	ELL Teacher	10/03/2016	Humboldt Secondary
Parr-Smestad, E.	Physical Ed Teacher	09/27/2016	Eastern Heights Elementary
O'Brien, M. A.	Special Ed Teacher	10/24/2016	Como Park Elementary
Thune, D.	Special Ed Teacher	10/17/2016	Focus Beyond (18-Adult)
Tyler, T.	Special Ed Teacher	10/10/2016	J.J. Hill Elementary
Erickson, J. A.	Speech Pathologist	09/21/2016	Bridge View
Lopez, A.	Speech Pathologist	10/17/2016	Farnsworth Aerospace Lower
Ali, S. M.	School/Community Professional	10/03/2016	Student Placement Center
McEwen, M. L.	Teaching Assistant	10/11/2016	Bridge View
Taylor, S. J.	Teaching Assistant	10/17/2016	The Heights Community

**HUMAN RESOURCE TRANSACTIONS**  
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**November 15, 2016**

**REINSTATEMENT FROM LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Cosey, R.	Teaching Assistant	10/24/2016	Washington Tech Secondary
Wenker, K. A.	Custodian	10/04/2016	Hamline Elementary
Kyles, B. D.	Nutrition Services Personnel	10/10/2016	Wellstone Elementary
Vang, P. H.	Nutrition Services Personnel	10/05/2016	Harding Senior High
Kenneally, P. P.	Professional Employee	09/26/2016	Como Service Center
Martinez, J.	Technical	09/28/2016	Colborne Admin Offices

**VOLUNTARY REDUCTION IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Cox, S.	Teaching Assistant	10/17/2016	\$13.59	Four Seasons A+

**CHANGE IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Miller, P. A.	Classroom Teacher From: Teacher on Special Assignment	10/15/2016	\$49.06	Obama Service Learning

**REDUCTION IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Johnson, M. R.	Custodian	09/15/2016	\$24.46	Como Service Center
Paradez, D. K.	Custodian	10/04/2016	\$24.46	Como Service Center

**SUSPENSION WITHOUT PAY**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
R., E. J.	Special Ed Teacher	11/16/2016

**RETIREMENT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Flavell, M. C.	Classroom Teacher	11/16/2016	Farnsworth Aerospace Upper
Lara-Dinzeo, D. J.	Classroom Teacher	11/11/2016	Daytons Bluff Achievement
Amaro, L.	Education Assistant	01/01/2017	Four Seasons A+
Joeckel, L.	Teaching Assistant	10/24/2016	Mississippi Creative Arts

**HUMAN RESOURCE TRANSACTIONS**  
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**November 15, 2016**

**RETIREMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Senjem, C.	Teaching Assistant	09/30/2016	The Heights Community
DeGidio, B.	Professional Employee	12/31/2016	Como Service Center
Hall, M. K.	Professional Employee	12/31/2016	Colborne Admin Offices
Bratvold, V. A.	Custodian	12/31/2016	Eastern Heights Elementary
Schwartz, K. M.	Custodian	12/31/2016	Galtier Elementary
Dudeck, L. A.	Nutrition Services Personnel	01/01/2017	Phalen Lake Hmong Magnet
Reeves, T. J.	Operations	12/01/2016	Como Service Center

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Cantu, K. K.	Classroom Teacher	11/12/2016	Johnson Senior High
Heller, M. R.	Classroom Teacher	10/20/2016	Cherokee Heights Elem
Jensen, T. A.	Classroom Teacher	10/28/2016	International Academy - LEAP
Kollow, A. M.	Classroom Teacher	10/29/2016	American Indian Magnet
Mountain, T. A.	Classroom Teacher	10/29/2016	Highland Park Elementary
Yick, D. Y.	Classroom Teacher	11/14/2016	Johnson Achievement Plus
Jones, A. J.	Special Ed Teacher	10/15/2016	Harding Senior High
Olson, E. D.	Special Ed Teacher	10/22/2016	Battle Creek Elementary
Redmond, J. L.	School/Community Professional	08/28/2016	RiverEast Elem/Secondary
Sanchez, M. S.	School/Community Professional	09/30/2016	Humboldt Secondary School
Smith, T. N.	School/Community Professional	08/28/2016	RiverEast Elem/Secondary
Yang, X.	School/Community Professional	10/30/2016	Harding Senior High
Bengtson, T. B.	Education Assistant	09/10/2016	Horace Mann School

**HUMAN RESOURCE TRANSACTIONS**  
**October 1, 2016 through October 31, 2016**  
**November 15, 2016**

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Brockton, L. S.	Education Assistant	11/01/2016	Cherokee Heights Elem
Bade, S. C.	Teaching Assistant	09/19/2016	Frost Lake Elementary
Clark, M. O.	Teaching Assistant	10/13/2016	Wellstone Elementary
Foster, L. L.	Teaching Assistant	11/05/2016	Johnson Achievement Plus
Hill, D. M.	Teaching Assistant	10/04/2016	Johnson Achievement Plus
Jones, L. F.	Teaching Assistant	10/29/2016	Harding Senior High
Thompson, M. G.	Teaching Assistant	10/20/2016	St. Paul Music Academy
Vang, M. T.	Teaching Assistant	10/01/2016	Nokomis Montessori North
Weiss, S.	Teaching Assistant	10/28/2016	American Indian Magnet
Barnes, S. D.	Clerical	10/03/2016	Parkway Montessori
Grinstead, E. N.	Clerical	10/15/2016	Ronald M Hubbs Center
Rodriguez, C. S.	Nutrition Services Personnel	10/08/2016	Phalen Lake Hmong Magnet
Sanchez, M.	Nutrition Services Personnel	09/07/2016	Como Service Center
Spellerberg, M.	Professional Employee	11/12/2016	Colborne Admin Offices
Nesbitt, O. M.	Technical	10/15/2016	Como Service Center

