



# **Saint Paul Public Schools**

## **Regular Meeting**

**Tuesday, October 16, 2012 5:45 PM**

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

**BOARD OF EDUCATION**



**Jean O'Connell**  
*Chair*



**Elona Street-Stewart**  
*Vice Chair*



**Mary Doran**  
*Clerk*



**Keith Hardy**  
*Treasurer*



**John Brodrick**  
*Director*



**Anne Carroll**  
*Director*



**Louise Seeba**  
*Director*



**ADMINISTRATION**  
**Valeria S. Silva**  
*Superintendent*

**BOARD OF EDUCATION COMMITTEES**

**Committee of the Board – Elona Street-Stewart, Chair**

**SPPS VISION STATEMENT**

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

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

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

**HIGH ACHIEVEMENT**

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

**MEANINGFUL CONNECTIONS**

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

**RESPECTFUL ENVIRONMENT**

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

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

**October 16, 2012**  
**5:45 PM**

**A G E N D A**

- I. CALL TO ORDER**
- II. ROLL CALL**
- III. APPROVAL OF THE ORDER OF THE AGENDA**
  - A. Order of the Consent Agenda
  - B. Order of the Main Agenda
- IV. APPROVAL OF THE MINUTES**
  - A. Minutes of the Regular Meeting of the Board of Education of September 18, 2012 6
- V. COMMITTEE REPORTS**
  - A. Committee of the Board Meeting of October 2, 2012 22
- VI. RECOGNITIONS** (Time Certain 6:30 p.m.)
  - A. Acknowledgement of Good Work Provided by Outstanding District Employees and Departments 27
- VII. PUBLIC COMMENT** (Time Certain 7:00 p.m.)
  - A. Heidi Huelster
  - B. Margot isom
  - C. Angie Thornhill
  - D. Nathan Taylor
  - E. Lope Thornhill
  - F. Felicia Widi
  - G. Dominick Widi
  - H. Lexi Widi
- VIII. SUPERINTENDENT'S REPORT**
  - A. Human Resource Review 28

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The Consent Agenda Items below fall under one or more of the following Strategic Plan Goals: 1) Achievement, 2) Alignment and 3) Sustainability.	
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(designee) to Enter Into an Agreement with AVID Center for the Continued Implementation of the AVID Program at the Secondary Level and the Elementary Level	
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**INDEPENDENT SCHOOL DISTRICT NO. 625**  
**Saint Paul, Minnesota**  
**MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION**  
**September 18, 2012**

**I. CALL TO ORDER**

The meeting was called to order at 5:45 p.m.

**II. ROLL CALL**

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

Mr. Hardy arrived at 5:51 p.m.

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

A. Order of the Consent Agenda

**MOTION:** Ms. Street-Stewart moved the Board approve the Order of the Consent Agenda with the exception of Item C1 -- Request for Permission of the Board of Education to Enter into a Contract with Riverside Publishing Company to Provide the CogAT7 (Cognitive Skills Test) to Provide Individualized Learning Outcomes for all Assessed Students and Gifted Identification Based on Local Norming which was pulled for separate consideration. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

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

B. Order of the Main Agenda

**MOTION:** Ms. Seeba moved the Board approve the order of the Main Agenda as published. Motion seconded by Ms. Carroll.

The motion was approved with the following roll call vote:

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

**IV. APPROVAL OF THE MINUTES**

A. Minutes of the Regular Meeting of the Board of Education of August 21, 2012

**MOTION:**                    **Ms. Carroll moved the Board approved the Minutes of the Regular Meeting of the Board of Education of August 21, 2012 as presented. Ms. Doran seconded the motion.**

The motion was approved with the following roll call vote:

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

## **V. COMMITTEE REPORTS**

### **A. Minutes of the Committee of the Board Meeting of September 11, 2012**

The Vice Chair stated this was again a meeting with an extensive agenda starting with the **Final 2011-2012 Budget Revisions**, the Chief Budget Analyst provided information on the FY 12 final budget revisions in the fully financed funds. The changes reflect the latest changes in revenue and expenditure for both General and Community Service Funds. The changes in the General Fund Fully Financed are an increase of \$2,761,759 and represents \$1.9 million in new grants and \$.9 million in revisions to current grants. The Community Service Fund Fully Financed Fund is an increase of \$497,501. The changes reflect \$.3 million in new grants and \$.2 million in revisions to current grants. Final revisions occurred only in these two funds. The adopted revenue budget was \$616,799,328. Revisions were made in the fall and winter and with these final revisions, the total budget being brought forward for approval is \$652,480,798.

The same fund changes were reflected in expenditures. Adopted budget for expenditures was \$636,282,683. Revisions made over the past year show a final revised expenditure budget being brought forward for approval of \$678,504,654.

**RECOMMENDED MOTION:**    **That the Board of Education approve the revised 2011-12 revenue budget of \$652,480,798 and expenditure budget of \$678,504,654 as presented.**

The motion was approved with the following roll call vote:

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

The meeting then moved to an **Initial Discussion of 2012 Payable 2013 Property Tax Levy**. Planning assumptions show all figures reported were based on Administration's best estimates as MDE continues to adjust the SPPS numbers. Administration anticipates minimal change from its estimates and final numbers are expected for the September board meeting.

Administration's recommendation is for the Board to limit the Pay13 levy to no more than the voter approved referendum increase or "hold the line." As a reference, the Pay 12 certified levy figure was \$126,072,575. The Pay 13 figures must be calculated beginning with a number that does not reflect a referendum or a base figure of \$102,556,206. Adding in the referendum figure being requested of the voters and with a reduction to the general fund and debt service levy, the recommended Pay 13 levy figure is \$133,531,520 or an increase of 5.9% over the Pay 12 amount.

**RECOMMENDED MOTION:** That the boards of Education approve the proposed Pay 13 levy as authorized by MDE and approve the final levy to no more than the referendum increase and that they set the taxation hearing for Tuesday, December 4, 2012 at 6:00 p.m.

The motion was approved with the following roll call vote:

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

The question was asked, what is the plan if the referendum does not pass? Response: SPPS will then submit a levy amount as authorized by MDE. If the referendum passes, the final levy will be limited to the amount of the property tax portion of the referendum. Again, if it fails, the Board will have the option to levy the entire amount authorized by the State. Once the amount of the levy is set it cannot be increased.

A report was provided to the Board on the **Year End Strong Schools Strong Communities Plan**. This report will be provided to the community during the Superintendent's report. This was an update to the Board on the progress of the SSSC strategic plan over the past year. The report was structured in three phases:

- Planning/project management
- Implementation/actions taken
- Tracking/reporting and updates.

**RECOMMENDED MOTION:** That the Board of Education accept the Year End Strong Schools Strong Communities Report as presented.

The motion was approved with the following roll call vote:

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

**The Administrative Response to Latino Consent Decree (LCD)** was provided with the reply broken out into three broad categories and individual responses to each point in the initial LCD recommendation.

**RECOMMENDED MOTION:** That the Board of Education approved the administrative response to the Latino Consent Decree with thanks extended to all involved.

The motion was approved with the following roll call vote:

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

Additional areas discussed during the Committee of the Board meeting were: A brief review of the changes being recommended for **Policy 414.00 - Tobacco-Free Environment**

**RECOMMENDED MOTION:** That the Board move Policy 414.00 – Tobacco-Free Environment forward to the September Board meeting for its first reading with the additional edits discussed.