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
S., C. C.	Education Assistant	10/01/2016
D., C.	Education Assistant	10/31/2016
D., D. J.	Teaching Assistant	09/29/2016
F., A. M.	Teaching Assistant	09/30/2016
H., J. L.	Teaching Assistant	10/01/2016

**HUMAN RESOURCE TRANSACTIONS**  
**October 1, 2016 through October 31, 2016**  
**November 15, 2016**

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
J., C. G.	Teaching Assistant	09/30/2016
L., C. M.	Teaching Assistant	10/04/2016
P., C. N.	Teaching Assistant	10/06/2016
S., M. A.	Teaching Assistant	10/01/2016

**DISCHARGE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
T., C. W.	Teaching Assistant	10/20/2016



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

**DATE:** November 15, 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 Highland Park Senior High School. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$69,500. 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 Highland Park Senior 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:** November 15, 2016

**TOPIC:** Request for Permission to Accept a Grant from HealthForce Minnesota

**A. PERTINENT FACTS:**

1. HealthForce Minnesota, thanks to a grant from the Bremer Foundation, is supporting projects to develop a pipeline for future healthcare students and workers in St. Paul.
2. The Office of Career and Technical Education (CTE) prepared an application and received a grant for approximately \$9,360 to deliver a healthcare core curriculum to high school students in SPPS.
3. This project will meet the District strategic plan goal of Achievement.
4. This item is submitted by Jon Peterson, Executive Director, Office of College and Career Readiness; and Kate Wilcox-Harris, Chief Academic Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept a grant from HealthForce Minnesota to deliver a healthcare curriculum 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:** November 15, 2016

**TOPIC:** Request for Permission to Accept a Grant from Metro ECSU

**A. PERTINENT FACTS:**

1. Metro ECSU's Assistive Technology program delivers quality resources and services into the hands of our partners through a variety of programs and services with an emphasis on professional development and special education.
2. The Office of Specialized Services prepared an application and received a grant for approximately \$2,000 to purchase personalized learning tools for 70 staff who work with elementary students with cognitive, emotional behavioral and physical disabilities.
3. This project will meet the District strategic plan goal of Achievement.
4. This item is submitted by Alecia Mobley, Interim Director, Office of Specialized Services; and Kate Wilcox-Harris, Chief Academic Officer.

**B. RECOMMENDATION:**

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.

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

**DATE:** November 15, 2016

**TOPIC:** Request for Permission to Submit a Grant Application to the Minnesota Department of Education

**A. PERTINENT FACTS:**

1. The Minnesota Department of Education is currently accepting grant applications for projects that expand and improve implementation of the Positive Behavioral Interventions and Supports (PBIS) system in schools.
2. Saint Paul Public Schools Office of School Climate and Support has prepared an application for funds to evaluate district-wide PBIS supports and develop sustainable training solutions for school-wide implementation. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$160,000. Staff at the program researched this grant opportunity.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Kathy Lombardi, Assistant Director, School Climate and Support; Jon Peterson, Executive Director, Office of Career and College Readiness; and Kate Wilcox-Harris, Chief Academic Officer.

**B. RECOMMENDATION:**

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.

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

**DATE:** November 15, 2016

**TOPIC:** Request for Permission to Accept a Grant from the Minnesota Historical Society

**A. PERTINENT FACTS:**

1. The Minnesota Historical Society's History Enrichment Program is committed to improving the education of Minnesota students by providing educational resources for teachers and students that support state standards.
2. Washington Technology Magnet School prepared an application and received a grant for approximately \$17,000 to support curriculum materials, field trips, classroom support services and out-of-school learning opportunities around history.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Mike McCollor, Principal; and Theresa Battle, Assistant Superintendent.

**B. RECOMMENDATION:**

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.

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

**DATE:** November 15, 2016

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

**A. PERTINENT FACTS:**

1. The U.S. Department of Education's Upward Bound Program is currently accepting grant applications for projects that generate in program participants the skills and motivation necessary to complete a program of secondary education and to enter and succeed in a program of postsecondary education.
2. Saint Paul Public Schools Office of College and Career Readiness has prepared an application for funds to prepare students in the Gateway to College program for postsecondary success. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately \$1,287,500. Staff at the program researched this grant opportunity.
3. This project will meet the District strategic plan goal of achievement.
4. This item is submitted by Jon Peterson, Executive Director, Office of College and Career Readiness; and Kate Wilcox-Harris, Chief Academic Officer.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to 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.

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

**DATE:** November 15, 2016

**TOPIC:** Enter into a partnership with University of Saint Thomas for the SPPS Urban Teacher Residency Program

**A. PERTINENT FACTS:**

1. The SPPS Urban Teacher Residency (SUTR) Program aims to recruit, prepare and retain effective teachers from underrepresented backgrounds who reflect our diverse student population in Saint Paul Public Schools.
2. SUTR provides non-licensed educator professionals an affordable, accelerated program to earn their Minnesota Teaching license and master's degree in 15 months from the University of St. Thomas.
3. Funding to secure SPPS' partnership with UST will be provided by a SEED grant. SPPS was awarded the SEED grant through National Center for Teacher Residencies in January 2016. The amount that SPPS will pay University of St. Thomas will be \$10,000. Budget code to be used is 29-005-640-699-6305-3573.
3. This project will meet the District target area goals of achievement, alignment and sustainability.
4. This item is submitted by Danaya Lamker Franke, SUTR Coordinator; Laurin Cathey, Executive Director of Human Resources and Kate Wilcox-Harris, Chief Academic Officer.

**B. RECOMMENDATION:**

That 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

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

**DATE:** November 15, 2016

**TOPIC:** Saint Paul Promise Neighborhood Partnership 2017 through 2021

**A. PERTINENT FACTS:**

1. A partnership with Saint Paul Promise Neighborhood to bring the Promise Neighborhood model to scale in five Saint Paul Public Schools: Jackson Elementary, Maxfield Elementary, Benjamin E. Mays IB World School, Ramsey Middle School and Central Senior High School.
2. Saint Paul Public Schools will provide in-kind funding of \$25.6M/year for a total \$128M, with the bulk of the in-kind dollars coming from school budgets (based on June 2016 Board of Education approved funding) in the form of providing space, nutrition support, transportation for students and families, and personnel to ensure the successful implementation of programming.
3. This project will meet the District target area goals of:
  - a. Achievement: Provide an outstanding and equitable education for all students through strong leadership, well-rounded curriculum and data-drive decisions.
  - b. Alignment: Coordinate school programs and supports to reinforce student learning.
  - c. Sustainability: Be more efficient and effective with our budget decisions to maximize classroom resources and create an academic plan focused on results.
4. The ultimate goal of the partnership work is to eliminate racial disparities and predictability of achievement by accelerating the achievement of our lowest performing students and increasing achievement for all students from early learning to college and career.
5. This item is submitted by Jackie Turner, Chief Operations Officer; Dr. Kate Wilcox-Harris, Chief Academic Officer; Dr. Theresa Battle, Assistant Superintendent; Lisa Sayles-Adams, Assistant Superintendent.

**B. RECOMMENDATION:**

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



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

**DATE:** November 15, 2016

**TOPIC:** 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

**A. PERTINENT FACTS:**

1. Currently, Saint Paul Public Schools present theoretical financial information to students within units in Economics, Business, Family and Consumer Science and Career Seminar courses; however, students benefit from practical applied learning opportunities.
2. The Career and Technical Education Program has issued an RFP to financial institutions in Saint Paul to recruit a partner to work with Saint Paul Public Schools in re-establishing a financial branch at both Harding Senior High School and Como Park Senior High School in the 2016-17 school year, filling the vacancy caused by the departure of St. Paul Federal Credit Union.
3. Hiway Federal Credit Union, a long standing partner of Saint Paul Public Schools and Career and Technical Education programs, currently operates Branches at Highland Park Senior High School and Johnson Senior High School and has completed the RFP process to open branches at Como Park and Johnson.
4. This project will meet the District target goals of high achievement for all students and meaningful connections. Additionally, it will further address the deepening and broadening of CTE as put forth in SS/SC 2.0.
5. This item is requested by Kathy Kittel, Program Manager, Supervisor of Post Secondary Partnerships; Dan Mesick, Principal on Special Assignment, Office of College and Career Readiness; Jon Peterson, Executive Director, College and Career Readiness and Kate Wilcox-Harris, Chief Academic Officer.

**B. RECOMMENDATION:**

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.

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

**DATE:** November 15, 2016

**TOPIC:** District Rooftop Leases (Cell Towers) at Various Locations

**A. PERTINENT FACTS:**

1. T-Mobile Central LLC desires to establish nine (9) cell tower Lease Agreements with the District at the at the following locations;

2045	St Clair Ave	360	Colborne St
271	Belvidere St E	640	Humboldt Ave
1140	White Bear Ave	1599	Englewood
1041	Marion St	1290	Arcade St
1845	Sheridan Ave		

2. The administration is agreeable to the nine (9) cell tower Lease Agreements with T-Mobile Central LLC.
3. Terms and conditions of each of the Lease Agreements include the following:
  - a. The lease term will be ten (10) years commencing January 1, 2017 through and terminating December 31, 2026 with one (1) – five (5) year extension.
  - b. Annual rent for the first year will be Twenty-Nine Thousand Dollars (\$29,000.00) for each lease with a 4% increase annually. Revenue will be applied to debt service.
3. The District was assisted in this project by Minnesota Partnerships, LLC.
4. This project will meet the District Strategic Plan goals by aligning resource allocation to District priorities.
5. This item is submitted by Tom Parent, Director of Facilities, and Jackie Turner, Chief Operations Officer.

**B. RECOMMENDATION:**

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.

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

**DATE:** November 15, 2016

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

**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, the salary schedule increase is 2%. Effective July 1, 2017, salary schedule increase is 2%.

Benefits: Effective January 1, 2017, the district monthly contribution of \$650 for single coverage is increased to \$660; the district monthly contribution of \$1,225 for family coverage is increased to \$1,235. Effective January 1, 2018, the district contribution for single coverage is increased to \$670; family coverage remains at \$1,245.

Vacation: Effective July 1, 2016, one day vacation increase for employees between the 10th and 15th year.

Severance: Effective July 1, 2017, increase severance maximum benefit from \$20,000 to \$22,000. Effective January 1, 2017, The International Union of Operating Engineer employees are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds collected by the employer for severance on the behalf of the employee will be deposited into the employee's post employment health care savings plan account.

Premium Pay for Advanced Training: Effective July 1, 2016, premium pay for advanced training is increased by \$ .10 per hour for Custodian Engineer 2 and 3.

Working Out of Classification: Effective July 1, 2016, any employee working an out-of-class assignment for a period in excess of ten consecutive working days shall receive the rate of pay for the out-of-class assignment in a higher classification beginning on the tenth consecutive working day of such assignment.

3. The District has 232 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: \$12,893,636
  - in the 2016-17 budget year: \$13,239,473

DATE: November 15, 2016  
TOPIC: Approval of Employment Agreement Between Independent School District No. 625  
and International Union of Operating Engineers, Local No. 70, Exclusive  
Representative for Custodians

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 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.