The motion was approved with the following roll call vote:

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

A brief update on the Referendum followed by a work session first to approve **Additional Board Meeting Dates**

- |                |                                                                |
|----------------|----------------------------------------------------------------|
| • March 5      | COB Meeting                                                    |
| • March 19     | Board of Education Meeting                                     |
| • April 2      | COB Meeting                                                    |
| • April 16     | Board of Education Meeting                                     |
| • May 7        | COB Meeting                                                    |
| • May 21       | Board of Education Meeting                                     |
| • June 4       | Special Board of Education Meeting (Non-Renewals) – 4:00 p.m.  |
| • June 11      | COB Meeting                                                    |
| • June 18      | Board of Education Meeting                                     |
| • July 16      | COB Meeting                                                    |
| • July 16      | Board of Education Meeting                                     |
| • July 30      | COB Meeting                                                    |
| • August 20    | Board of Education Meeting                                     |
| • September 10 | COB Meeting                                                    |
| • September 17 | Board of Education Meeting                                     |
| • October 1    | COB Meeting                                                    |
| • October 15   | Board of Education Meeting                                     |
| • October 29   | COB Meeting                                                    |
| • November 12  | SPECIAL Board of Education Meeting (Canvass Votes) – 4:00 p.m. |
| • November 19  | Board of Education Meeting                                     |
| • December 3   | COB Meeting                                                    |
| • December 17  | Board of Education Meeting                                     |

**RECOMMENDED MOTION:** That the Board of Education approved the recommended dates for future Board and Committee of the Board meetings.

The motion was approved with the following roll call vote:

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

There was also a Board check-in on processes and a discussion on **Individual Board Development Plans**.

**MOTION:** Ms. Street-Stewart moved the Board accept the Minutes of the Committee of the Board Meeting of the of September 11, 2012 as presented. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

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

## **VI. RECOGNITIONS**

### **BF 29143** Acknowledgement of the Good Works Provided by Outstanding District Employees and Departments

Jean Ronnei, Nutrition Services Director, was awarded the 2012 Golden Carrot Award. Ronnei earned the national award for her creative and cost-friendly approach to providing healthful obesity-fighting lunch options to the district's 39,000 students each day.

The Physician's Committee for Responsible Medicine (PCRM) established the Golden Carrot Award in 2004 to recognize food service professionals doing an exceptional job of improving the healthfulness of school lunches. PCRM looks for programs that encourage kids to eat fresh fruits and vegetables and that offer plenty of vegetarian, low fat, whole grain and non-dairy options.

## **VII. PUBLIC COMMENT (Time Certain 7:00 p.m.)**

- Kathleen Riley – Support for referendum
- Stephen Sylvander – Changes to education
- Kris Farmer-Lies – Support of tobacco policy
- Rose Lewis – Thanks for assistance with children
- Lisa Heyman – Support as parent, taxpayer and Central PAC for referendum
- Kevin M. – Data privacy issues at school
- Brent Trader – Thanks for allowing students to Breakfast with the Astronaut
- Danette Allrich-Osano – Importance of education to small children – support for referendum
- Cecilia Marquina – Thanks for support of the tobacco policy
- Greg Copeland – Opposition to referendum
- Bob Murray – Opposition to referendum (where is vocational aspect to plan)
- Bev Hanson – Targeting, bullying teachers
- Bob Zick – Cronyism and targeting
- Drew Johnson – Support for referendum
- Leslie Radloff – Plight of district media centers
- Jennifer Patrick – Support for referendum

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

### **A. 2012 Referendum Update**

The Superintendent stated the presentation would outline what has been done to ensure voters understand the referendum issues and the community initiatives that have been undertaken. She stated kids without technological literacy would not be prepared for the future workplace. SPPS is one of a few districts that needs a referendum to accomplish a technology initiative.

The Administrator of Strategic Initiatives stated the presentation would provide the Board an update on the 2012 referendum with additional information on the plan for integrated technology in instruction.

In review, at the July Board meeting the board voted to ask voters, in one question, to renew the current referendum levy of \$657 per pupil for eight years and to increase the levy by \$175 per pupil for eight years. 75% of the 2012 referendum funding would go to continuing current programs. These include:

- Early education – All day Kindergarten at all schools, Pre-Kindergarten and Early Childhood Family Education (ECFE)
- Elementary Schools – math and reading specialists in schools
- Secondary – reduce class sizes for math and science and additional guidance counselors for post-secondary preparation
- Specialized Learning – funding for mandated Special Education and English Language Learner programs and services that are not fully fund by the State (35% of these costs are not funded by the State)

Results from the current referendum investment include:

- 87% of SPPS pre-Kindergartners are on-track for reading
- Students who participated in all-day SPPS Kindergarten performed over 4 percentage points higher on third grade MCA math and reading tests than their classmates who did not attend SPPS Kindergarten
- Student performance on MCA's have increased 9.2 percentage points since 2007 and
- Graduation rates have increased for all student groups
- Dropout rates have been cut in half to 6%.

With the increased referendum funding (\$9 million for integrated technology), SPPS will invest in Learning Transformed by Technology, a personalized learning platform. This can be thought of as a “digital library” of teaching and learning tools. It will combine technology and curriculum in a simple system that works on personal digital devices. It empowers teachers with tools for differentiated instruction, networking with colleagues, sharing best practices and engaging with students and families. This will unleash the potential of students to learn anytime, anywhere, in a way that is customized to their pace and driven by their preferences. The investment will include investments in the platform, leadership and teacher training, classroom support and curriculum development.

Several examples of how students might utilize this system were provided along with demonstrations of technology-enhanced instruction that is already happening in pockets in various SPPS schools. Representatives from Battle Creek and Capitol Hill provided demonstrations of an earth science website and an interactive science blog. They noted the traditional definition of a classroom is gone it is no longer four walls but is expanding through technology to allow students to access learning experiences 24/7. They stated the differentiation piece is one of the greatest assets of this type of learning allowing students to access the instructional information from their comfort level and best learning stance. They indicated SPPS is poised to excel with technology resources, which will actually meet the needs of the students. Technology is important for student and adult learning, growth, accessibility and collaboration. It is data-driven providing additional resources for students and adult learners as well.

#### QUESTIONS/DISCUSSION:

- The Board thanked everyone for their presentations.
- Is it just the one class or are other blogs being done in other schools? Response: This is a new collaboration between science and ELL. It is just beginning to cascade into other areas and other classes.
- Looking at the materials provided and vocabulary words in color – does this increase vocabulary for students? Response: Yes, it has helped. How does this help other classmates? Are students sharing information, experiences? Do students talk about words and concepts? Response: Yes, they talk about it in class.
- Hope was expressed that this does not prevent students from learning together, that it does not isolate them.

- Is Dragon Speak being used for those with a hard time articulating pen to paper? Response: There are a great many tools out there and SPPS is testing them to find the most appropriate. This is an on-going fluid process. Several different tools are currently being used to promote learning.
- What are the challenges for teachers to replicate and do this type of work? Response: The number one challenge is fear of technology. There are tools available for teachers to make it easier to build sites. SPPS needs to spread and sustain the visions already happening and share this knowledge out to others in the district.
- What has been your return on investment over the four years of using of technology? Response: This is supplement to the actual class and was developed to meet the needs of some kids. One major benefit is the ability to use Google Analytics to track the use of the site, to know students are accessing it to supplement their learning.
- Has there been increased achievement in class? Response: Yes, especially with special ed students and ELL students.