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

**DATE:** November 15, 2016

**TOPIC:** Establishment of the Classified Position of Construction Project Manager 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 managing construction and remodeling projects and assisting with maintenance projects on district facilities.
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, Construction Project Manager. 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 15 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 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.

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

**DATE:** November 15, 2016

**TOPIC:** Establishment of the Classified Position of Construction Senior Project Manager 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 coordinating project development and design and the specifications, bid process, contract administration, quality control, financial management and technical documentation for projects, as well as, managing the planning and completion of assigned construction and 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, Construction Senior Project Manager. 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 20 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 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.

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

**DATE:** November 15, 2016

**TOPIC:** Establishment of the Unclassified Position of Manager of Capital Project Delivery 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 coordinating and managing the planning and completion of assigned construction and maintenance projects for the District's properties and for supervising staff and consultants working on the construction 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, Manager of Capital Project Delivery. This title would be within the unit jurisdiction of the Saint Paul Supervisors' Organization unit that represents professional supervisory employees. The appropriate pay rate for this position would be equivalent to Grade 24 within this Agreement. This salary range will remain in place for this title until such time as a successor agreement is reached to the 2014-2015 labor agreement for this unit. The benefits associated with this position will be as provided for other positions within this unit. This position is recommended to be an unclassified position.
3. The funds for this position are available in the 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 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.

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

**DATE:** November 15, 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 November 28, 2016, 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:** November 15, 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 September 1, 2016 – September 30, 2016.

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

*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

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 February 28, 2017.

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

**DATE:** November 15, 2016

**TOPIC:** Proposed Discharge of Tenured Teacher – D.S.

**A. PERTINENT FACTS:**

1. Charges were filed with the Clerk of the Board against Tenured Teacher on November 4, 2016.
2. The Charges propose that Tenured Teacher be discharged pursuant to the Teacher Tenure Act.
3. This item is submitted by Nancy L. Cameron, General Counsel; Lisa Sayles-Adams, Assistant Superintendent; and Dr. John Thein, Superintendent.

**B. RECOMMENDATION:**

That the Board of Education:

1. Accept the filing of the Charges proposing to discharge Tenured Teacher for the grounds alleged in the Charges.
2. 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.
4. Authorize the District's legal counsel to select a hearing officer or an arbitrator, as applicable, if Tenured Teacher requests a hearing.

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

**DATE:** November 15, 2016

**TOPIC:** Tririga Mobile Solution Bid Approval

**A. PERTINENT FACTS:**

1. This project provides licensing and services for the Tririga Mobile Solution for field staff.
2. The following bids were received for licensing and services for the lump sum base bid:

	<u>Lump Sum Base Bid</u>
ValuD	
Licensing - \$82,000	
Services - \$84,000	
Total .....	\$166,000
eCIFM Solutions Inc.	
Licensing - \$92,730	
Services - \$96,100	
Total .....	\$188,830

3. Bids have been reviewed by Bradley Miller, Purchasing Manager.
4. Funding will be provided from the approved Facilities Department Fiscal Year 2017 budget.
5. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.
6. This item is submitted by Tom Parent, Director of Facilities, and Jackie Turner, Chief Operations Officer.

**B. RECOMMENDATION:**

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

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

RESOLUTION - GENERAL FORM

Board File No. \_\_\_\_\_

Date: November 15, 2016

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RESOLUTION RELOCATING THE RIVER EAST ELEMENTARY AND  
SECONDARY PROGRAM AND JIE MING MANDARIN IMMERSION ACADEMY

BE IT RESOLVED by the Board of Education of Independent School District No. 625, as follows:

1. On April 26, 2016, the Board of Education approved the relocation of the River East Elementary and Secondary program from the Homecroft building, at 1845 Sheridan Avenue, to another suitable site by the start of the 2017-2018 school year.
2. On April 26, 2016, the Board of Education approved the relocation of the Jie Ming Mandarin Immersion Academy from the Hamline Elementary building, at 1599 Englewood Avenue, to the Homecroft building, at 1845 Sheridan Avenue, beginning with the 2017-2018 school year.
3. On August 23, 2016, the Board of Education approved the purchase of 1050 N. Kent Street as the suitable site to house the River East Elementary and Secondary program.
4. Due to delays in the acquisition of 1050 N. Kent Street, River East will not be able to relocate to 1050 N. Kent Street by the start of the 2017-2018 school year. This delay will also delay the relocation of the Jie Ming Mandarin Immersion Academy to the Homecroft building at 1845 Sheridan Avenue.

NOW, THEREFORE BE IT RESOLVED, that the Board of Education approve that (a) Saint Paul Public Schools relocate the River East Elementary and Secondary program from the Homecroft building, at 1845 Sheridan Avenue, to 1050 N. Kent Street by the start of the 2018-2019 school year, and (b) Saint Paul Public Schools relocate Jie Ming Mandarin Immersion Academy from the Hamline Elementary building, at 1599 Englewood Avenue, to the Homecroft building, at 1845 Sheridan Avenue, by the start of the 2018-2019 school year.

Adopted November 15, 2016

AYE		NAY
_____	Chair	_____
_____	Vice Chair	_____
_____	Clerk	_____
_____	Treasurer	_____
_____	Director	_____
_____	Director	_____
_____	Director	_____

\_\_\_\_\_  
CHAIR Board of Education

\_\_\_\_\_  
CLERK Board of Education

Abstract of Votes Cast  
Independent School District No. 625 (ST PAUL)  
State of Minnesota  
at the STATE GENERAL ELECTION  
Held Tuesday, November 8, 2016

Compiled from the Official Returns.

Summary of Totals  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Number of persons registered as of 7 a.m.	159116
Number of persons registered on Election Day	20502
Number of accepted regular, military, and overseas absentee ballots and mail ballots	26304
Number of federal office only absentee ballots	380
Number of presidential absentee ballots	7
Total number of persons voting	140210

Summary of Totals  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

**KEY TO PARTY ABBREVIATIONS**

NP - Nonpartisan

Special Election for School Board Member at Large (ISD #625)

NP  
Eduardo Barrera  
19381

NP  
Tony Klehr  
5108

NP  
Cindy Kerr  
16621

NP  
Greg Copeland  
14983

NP  
Jeanelle Foster  
35221

WI  
WRITE-IN\*\*  
1592

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Precinct	Persons Registered as of 7 A.M.	Persons Registered on Election Day	Total Number of Persons Voting
62 0540 : ST. PAUL W-1 P-01	1150	96	1070
62 0550 : ST. PAUL W-1 P-02	2123	429	1978
62 0560 : ST. PAUL W-1 P-03	1858	283	1495
62 0570 : ST. PAUL W-1 P-04	1249	199	1017
62 0580 : ST. PAUL W-1 P-05	1304	202	1070
62 0590 : ST. PAUL W-1 P-06	2759	388	2321
62 0600 : ST. PAUL W-1 P-07	1492	162	1394
62 0610 : ST. PAUL W-1 P-08	2203	313	1995
62 0620 : ST. PAUL W-1 P-09	2276	346	1657
62 0630 : ST. PAUL W-1 P-10	456	258	363
62 0640 : ST. PAUL W-1 P-11	1107	199	845
62 0650 : ST. PAUL W-1 P-12	333	23	314
62 0660 : ST. PAUL W-1 P-13	1181	100	1098
62 0670 : ST. PAUL W-1 P-14	932	100	695
62 0675 : ST. PAUL W-1 P-15	517	87	412
62 0678 : ST. PAUL W-1 P-16	236	25	190
62 0679 : ST. PAUL W-1 P-17	260	39	181
62 0680 : ST. PAUL W-2 P-01	1572	148	1492
62 0690 : ST. PAUL W-2 P-02	1682	94	1576
62 0700 : ST. PAUL W-2 P-03	2350	288	2159
62 0710 : ST. PAUL W-2 P-04	1568	151	1435
62 0720 : ST. PAUL W-2 P-05	2301	280	2080
62 0730 : ST. PAUL W-2 P-06	629	66	549
62 0740 : ST. PAUL W-2 P-07	2021	287	1849
62 0750 : ST. PAUL W-2 P-08	1307	150	948
62 0760 : ST. PAUL W-2 P-09	2022	255	1820
62 0770 : ST. PAUL W-2 P-10	120	16	40

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Precinct	Persons Registered as of 7 A.M.	Persons Registered on Election Day	Total Number of Persons Voting
62 0780 : ST. PAUL W-2 P-11	2535	401	2375
62 0790 : ST. PAUL W-2 P-12	1694	168	1534
62 0800 : ST. PAUL W-2 P-13	1404	205	1255
62 0810 : ST. PAUL W-2 P-14	1628	188	1415
62 0820 : ST. PAUL W-2 P-15	2593	472	2234
62 0840 : ST. PAUL W-3 P-01	2109	107	1973
62 0850 : ST. PAUL W-3 P-02	2460	166	2342
62 0860 : ST. PAUL W-3 P-03	2681	217	2497
62 0870 : ST. PAUL W-3 P-04	1331	209	1296
62 0880 : ST. PAUL W-3 P-05	1827	195	1704
62 0890 : ST. PAUL W-3 P-06	2135	178	2021
62 0900 : ST. PAUL W-3 P-07	1307	200	1217
62 0910 : ST. PAUL W-3 P-08	1600	84	1470
62 0920 : ST. PAUL W-3 P-09	2462	171	2313
62 0930 : ST. PAUL W-3 P-10	1682	140	1522
62 0940 : ST. PAUL W-3 P-11	1684	256	1488
62 0950 : ST. PAUL W-3 P-12	1852	139	1752
62 0960 : ST. PAUL W-3 P-13	1839	140	1717
62 0970 : ST. PAUL W-3 P-14	3564	215	3358
62 1000 : ST. PAUL W-4 P-01	1581	133	1504
62 1010 : ST. PAUL W-4 P-02	1270	78	1220
62 1020 : ST. PAUL W-4 P-03	2076	303	1869
62 1030 : ST. PAUL W-4 P-04	1840	205	1747
62 1040 : ST. PAUL W-4 P-05	1361	176	1312
62 1050 : ST. PAUL W-4 P-06	1623	731	1818
62 1060 : ST. PAUL W-4 P-07	1862	287	1854
62 1070 : ST. PAUL W-4 P-08	2170	253	1968
62 1080 : ST. PAUL W-4 P-09	1618	221	1423
62 1090 : ST. PAUL W-4 P-10	2005	216	1862



Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Precinct	Persons Registered as of 7 A.M.	Persons Registered on Election Day	Total Number of Persons Voting
62 1100 : ST. PAUL W-4 P-11	2303	193	2101
62 1110 : ST. PAUL W-4 P-12	1686	215	1557
62 1120 : ST. PAUL W-4 P-13	1672	314	1527
62 1130 : ST. PAUL W-4 P-14	1408	152	1259
62 1140 : ST. PAUL W-4 P-15	1515	123	1410
62 1160 : ST. PAUL W-5 P-01	2037	135	1884
62 1170 : ST. PAUL W-5 P-02	2470	160	2304
62 1180 : ST. PAUL W-5 P-03	1998	203	1810
62 1190 : ST. PAUL W-5 P-04	3382	513	2797
62 1200 : ST. PAUL W-5 P-05	1847	279	1378
62 1210 : ST. PAUL W-5 P-06	1865	227	1470
62 1220 : ST. PAUL W-5 P-07	1150	180	883
62 1230 : ST. PAUL W-5 P-08	2190	382	1824
62 1240 : ST. PAUL W-5 P-09	1764	297	1337
62 1250 : ST. PAUL W-5 P-10	598	114	441
62 1290 : ST. PAUL W-6 P-01	1394	126	1164
62 1300 : ST. PAUL W-6 P-02	1258	126	1161
62 1310 : ST. PAUL W-6 P-03	1466	210	1268
62 1320 : ST. PAUL W-6 P-04	1846	293	1536
62 1330 : ST. PAUL W-6 P-05	2159	339	1656
62 1340 : ST. PAUL W-6 P-06	2346	399	1907
62 1350 : ST. PAUL W-6 P-07	601	135	487
62 1360 : ST. PAUL W-6 P-08	1465	311	1227
62 1370 : ST. PAUL W-6 P-09	2260	350	1864
62 1380 : ST. PAUL W-6 P-10	1001	121	884
62 1390 : ST. PAUL W-6 P-11	1599	217	1416
62 1400 : ST. PAUL W-6 P-12	1133	129	935
62 1430 : ST. PAUL W-7 P-01	2031	345	1550
62 1440 : ST. PAUL W-7 P-02	1265	182	1030

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Precinct	Persons Registered as of 7 A.M.	Persons Registered on Election Day	Total Number of Persons Voting
62 1450 : ST. PAUL W-7 P-03	1421	248	1190
62 1460 : ST. PAUL W-7 P-04	898	128	751
62 1470 : ST. PAUL W-7 P-05	1350	147	1144
62 1480 : ST. PAUL W-7 P-06	1399	172	1121
62 1490 : ST. PAUL W-7 P-07	1169	194	971
62 1500 : ST. PAUL W-7 P-08	1696	238	1452
62 1510 : ST. PAUL W-7 P-09	1531	192	1244
62 1520 : ST. PAUL W-7 P-10	1386	183	1233
62 1530 : ST. PAUL W-7 P-11	1293	235	1016
62 1540 : ST. PAUL W-7 P-12	2586	347	2288
62 1550 : ST. PAUL W-7 P-13	1877	210	1630
Independent School District No. 625 (ST PAUL) Total:	159116	20502	140210

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	NP Eduardo Barrera	NP Tony Klehr	NP Cindy Kerr	NP Greg Copeland	NP Jeanelle Foster
62 0540 : ST. PAUL W-1 P-01	145	15	86	94	359
62 0550 : ST. PAUL W-1 P-02	235	101	249	171	442
62 0560 : ST. PAUL W-1 P-03	209	34	156	189	457
62 0570 : ST. PAUL W-1 P-04	148	47	130	86	294
62 0580 : ST. PAUL W-1 P-05	129	42	140	89	344
62 0590 : ST. PAUL W-1 P-06	274	49	215	191	769
62 0600 : ST. PAUL W-1 P-07	202	26	118	120	402
62 0610 : ST. PAUL W-1 P-08	277	36	181	193	525
62 0620 : ST. PAUL W-1 P-09	256	143	292	158	317
62 0630 : ST. PAUL W-1 P-10	67	27	71	34	68
62 0640 : ST. PAUL W-1 P-11	83	61	128	60	188
62 0650 : ST. PAUL W-1 P-12	42	8	32	26	86
62 0660 : ST. PAUL W-1 P-13	163	28	110	85	286
62 0670 : ST. PAUL W-1 P-14	91	39	98	41	98
62 0675 : ST. PAUL W-1 P-15	51	21	58	51	93
62 0678 : ST. PAUL W-1 P-16	17	8	24	17	53
62 0679 : ST. PAUL W-1 P-17	25	6	32	23	38
62 0680 : ST. PAUL W-2 P-01	363	46	119	125	376
62 0690 : ST. PAUL W-2 P-02	289	28	125	139	467
62 0700 : ST. PAUL W-2 P-03	300	57	200	292	556
62 0710 : ST. PAUL W-2 P-04	258	31	112	87	376
62 0720 : ST. PAUL W-2 P-05	333	66	229	244	491
62 0730 : ST. PAUL W-2 P-06	88	14	69	51	127
62 0740 : ST. PAUL W-2 P-07	280	53	171	220	439
62 0750 : ST. PAUL W-2 P-08	142	31	128	131	184
62 0760 : ST. PAUL W-2 P-09	282	63	213	146	419
62 0770 : ST. PAUL W-2 P-10	7	5	6	7	5

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	NP Eduardo Barrera	NP Tony Klehr	NP Cindy Kerr	NP Greg Copeland	NP Jeanelle Foster
62 0780 : ST. PAUL W-2 P-11	351	82	270	196	584
62 0790 : ST. PAUL W-2 P-12	292	39	176	171	388
62 0800 : ST. PAUL W-2 P-13	294	24	139	139	269
62 0810 : ST. PAUL W-2 P-14	359	66	177	128	248
62 0820 : ST. PAUL W-2 P-15	607	97	253	181	437
62 0840 : ST. PAUL W-3 P-01	211	39	174	224	613
62 0850 : ST. PAUL W-3 P-02	277	86	193	237	618
62 0860 : ST. PAUL W-3 P-03	315	57	236	276	702
62 0870 : ST. PAUL W-3 P-04	177	26	140	105	398
62 0880 : ST. PAUL W-3 P-05	198	93	198	187	371
62 0890 : ST. PAUL W-3 P-06	244	68	227	239	500
62 0900 : ST. PAUL W-3 P-07	178	12	70	75	412
62 0910 : ST. PAUL W-3 P-08	184	25	113	138	456
62 0920 : ST. PAUL W-3 P-09	297	53	278	272	573
62 0930 : ST. PAUL W-3 P-10	192	26	116	192	388
62 0940 : ST. PAUL W-3 P-11	222	73	209	156	258
62 0950 : ST. PAUL W-3 P-12	263	31	155	176	490
62 0960 : ST. PAUL W-3 P-13	274	56	204	171	452
62 0970 : ST. PAUL W-3 P-14	523	104	318	378	725
62 1000 : ST. PAUL W-4 P-01	139	25	122	120	525
62 1010 : ST. PAUL W-4 P-02	101	16	67	83	644
62 1020 : ST. PAUL W-4 P-03	229	70	198	129	479
62 1030 : ST. PAUL W-4 P-04	218	53	149	141	476
62 1040 : ST. PAUL W-4 P-05	196	37	135	120	318
62 1050 : ST. PAUL W-4 P-06	188	72	164	166	280
62 1060 : ST. PAUL W-4 P-07	197	44	178	212	464
62 1070 : ST. PAUL W-4 P-08	231	54	151	138	729
62 1080 : ST. PAUL W-4 P-09	184	41	110	126	428