The referendum will allow SPPS to coordinate and collaborate to bring these types of learning platforms across the entire district and offer support to those who are developing platforms as well.

#### B. Year End SSSC Review

The Administrator of Strategic Initiatives continued with an update on the SSSC Strategic Plan over the past year. She indicated the update would be provided in three areas: Planning/Project Management, Implementation/Actions Taken and Tracking/Reporting/Updates.

##### 1. Project Management

An implementation plan has been developed to manage the major changes that will occur for the 2013-14 school year. The plan is separated into five categories: School Choice/Transportation, School Programs, Aligned Learning, Infrastructure & Support and Middle Grades Transition.

- School Choice/Transportation – Community School Zones have been determined and a new school choice system will be launched.
- School Programs – several buildings will be transitioned and articulations, pathways and school-specific programs will be confirmed
- Aligned Learning – a framework has been developed and progress on implementation and professional development is being monitored
- Infrastructure and Support – accountability is being established, partnerships explored and budget/finance reviewed
- Middle Grades Transition – teacher certification, recruitment and placement is underway, the Parkway program is being developed, the building transitioned and curriculum and practice development are being implemented.

SSSC has increased the focus on the community with high schools and Grades 6-12 schools transitioned to area-based community schools. Community outreach has increased through various activities implemented this fall.

School allocations have increased with \$18.9 million more allocated directly to schools compared to FY 12. SPPS has met the SSSC class size targets for 2012-13 school allocation projections. SPPS has also met all of the aligned learning indicators in content areas, at all grade levels.

##### 2. Performance Management

More observations, evaluations and performance reviews were conducted than in recent years with approximately 8,000 classroom observations, the evaluation of all principals and 943 performance reviews for district administration.

District Action Teams were established in 2011 and provided recommendations to the District in several areas. The District is tracking the implementation of those recommendations on an on-going basis.

SSSC progress has been tracked through the use of eight vision cards. A one-year cycle has been completed and the schedule for year two has been established.

Some details of the plan have been changed: Regional IB changed from Parkway to Hazel Park due to the requirements of the IB organization. Como Park High School has been made an option for Area C Language Academy students for the 2012-13 school year.

The District will be preparing for major elements of the SSSC Plan that go into effect in the 2013-14 school year: Elementary schools will transition to grades K-5, middle schools will transition to grades 6-8 and community elementary schools will transition to area focus.

#### QUESTIONS/DISCUSSION

- Thanks were extended to staff for the clarification on the processes and the switch from Parkway to Hazel Park for IB
- How much of this report will be provided to the public? Response: It will be posted on the website. DAT teams are being kept informed through periodic updates. There is no plan for media advisories. Information will be shared at the upcoming community meetings in September and it will be shared with the various advisory groups. Principals are being encouraged to provide some of the information in their newsletters and cabinet members are presenting the information at their meetings with various community committees.
- The comment was made SPPS seems to be missing an opportunity here. Hope was expressed that the District might be thinking about a wider reach to communicate it out to the entire community.
- How are different pieces applicable to different audiences? Board members are meeting with district councils and sharing through those meetings.

#### B. Human Resource Transactions

**MOTION:** Ms. Carroll moved the Board of Education accept the Superintendent's Report and approve the Human Resource Transactions for the period July 31, 2012 through August 28, 2012. The motion was seconded by Ms. Street-Stewart.

The motion was approved with the following roll call vote:

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

#### IX. **CONSENT AGENDA.**

**MOTION:** Ms. Carroll moved the Board approve all Consent Agenda Items with the exception of C1 -- Request for Permission of the Board of Education to Enter into a Contract with Riverside Publishing Company to Provide the CogAT7 (Cognitive Skills Test) to Provide Individualized Learning Outcomes for all Assessed Students and Gifted Identification Based on Local Norming which was pulled for separate consideration. Motion seconded by Ms. Seeba.

The motion was approved with the following roll call vote:

Ms. Seeba	Yes
Mr. Hardy	Yes

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

A. Gifts

**BF 29144** Gift Acceptance of Automated External Defibrillators (AED)

That the Board of Education authorizes the Superintendent (designee) to accept the donation and send a letter of appreciation to the Saint Paul Fire Foundation.

**BF 28145** Approval of Gift Accepted from Rondo Parent Group/Benjamin E. Mays PTA

That the Board of Education authorize the Superintendent (designee) to allow Mays IB World School to accept a monetary gift of \$11,169.43 from the Rondo Parent Group/PTA. The total amount will be deposited into the Mays intra-school budget account: 19-424-000-000-5096-0000.

B. Grants

**BF 29146** Request for Permission to Submit Request for \$10,000 from Chelsea Heights Elementary to Allina Health School Health Connection for Funding for Playground Equipment

That the Board of Education authorize the Superintendent (designee) to submit the application to Allina Health for the purpose of improving healthy lifestyles in the school community; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29147** Request for Permission to Submit Request for \$10,000 from Eastern Heights Elementary School to Allina Health School Health Connection for a Program Emphasizing a "Whole Life" Approach to Nutrition, Activity, and Overall Wellbeing

That the Board of Education authorize the Superintendent (designee) to submit the application to Allina Health for the purpose of improving healthy lifestyles in the school community; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29148** Request for Permission to Submit Request for \$10,000 from Highland Park Elementary to Allina Health School Health Connection to Fund the Purchase of Circuit Training Equipment

That the Board of Education authorize the Superintendent (designee) to submit the application to Allina Health for the purpose of improving healthy lifestyles in the school community; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29149** Request for Permission to Submit Request for \$10,000 from Randolph Heights Elementary School to Allina Health School Health Connection for Efforts to Encourage Healthy Lifestyles in Students, Families and Teachers

That the Board of Education authorize the Superintendent (designee) to submit the application to Allina Health for the purpose of improving healthy lifestyles in the school community; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29150** Request for Permission to Submit Request for \$10,000 from St. Anthony Park Elementary School to Allina Health School Health Connection for

Student Voice, Student Choice, a Program That Will Fund the Purchase of Playground Equipment and Will Fund Efforts to Increase Gender Equity in Playground Activities

That the Board of Education authorize the Superintendent (designee) to submit the application to Allina Health for the purpose of improving healthy lifestyles in the school community; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29151**

Request for Permission to Submit Request for \$10,000 from Saint Paul Music Academy to Allina Health School Health Connection Fund the Purchase of Playground Equipment and Efforts to Increase Healthy Food Choices of Students and Families

That the Board of Education authorize the Superintendent (designee) to submit the application to Allina Health for the purpose of improving healthy lifestyles in the school community; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29152**

Request for Permission to Accept a Grant Award from the Capitol Region Watershed District, Saint Paul, MN

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

**BF 29153**

Request Permission to Submit Grant Application and Required Reports for Supplemental Title I Funding Authorized by the No Child Left Behind Act of 2001 (Elementary and Secondary Education Act of 1965) to the Minnesota Department of Education (MDE)

That the Board of Education authorize the Superintendent (or designee) to submit the grant applications for supplemental Title I funding under ESEA/NCLB to the Minnesota Department of Education; to accept funds if awarded; and to implement the project as specified in the award documents.

**BF 29154**

Request for Permission to Submit a Grant Application to the Minnesota Department of Education to Provide Carl D. Perkins Funding

That the Board of Education authorize the Superintendent (designee) to submit an application to the Minnesota Department of Education for approximately \$563,893.20 for FY 2012-2013 from the Carl D. Perkins Vocational and Technology Education Act; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29155**

Request to Accept Grant of \$15,000 from Target to Jackson Elementary for Updates to the School Library, Which Earlier Received a Target/Heart of America Library Makeover

That the Board of Education authorize the Superintendent (designee) to accept the award from Target for the purpose of increasing literacy at Jackson through the activities noted above and to implement the project as specified in the award documents.

**BF 29156**

Request to Accept Grant of \$15,000 from Target to Maxfield Elementary for Updates to the School Library, Which Earlier Received a Target/Heart of America Library Makeover

That the Board of Education authorize the Superintendent (designee) to accept the award from Target for the purpose of increasing literacy at Maxfield through the activities noted above and to implement the project as specified in the award documents.

**BF 29157**

Request to Accept Grant of \$15,000 from Target to Obama Elementary for Updates to the School Library, Which Earlier Received a Target/Heart of America Library Makeover

That the Board of Education authorize the Superintendent (designee) to accept the award from Target for the purpose of increasing literacy at Obama and to implement the project as specified in the award documents.

**BF 29158** Request to Accept Grants of \$25,000 from Target to St. Paul Music Academy (SPMA) and Hancock-Hamline University Collaborative

That the Board of Education authorize the Superintendent (designee) to accept the awards from Target to SPMA and Hancock-Hamline and to implement the project as specified in the award documents.

C. Contracts – Item pulled for separate consideration.

D. Agreements -- None

E. Administrative Items

**BF 29159** 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 for plan years 2013 and 2014, effective January 1, 2013, at the proposed premium renewal rates.

**BF 29160** Employee Dental Insurance Annual Renewal

That the Board of Education approve the contract for employee dental insurance coverage with Delta Dental Plan of Minnesota effective January 1, 2013, at the proposed renewal rates with dental implant coverage.

**BF 29161** Employee Long-Term Disability Insurance

That the Board of Education continue the District's employee long-term disability contract with Hartford for calendar year 2013 at a monthly cost of \$.415 per \$100 of annual salary

**BF 29162** Employee Short-Term Disability Insurance Annual Renewal

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

**BF 29163** Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Minnesota Teamsters Local 320, Exclusive Representative for Nutrition Services Employees

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those nutrition services employees in this District for whom the Minnesota Teamsters Local No. 320 is the exclusive representative; duration of said Agreement is for the period of July 1, 2011 through June 30, 2013.

**BF 29164** Monthly Operating Authority

That the Board of Education approve and ratify the following checks and wire transfers for the period August 1 – August 31, 2012.

(a) General Account	#509383-510337	\$27,871,377.39
	#3016969-3017032	

(b) Debt Service	-0-	\$83,901.95
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(c) Construction	-0-	\$2,703,909.00
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\$30,659,188.34

Included in the above disbursements are payrolls in the amount of \$14,859,363.83 and overtime of \$32,310.43 or 0.22% of payroll.

(d) Collateral Changes None

And, that the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims

under the Workers' Compensation Law falling within the period ending December 18, 2012.

**BF 29165** Professional Services from Toltz, King, Duvall, Anderson (TKDA)  
That the Board of Education authorize the administration to procure professional architectural/engineering services from Toltz, King, Duvall, Anderson (TKDA) as needed, based on a schedule of fees not to exceed \$145.00 per hour.

**BF 29166** Professional Services from U+B Architecture & Design  
That the Board of Education authorize the administration to procure professional architectural/engineering services from U+B Architecture & Design, as needed, based on a schedule of rates not to exceed \$120.00 per hour.

**BF 29167** Revision of Policy Numbers for Bullying and Hazing Policies  
That the Board of Education authorize the Hazing Policy number be restored to 501.00 and that the Bullying Prohibition policy be numbered 505.00.

F. Bids

**BF 29168** Bid # A153981-E -- Frozen Breakfast Products  
That the Board of Education authorize award of bid No. A153981-E for furnishing and delivery of frozen breakfast products during the period of August 1, 2012 through June 30, 2013 to the lowest conforming bidder, Indianhead Foodservice Distribution in the amount of \$444,251.00.00.

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

**BF 29169** Request for Permission of the Board of Education to Enter into a Contract with Riverside Publishing Company to Provide the CogAT7 (Cognitive Skills Test) to Provide Individualized Learning Outcomes for all Assessed Students and Gifted Identification Based on Local Norming

Director Brodrick asked how this new test serves as a better identifier of gifted/talented (GT) children. Response: The Cognitive Skills Test is a switch from the Naglieri Nonverbal Ability Test that has been in use by SPPS for over a decade. SPPS has explored a number of options to provide more data by which to identify students for talent development and accelerated services. COGAT7 appears to be a much better test as it assesses three domains (verbal, quantitative and non-verbal) and creates an ability profile for each student taking the test. So rather than just getting a score back, COGAT7 provides parents and teachers with a full report outlining strengths and areas for improvement along with recommendations for resources for that development. The local norming is part of the task to improve the SPPS identification process. Since the SPPS student population is different from the population the test was normed on SPPS is working with Riverside to validate SPPS's own process in use of the assessment results. It is using the assessment in a different way from what it was originally identified for. Riverside will work with SPPS over the next three years to collect, store and share data. This change will also help by containing costs (they will be comparable to the NNAT) and contributing to the field by expanding the assessment for a different student population from what it was originally normed on. This is a test with a long history. SPPS is hoping to tie it to the SSSC plan to ensure that both equity and excellence are accomplished in the talent development and accelerated services program.

Could you expand on what is meant by gifted and talented, what kinds of different types of gifts and talents can be recognized with this test and how does SPPS plan to provide services to a child once they are assessed as GT? Response: In terms of assessment within the three domains, the assessment provides more information because it captures multiple types of activities that students are tested on. It tests verbal, quantitative and non-verbal (spatial). It helps identify areas of strengths and weaknesses and provides information on how to reinforce the strengths and build up the weaknesses. That information is available

to all teachers and the parents. Part of what has to be done is to use the data to best support the child taking the assessment (both parents and teachers). It is necessary for staff to look at not just the students identified GT but to look at all students who have taken the assessment and the data provided in a multi-tiered system of support for each. What has traditionally been seen, as GT services will be expanding in some ways and provide SPSS the ability to respond to the unique gifts all kids have through another source of information at an earlier point. This will allow SPSS to build capacity to use this effectively within the buildings. This will, however, be a process as this is a very different assessment than what has been used over the last decade.

Does this test actually measure a child's creativity so the teacher would recognize that this child, who may not score high in regular measures, is very, very creative? Does it measure characteristics of creativity in other areas or other talents? Does it allow SPSS to get at some creative aspects? Response: This assessment does allow SPSS to get at some of those creative aspects. It does have a verbal portion and this can be translated to a language to meet particular student needs. The verbal portion also has a creative portion incorporating paper folding. These two aspects get to some of the aspects asked about. Teachers will be able to see why a student was identified as gifted and talented, teachers will also have a profile with recommendations to keep talent areas high and recommendations on how to build up areas where they scored lower. This differentiates learning for each student who took the test through the profiles provided.