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	NP Eduardo Barrera	NP Tony Klehr	NP Cindy Kerr	NP Greg Copeland	NP Jeanelle Foster
62 1090 : ST. PAUL W-4 P-10	309	52	180	155	486
62 1100 : ST. PAUL W-4 P-11	258	57	231	200	624
62 1110 : ST. PAUL W-4 P-12	187	46	209	122	404
62 1120 : ST. PAUL W-4 P-13	228	49	168	115	480
62 1130 : ST. PAUL W-4 P-14	153	15	124	121	461
62 1140 : ST. PAUL W-4 P-15	171	19	160	157	443
62 1160 : ST. PAUL W-5 P-01	241	54	190	248	502
62 1170 : ST. PAUL W-5 P-02	292	65	210	302	695
62 1180 : ST. PAUL W-5 P-03	213	62	235	155	555
62 1190 : ST. PAUL W-5 P-04	357	157	485	348	599
62 1200 : ST. PAUL W-5 P-05	138	54	229	177	246
62 1210 : ST. PAUL W-5 P-06	172	98	263	204	308
62 1220 : ST. PAUL W-5 P-07	119	30	112	121	210
62 1230 : ST. PAUL W-5 P-08	249	133	335	199	386
62 1240 : ST. PAUL W-5 P-09	219	73	241	145	337
62 1250 : ST. PAUL W-5 P-10	67	22	91	39	84
62 1290 : ST. PAUL W-6 P-01	162	50	185	162	222
62 1300 : ST. PAUL W-6 P-02	126	38	110	167	319
62 1310 : ST. PAUL W-6 P-03	164	89	217	197	232
62 1320 : ST. PAUL W-6 P-04	186	47	181	229	373
62 1330 : ST. PAUL W-6 P-05	248	125	261	179	309
62 1340 : ST. PAUL W-6 P-06	215	126	354	238	378
62 1350 : ST. PAUL W-6 P-07	51	15	67	72	115
62 1360 : ST. PAUL W-6 P-08	187	53	186	123	263
62 1370 : ST. PAUL W-6 P-09	194	72	193	235	373
62 1380 : ST. PAUL W-6 P-10	120	50	173	129	137
62 1390 : ST. PAUL W-6 P-11	171	67	207	221	318
62 1400 : ST. PAUL W-6 P-12	106	48	131	119	191

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	NP Eduardo Barrera	NP Tony Klehr	NP Cindy Kerr	NP Greg Copeland	NP Jeanelle Foster
62 1430 : ST. PAUL W-7 P-01	227	37	218	195	388
62 1440 : ST. PAUL W-7 P-02	143	36	147	150	252
62 1450 : ST. PAUL W-7 P-03	169	80	204	132	279
62 1460 : ST. PAUL W-7 P-04	98	28	135	84	143
62 1470 : ST. PAUL W-7 P-05	125	47	131	135	313
62 1480 : ST. PAUL W-7 P-06	150	61	203	137	195
62 1490 : ST. PAUL W-7 P-07	129	65	167	117	147
62 1500 : ST. PAUL W-7 P-08	188	93	292	201	255
62 1510 : ST. PAUL W-7 P-09	149	57	162	229	273
62 1520 : ST. PAUL W-7 P-10	142	48	125	207	274
62 1530 : ST. PAUL W-7 P-11	126	67	224	116	171
62 1540 : ST. PAUL W-7 P-12	323	94	287	272	565
62 1550 : ST. PAUL W-7 P-13	212	75	186	183	432
Total:	<b>19381</b>	<b>5108</b>	<b>16621</b>	<b>14983</b>	<b>35221</b>

Precinct	WI WRITE-IN**
62 0540 : ST. PAUL W-1 P-01	8
62 0550 : ST. PAUL W-1 P-02	25
62 0560 : ST. PAUL W-1 P-03	16
62 0570 : ST. PAUL W-1 P-04	11
62 0580 : ST. PAUL W-1 P-05	17
62 0590 : ST. PAUL W-1 P-06	24
62 0600 : ST. PAUL W-1 P-07	14
62 0610 : ST. PAUL W-1 P-08	20
62 0620 : ST. PAUL W-1 P-09	23