#### ADDITIONAL QUESTIONS/DISCUSSION:

- Is this a pilot program in certain schools or particular grades or is it an across the board implementation replacing the NNAT2? Response: This is an across the board implementation.
- The verbal assessment in other languages, how will that be implemented? Response: This will be coordinated with Translation Services with translators reading the exam. Building administration will be responsible for initiating it.
- Excitement was expressed about the partnership to look at norming around SPSS students and the contribution it will make to the field and improve the value of the tool.
- What are the costs to move traditional GT services from schools on that track into more schools? Response: The agreement with the vendor was that they had to come in at a cost similar to what is currently being utilized. The ROI is for the families who have chosen a school but, once the assessment results are provided, need to look for a school that will meet that profile. This change will mean that across the district families will get to stay in the school, they have chosen and they will have the understanding of how to advance their students learning both at home and at school. There are GT services in all of the schools already; this will provide more information to meet the students' needs. The cost is \$75,000 per year.
- What is an example of a non-verbal assessment? Response: Paper folding, picture recognition/definition are a couple.
- What grades are the tests given in? Are there other districts using the test? Response: The test is given universally in Kindergarten and 2<sup>nd</sup> grade. Additionally, anyone can refer a student in grades 1, 3 and 5 for assessment. Minneapolis, South Washington County, Eagan-Apple Valley-Rosemount, Madison, WI, Naperville, IL and Rochester, MN are some districts currently using the assessment.
- How are secondary students assessed? Response: There is no secondary assessment tool. Generally, through communication with counselors, teacher recommendations, students taking advance courses are considered GT eligible especially if they are passing advance courses with a B or better.

**MOTION:** Ms. Carroll moved the Board approve the request for permission of the Board of Education to Enter into a Contract with Riverside Publishing Company to provide the CogAT7 (Cognitive Skills Test) to provide individualized learning outcomes for all assessed students and gifted identification based on local norming. The total costs of services will be paid

for from the Talent Development & Accelerated Services budget # 01-005-218-388-6305-0000. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

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

**X. OLD BUSINESS -- None**

**XI. NEW BUSINESS**

A. Recommendation for Project Labor Agreements on Winter Construction Projects

**BF 29170** Project Labor Agreement - Interior Renovation to Accommodate the L'Etoile Du Nord Program at the Ames Elementary School Building located at 1760 Ames Place

**BF 29171** Project Labor Agreement - Renovation of East Side Community Center - Replacement of Wood Shop Dust Collection System, Installation of Wood Shop Guarding & Construction of Ventilation Improvements in Industrial Arts Area - All at Harding High School, 1540 E. 6th Street

**BF 29172** Project Labor Agreement - Interior Renovations to Accommodate the L'Etoile du Nord Program at the Prosperity Heights Elementary School Building located at 1305 Prosperity Avenue

**BF 29173** Project Labor Agreement -- Interior Renovation of Sheridan Elementary School Building located at 525 North White Bear Avenue

It was noted these four projects all involve industrial arts and improvement to the safety and quality of products used by the students. This demonstrates the District's desire to give students the most up-to-date skills in their pursuit of vocational learning.

**MOTION: Ms. Seeba moved the Board accept the administrative recommendation to utilize PLAs on all four of the projects listed. Ms. Carroll seconded the motion.**

The motion was approved with the following roll call vote:

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

B. First Reading: Policy 414.00 Tobacco-Free Environment

The Administrator of Policy, Planning and Intergovernmental Relations provided an overview of changes made to the policy. These included the addition of a purpose statement, definitions of prohibited items and additional prohibitions being added to policy.

**XII. BOARD OF EDUCATION**

A. Information Requests & Responses -- None

B. Items for Future Agendas

1. A request was made for an Update on Gifted and Talented. Where they are going, what the program is and clarification on the role of the GT Advisory Committee. A presentation from a couple of teachers would be beneficial as well.
2. An update on the process of middle school transitions was also requested.
3. An update on the transportation situation was requested. Response: Things are looking much better with things back to normal operation. The key performance indicator process as been revised to be reviewed on a daily basis. Administration continues to take action with Minnesota Central by moving routes to other companies as drivers become available. A further update will be provided in the Friday communication.

C. Board of Education Reports/Communications -- None

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

- A. Board of Education Meetings (5:45 unless otherwise noted)
- October 16
  - November 13
  - December 4 -- Truth-in-Taxation Hearing – 6:00 p.m.
  - December 18
  - January 15, 2013 – Annual Meeting 4:30 p.m.
  - January 22
  - February 19
  - March 19
  - April 16
  - May 21
  - June 4 -- Special Meeting (Non-Renewals) – 4:00 p.m.
  - June 18
  - July 16
  - August 20
  - September 17
  - October 15
  - November 12 -- Special Meeting (Canvass Votes) – 4:00 p.m.
  - November 19
  - December 17
- B. Committee of the Board Meetings (4:30 unless otherwise noted)
- October 2
  - October 30
  - December 4
  - January 15 (5:00 p.m.)
  - February 5
  - March 5
  - April 2
  - May 7
  - June 11
  - July 16
  - July 30
  - September 10
  - October 1
  - October 29
  - December 3

#### **XIV. ADJOURNMENT**

**MOTION: Ms. Doran moved the meeting adjourn. Ms. Carroll second the motion.**

The motion was approved with the following roll call vote:

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

The meeting adjourned at 8:35 p.m.

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

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

**MEETING MINUTES  
COMMITTEE OF THE BOARD MEETING  
October 2, 2012**

**PRESENT:**

Board of Education:	Elona Street-Stewart, Jean O'Connell, John Brodrick, Mary Doran, Keith Hardy, Louise Seeba, Anne Carroll
Staff:	Michael Baumann, Ivar Nelson, Joe Munnich, Tim Caskey, Andrew Collins, Sharon Freeman, Efe Agbamu, Steve Unowsky, Darlene Fry, Matt Mohs, Michelle Walker, Jacqueline Statum Allen, Jackie Turner, Christine Osorio, Willie Jett, Elizabeth Keenan
Other:	Frank Forsberg, Rachel Oberg-Hanser, Mila Koumpalova

**I. CALL TO ORDER**

The meeting was called to order at 4:32 p.m.

**II. AGENDA**

**A. Update on Twin Cities' Strive Initiative**

Strive originated in the metropolitan area of Cincinnati and Northern Kentucky in 2006. It brings together key individuals and organizations to identify common goals for improving education from early childhood through early employment, to publicly report on progress toward meeting those goals and to use a quality improvement process to remove roadblocks and improve outcomes. It is not intended to operate as a program that provides direct service to students, families or schools. It is a framework that brings educators, youth development organizations, non-profit organizations, philanthropic organizations, businesses, government agencies, political leaders and others together to pursue common goals using data-driven strategies for improvements. It is intended to help meet the needs of communities that are program-rich but system-poor.

Despite millions of dollars of investment and numerous programs by the public, private and nonprofit sectors, the Twin Cities still has

- A gap between students of color and white students that is one of the largest in the nation.
- Unacceptably low graduation rates for children of color and low-income children and
- Disparities in every measure of children's well being.

One of the main reasons the Strive initiative is being implemented in the Twin Cities is "coherence." A growing body of research shows that high-performing educational systems that get all kids (regardless of income, race or gender) to high levels of achievement are defined by their coherence. The pieces fit together from classroom to the community to the family to the policy environment. In the U.S., in general, and the Twin Cities, in particular the educational system can be said to be defined more by major school districts, two cities, two counties and numerous other school districts across the seven county metro area, many of which do not correspond to the cities in which their students reside. There is also a large charter school community, a very high percentage of youngsters in informal, home-based day care and preschool in addition to center-based early childhood programs. A huge array of secondary and postsecondary options becomes available in the high school years.

Strive did an informal survey of initiatives that are underway across the various communities to close educational achievement gaps and found more than 500 distinct initiatives that reported they were working to close the gaps. Those initiatives were focused on many

different priorities and even those that focused on the same priorities often measured success in different ways. There were also few systems for identifying and replicating what does work (best practices) across the community's many educational providers and there was no common "table" for making strategic decisions about the direction of the entire community.

Strive has identified five core elements of Collective Impact:

- A Common Agenda – all participants have a shared vision of change including a common understanding of the problem and a joint approach to solving it through agreed upon actions.
- Shared Measurement – collecting data and measuring results in a timely fashion, consistently across all participants to ensure efforts remain aligned and participants hold each other accountable.
- Mutually Reinforcing Activities – activities must be differentiated while still being coordinated through a mutually reinforcing plan of action
- Continuous Communication – consistent and open communication is needed across the many players to build trust, assure mutual objectives and appreciate common motivation
- Backbone Organization – creating and managing collective impact requires a separate organization with staff and a specific set of skills to serve as the backbone for the entire initiative and to coordinate participating organizations.

Two initial strategic goals proposed for the Twin Cities are:

- Ensuring all students read at grade level by the end of 3<sup>rd</sup> grade and
- Ensuring all students complete a credential or degree after high school.

Strive's Student Roadmap to Success plots the course of a student's journey from cradle to career in a holistic, systemic approach. This is a guide for the student, but also for all members of the community with an interest in seeing that students have successful journeys. It highlights specific research-based competencies and experiences, as well as key transition points to ensure students are on target developmentally. If they are not at these critical points, the potential for long-term success is greatly inhibited.

The Greater Twin Cities United Way will serve as host organization to get Strive off the ground. They will provide in-kind resources, such as office space and HR, as well as a team of interim staff. Primary strategic partners are Wilder Research (providing data gathering and evaluation) and the Minnesota Minority Education Partnership (in the area of community engagement at multiple levels).

The Strive Board is made up of executive representatives from schools and government, community-based organizations and programs, business, higher education and the philanthropic community.

Minnesota Strive's vision is for children of all socio-economic backgrounds to be well prepared for success in the 21<sup>st</sup> Century. Its mission is to dramatically accelerate educational achievement of all children from early childhood through early career through an aligned partnership of community stakeholders. Its aims are to:

- Seek to eliminate racial and economic disparities in student outcomes while accelerating achievement for all
- Bring a sense of urgency to the work
- Make decisions based on high-quality data and analysis
- To hold each other accountable for the success of efforts and relentlessly measure outcomes
- Be willing to engage in difficult discussions of complex issues that impact children's lives and
- Engage both "grass tops" and "grass roots" to produce meaningful and sustainable change.

Phase I of the initiative will focus on the cities of St. Paul and Minneapolis. After demonstrating success in Phase I communities, expansion to additional communities will be considered.

The core components of the partnership are (1) the Strive Board, (2) Community Goals of Kindergarten Readiness, 3<sup>rd</sup> Grade Reading, 8<sup>th</sup> Grade Math, High School Graduation and Postsecondary Credentials. These goals are still being vetted and two additional may be added around youth engagement and college/career readiness. (3) Networks will be made up of big and small providers, intermediaries and funders all working around a certain topic. An initial network might be Early Grade Literacy, which may support both Kindergarten Readiness and 3<sup>rd</sup> Grade Reading goals. Both Metrics (data used for measurement and improvement) and Benchmarks (performance targets) will support the Goals and Networks.

Next steps are the arrival of the Executive Director, Michael Goar, in mid-October; public launch of the Strive Initiative on November 29 at the McNamara Center and establishment of Social Innovation Fund RFPs.

The Social Innovation Fund is a Federal grant distinguished by four key features:

- Support infrastructure – reliance on experienced, knowledgeable grant making intermediaries to select and grow high-impact nonprofits
- Evidence – emphasis on evidence-based decision-making and rigorous evaluations of program results
- Committed Funders – requirements that each Federal dollar be matched 1:1 from private and nonfederal sources by grantees and sub-grantees.
- Scaling Knowledge – commitment to capture, apply and share knowledge gained from the SIF experience.

Minnesota Strive has received a \$5 million grant (\$1 million dollars guaranteed for two years [renewable for up to five years]). Seven to ten grants awards will made in February of 2013 from this initial funding. The purpose is to identify programs in the community showing great promise of closing the gap; making an investment in that program with the expectation there will be some expansion of the program and finally to identify the most promising programs and practices in order to build a stronger body of evidence that what is being done actually works.

#### QUESTIONS/DISCUSSION:

- With the two Superintendents on the Board what is the role of District Boards in this? Response: The Superintendents bring the voice of the St. Paul and Minneapolis School Districts to the table and each represents one voice on the Board. They are equal partners and have been important in the planning and execution of Strive. There are the areas of In-school time. Out-of-school time and family support all of which must be brought into greater alignment. The District School Boards have no roll in taking action on Strive initiatives except when those initiatives are expanded into or added as a new initiative to the district, those will come to the Boards for review/approval.
- The SPROCKETS effort and its attempt to create common metrics--in the long run, will the foundation community and grant giving community start to move away from individual grants to smaller non-profits if they don't buy into the metrics? Response: At this point, we are not sure how future funding will go; there is no evidence that any organizations might lose funding. As an example, if there were the college readiness network and all the out-of-school providers it could be envisioned they would come to some conclusions on what best practices are for out-of-school programs, what the continuum of out-of-school programs might be and this could be wrapped up into a recommendation which can be built into RFPs over time. It could also be used in making grant decisions. This information would be communicated to providers/funders to give them time to align or make change but in the end, Strive aims to align funds with efforts that achieve the greatest results.
- What does Cincinnati do especially well with the high school piece for graduation and students being ready to graduate post secondary? Response: I am not able to answer, as I have not investigated that aspect of the program. Minnesota Strive has not yet built

its networks or put any work in process. There are examples of many successful efforts out there that can be looked at however.