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	WI WRITE-IN**
62 0630 : ST. PAUL W-1 P-10	5
62 0640 : ST. PAUL W-1 P-11	9
62 0650 : ST. PAUL W-1 P-12	4
62 0660 : ST. PAUL W-1 P-13	13
62 0670 : ST. PAUL W-1 P-14	6
62 0675 : ST. PAUL W-1 P-15	9
62 0678 : ST. PAUL W-1 P-16	2
62 0679 : ST. PAUL W-1 P-17	1
62 0680 : ST. PAUL W-2 P-01	12
62 0690 : ST. PAUL W-2 P-02	7
62 0700 : ST. PAUL W-2 P-03	26
62 0710 : ST. PAUL W-2 P-04	14
62 0720 : ST. PAUL W-2 P-05	25
62 0730 : ST. PAUL W-2 P-06	4
62 0740 : ST. PAUL W-2 P-07	17
62 0750 : ST. PAUL W-2 P-08	12
62 0760 : ST. PAUL W-2 P-09	19
62 0770 : ST. PAUL W-2 P-10	0
62 0780 : ST. PAUL W-2 P-11	21
62 0790 : ST. PAUL W-2 P-12	19
62 0800 : ST. PAUL W-2 P-13	11
62 0810 : ST. PAUL W-2 P-14	23
62 0820 : ST. PAUL W-2 P-15	27
62 0840 : ST. PAUL W-3 P-01	25
62 0850 : ST. PAUL W-3 P-02	38
62 0860 : ST. PAUL W-3 P-03	25
62 0870 : ST. PAUL W-3 P-04	7
62 0880 : ST. PAUL W-3 P-05	22

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	WI WRITE-IN**
62 0890 : ST. PAUL W-3 P-06	25
62 0900 : ST. PAUL W-3 P-07	16
62 0910 : ST. PAUL W-3 P-08	14
62 0920 : ST. PAUL W-3 P-09	16
62 0930 : ST. PAUL W-3 P-10	38
62 0940 : ST. PAUL W-3 P-11	14
62 0950 : ST. PAUL W-3 P-12	16
62 0960 : ST. PAUL W-3 P-13	20
62 0970 : ST. PAUL W-3 P-14	46
62 1000 : ST. PAUL W-4 P-01	11
62 1010 : ST. PAUL W-4 P-02	8
62 1020 : ST. PAUL W-4 P-03	18
62 1030 : ST. PAUL W-4 P-04	25
62 1040 : ST. PAUL W-4 P-05	15
62 1050 : ST. PAUL W-4 P-06	20
62 1060 : ST. PAUL W-4 P-07	26
62 1070 : ST. PAUL W-4 P-08	23
62 1080 : ST. PAUL W-4 P-09	17
62 1090 : ST. PAUL W-4 P-10	13
62 1100 : ST. PAUL W-4 P-11	15
62 1110 : ST. PAUL W-4 P-12	19
62 1120 : ST. PAUL W-4 P-13	16
62 1130 : ST. PAUL W-4 P-14	9
62 1140 : ST. PAUL W-4 P-15	16
62 1160 : ST. PAUL W-5 P-01	17
62 1170 : ST. PAUL W-5 P-02	28
62 1180 : ST. PAUL W-5 P-03	12
62 1190 : ST. PAUL W-5 P-04	33



Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	WI WRITE-IN**
62 1200 : ST. PAUL W-5 P-05	20
62 1210 : ST. PAUL W-5 P-06	17
62 1220 : ST. PAUL W-5 P-07	13
62 1230 : ST. PAUL W-5 P-08	17
62 1240 : ST. PAUL W-5 P-09	19
62 1250 : ST. PAUL W-5 P-10	3
62 1290 : ST. PAUL W-6 P-01	15
62 1300 : ST. PAUL W-6 P-02	15
62 1310 : ST. PAUL W-6 P-03	15
62 1320 : ST. PAUL W-6 P-04	22
62 1330 : ST. PAUL W-6 P-05	25
62 1340 : ST. PAUL W-6 P-06	28
62 1350 : ST. PAUL W-6 P-07	5
62 1360 : ST. PAUL W-6 P-08	8
62 1370 : ST. PAUL W-6 P-09	11
62 1380 : ST. PAUL W-6 P-10	14
62 1390 : ST. PAUL W-6 P-11	16
62 1400 : ST. PAUL W-6 P-12	10
62 1430 : ST. PAUL W-7 P-01	25
62 1440 : ST. PAUL W-7 P-02	12
62 1450 : ST. PAUL W-7 P-03	25
62 1460 : ST. PAUL W-7 P-04	9
62 1470 : ST. PAUL W-7 P-05	6
62 1480 : ST. PAUL W-7 P-06	12
62 1490 : ST. PAUL W-7 P-07	16
62 1500 : ST. PAUL W-7 P-08	17
62 1510 : ST. PAUL W-7 P-09	13
62 1520 : ST. PAUL W-7 P-10	15

Detail of Election Results  
Independent School District No. 625 (ST PAUL)  
Tuesday, November 8, 2016 STATE GENERAL ELECTION

Office Title: Special Election for School Board Member at Large (ISD #625)

Precinct	WI WRITE-IN**
62 1530 : ST. PAUL W-7 P-11	24
62 1540 : ST. PAUL W-7 P-12	27
62 1550 : ST. PAUL W-7 P-13	11
Total:	<b>1592</b>

We, the school board members of Independent School District No. 625 (ST PAUL), certify that we have canvassed the returns of the STATE GENERAL ELECTION held on Tuesday, November 8, 2016 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

As appears by the returns of the election precincts voting in this election, duly returned to, filed, opened, and canvassed, and now remaining on file in the office of the clerk of Independent School District No. 625 (ST PAUL).

Witness our official signature at \_\_\_\_\_ in \_\_\_\_\_ County this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
School Board Member

State of Minnesota  
Independent School District No. 625 (ST PAUL)

I, \_\_\_\_\_, Clerk of the Independent School District No. 625 (ST PAUL) do hereby certify the within and foregoing \_\_\_\_\_ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 625 (ST PAUL) STATE GENERAL ELECTION held on Tuesday, November 8, 2016.

Witness my hand and official seal of office this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

\_\_\_\_\_

**Board of Education Meetings**

(Regular meetings at 6:05 unless otherwise noted)

- 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

**Committee of the Board Meetings**

(4:30 p.m. 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