- If you accelerate achievement for all children, how does that close the gap? Response: When you take a macro look at the world and education, U.S. kids are falling behind academically. This was a big debate point for the Board and in discussions with the community. Most preferred being smart about the academic achievement gap but taking a macro or global view over time.
- The gap, in St. Paul, is about race not poverty. If you accelerate everybody, how does that close the gap? Response: We are not there yet. The reason there are 30 people on the Board and all the time has been spent on this is to get serious about accelerating progress on education and closing the achievement gap. The Superintendent did raise this issue to call out efforts SPPS is making to address this. You do however have to accelerate learning particularly for students of color if all are going to make progress and close the achievement gap. While the school districts are part of this effort, this is greater than just the districts; this will engage others with similar but different challenges outside the school district. The Mission reflects the consensus of the group. This is what is needed now to call out immediate challenges.
- As this moves forward, how will collaborative fatigue be avoided and the dilution of energy and effort. Much effort has been put into the "Race to the Top and Promise Neighborhood. How do you get beyond being just one more thing out there? Who will hold all participants to the vision/mission, to the defined direction despite what other "new" things might come up? Response: The premise is that Strive, in its reach within the Twin Cities, would have some ability to influence and/or corral lots of different initiatives and help align them. Strive and Promise Neighborhoods (PN) are very much tried together with PN there to provide the innovation and change and with Strive to scale those efforts out to other neighborhoods. If something new comes up it will need to be looked at and consideration given on how to participate. Long-term, with the structural deficits, there will not be a lot of new money. The future will be about intelligently assessing what works and aligning efforts and resources to get there. We need to find better ways to apply funds; we need to change the status quo.
- How soon will the Executive Director be in a position to talk about communication plans and how to connect with the various networks? Response: There will probably be something at the launch and then more intensive work post holiday. Also, a lot of the discussion and communication crafting will be coming from the networks themselves. As the other like collaboratives come to the table to shape the broader Strive initiative they will look at how this affects them, how they need to shift and how change will happen. That is where many of the "real" conversations will begin.
- With the Business focused partners on the Board, one piece seems to be missing - financial literacy. Will banks be partners or have a voice? Response: These entities would probably be more heavily engaged at the network level in various areas. United Way has built financial literacy aspects in to a large number of its efforts in various areas and this should be true in the Strive initiative as well.
- Will one of the major impacts be to aggressively align measures, benchmarks, data gathering and sharing mechanisms among the non-profits? Yes. The community will also want more; there will be a lot of pressure to broker it better. Promise Neighborhood, if they are successful in St. Paul and Minneapolis, they will be the most on-the-ground agents to getting the brokering relationships tested.
- St. Paul usually comes in second when problems in the Twin Cities are discussed and decisions are made where to put money. How will Strive keep that from happening? Response: This has been and is raised through the advocacy of the Superintendent, the Mayor of St. Paul and other Board members. There is the awareness of this.

Thanks were extended for the information provided and the Board expressed its interest in additional information over time.

B. Standing Item: Policy Update – No update available.

C. Standing Item: Referendum Update

The Strategic Initiatives Administrator provided a brief update on status of 2012 referendum. She indicated the legal notice would be mailed to all property tax payers and households with registered voters (114,000 in total) on October 9. Potential impacts if the referendum should fail will be included on the mailer; these include:

- Larger class sizes
- Cuts to pre-kindergarten full-day kindergarten and Early Childhood Education (ECFE) programs
- Cuts to high school math and science teaching positions
- Cuts to in-school reading and math support for elementary schools
- Elimination of 364 teaching positions

She then presented the informational video that has been developed for the referendum. This will be posted on the SPPS website, links provided in the Bridge and the Communications Department is making copies available to all schools for use in their communities. A shortened version is being prepared in Spanish and Hmong. The link will be provided to Board members so they can share it. It will also be looped on Channel 16.

D. Work Session

1. **Board Listening Sessions**

Board members reviewed locations of previous Listening Sessions and made recommendations for the location of the 2012-13 sessions along with preferred dates. The format will continue as previously structured. The Board secretary was instructed to confirm sites, dates and put the information up on the Board website.

2. **Other Dates for Board Events**

- The date for the Superintendent's evaluation was set as December 11 from 4:00-6:30 p.m. This will be a closed meeting. The packet will be to Board members around 11/21 and must be returned to the Board Chair no later than 12/4. A copy of contract is to be included in the packet
- A Board Governance Retreat was scheduled for Saturday, January 19 (9:00 a.m. to 1:00 p.m.) – various off-site locations were suggested
- Various dates were suggested for dinner with the Minneapolis School Board.

3. **Other Request Items**

- To be added to COB agenda for October 30 – District communication plans on the referendum (both if it should pass and if it should fail).
- To be added to COB agenda for December 4 – Discussion on whether to hold a primary in 2013.
- Plans for the Vento Dinner on October 14.
- At a future COB (sooner rather than later) – Review of various committees reporting to the Board and to Administration. The Executive Committee will review and schedule.

4. **Board Check-In** - This was postponed to the next meeting.

**III. ADJOURNMENT**

<b>MOTION:</b>	<b>Mr. Brodrick moved the meeting adjourn. Ms. Doran seconded the motion.</b>
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<b>Motion passed.</b>
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The meeting adjourned at 7:07 p.m.

Respectfully submitted,  
Marilyn Polsfuss  
Assistant Clerk/Secretary to the Board

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

**DATE:** October 16, 2012

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

**A. PERTINENT FACTS:**

1. **Robin Abel**, Peer Assistance and Review (PAR) Consultant, for receiving the annual Mary McGough award for outstanding service. The award is the highest honor given by the Saint Paul Federation of Teachers in recognition of an individual's outstanding contribution to the advancement of education in Saint Paul's Public Schools.

Mary McGough was an original member of the Saint Paul Federation of Teachers and began her teaching career in 1903. At nearly 60 years old, she was instrumental in the famous 1946 St. Paul teacher's strike both as a strong public speaker outlining the need to improve the standards for students and education in Saint Paul Schools.

Abel has worked for Saint Paul Public Schools since 1977. She received the McGough award at the SPFT annual recognition event this past spring.

2. **Jan Williams**, a teacher at EXPO for Excellence Elementary School, for receiving the first place 2012 3M Innovative Economic Educator Award. **Travis Whiting**, ELL teacher at Hancock-Hamline, for being awarded second place in the elementary division. The Minnesota Council on Economic Education will honor Ms. Williams and Mr. Whiting on November 8, 2012, at their annual EconFest celebration.

EconFest is a celebration of teachers who have demonstrated innovation and leadership in improving economic and personal finance literacy among Minnesota students. The recipients of the 3M Economic Educator Awards provide examples of best practice teaching and help our students become effective decision makers in a changing world.

3. **Charlie Van Heuveln**, an educational assistant for the Focus Beyond Transition program, for being awarded the Charlie Smith award. The award from Access Press recognizes Charlie's long-standing advocacy for persons with disabilities. His work culminated in important legislative action during the 2012 session. As a result of Charlie's efforts, individuals over age 65 with disabilities may continue to work and still receive help with medical expenses. The legislation allows Minnesota citizens who are disabled the opportunity to remain employed if they choose and continue to lead a life of independence.
4. This item is submitted by Michelle J. Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education recognizes the staff and departments acknowledged above for their contributions and outstanding work.



# Human Resources Review

Tim Caskey  
Executive Director, Human Resources  
Christine Osorio  
Executive Director, CIPD

October 16, 2012

# Purpose

To provide the Board of Education with a review of teacher hiring and teacher supports for School Year 2012/2013

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# Agenda

- School year 2012/13 teacher hiring
  - Teacher Hiring Overview
  - Open Positions by Category
  - 3 Year Trend
  - Number of hires
    - Key subject areas
  - Probationary Staff
- Overview of teacher support programs
  - Peer Assistance and Review (PAR)
  - Mentor Program

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# Teacher Hiring Overview

Open Positions = 276

Resignations = 123

Retirements = 56

New Positions = 97

Filled Positions = 276

New Hires = 130

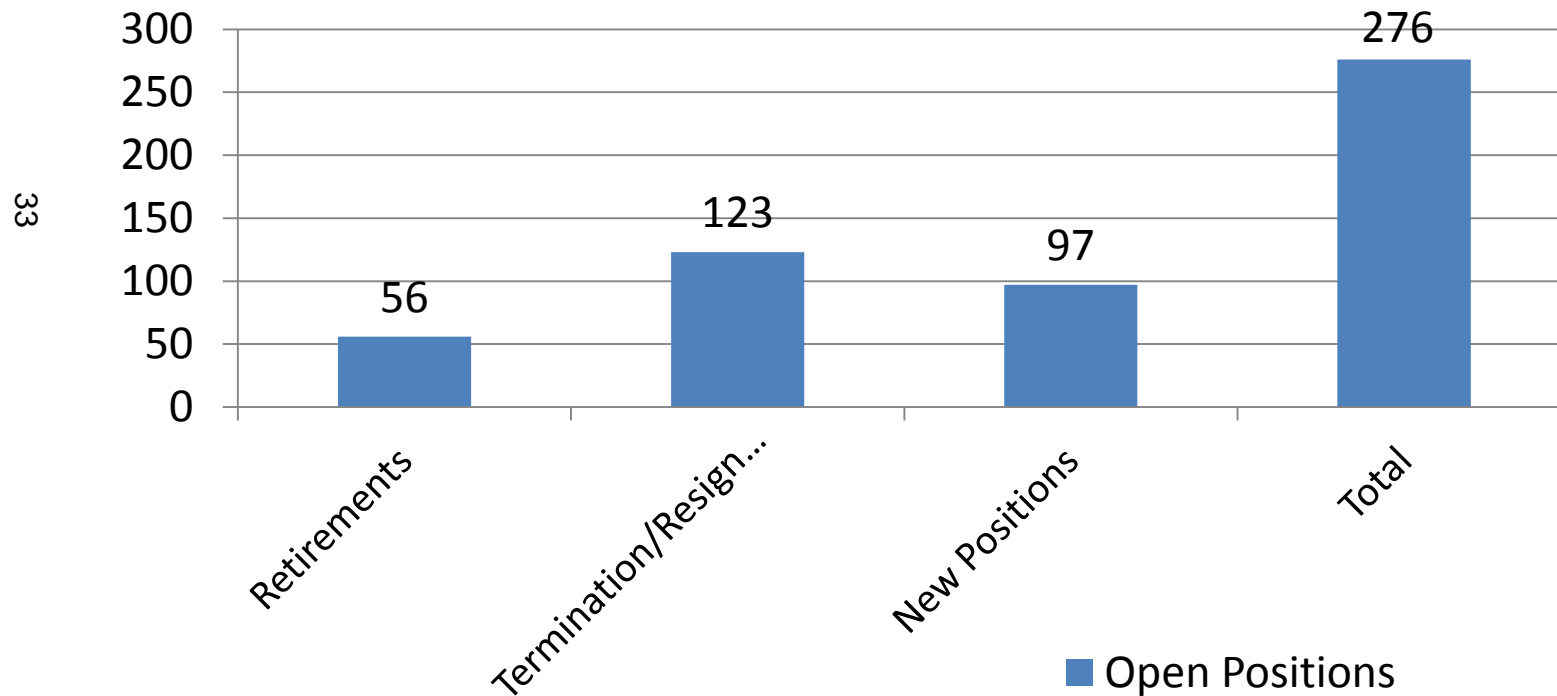
Rehires = 57

Promotions = 19

Temporary to Regular  
Positions = 70

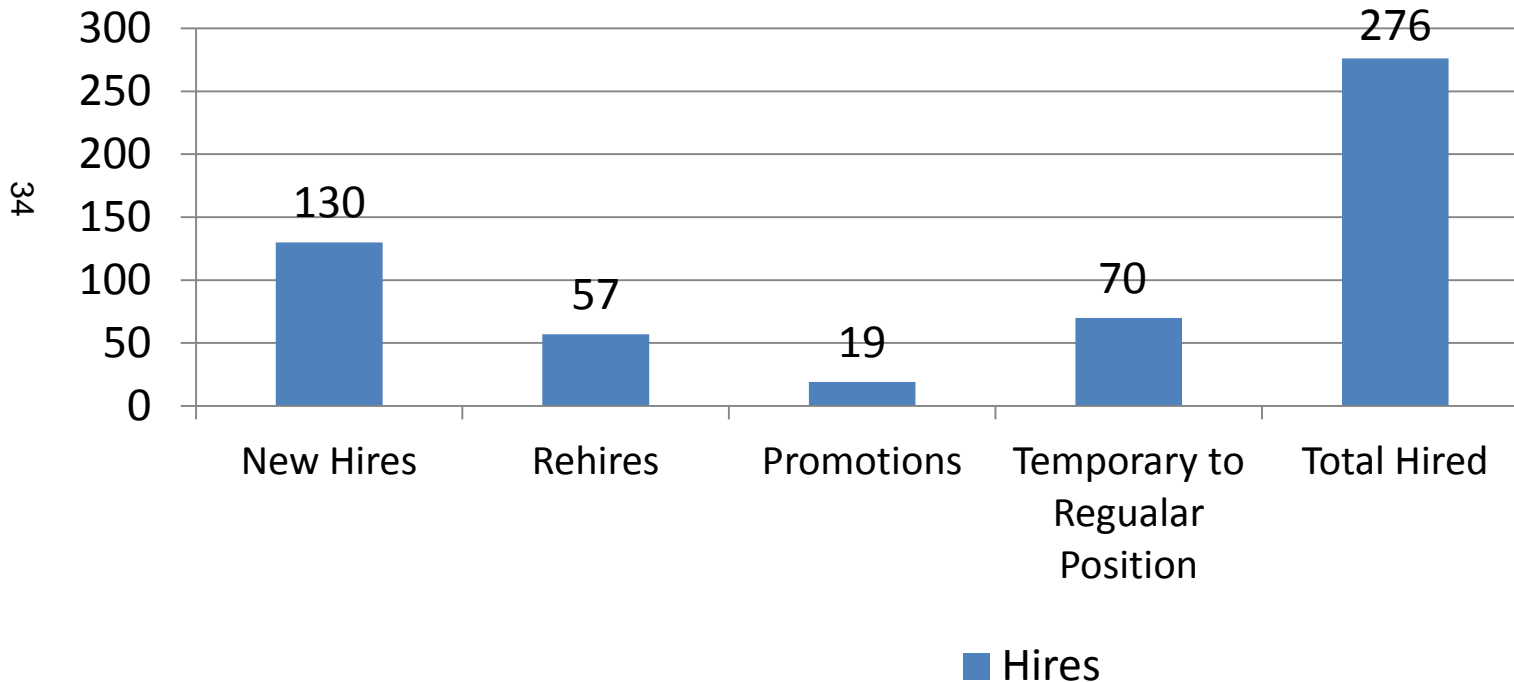
# Open Positions By Category

School Year 2012/2013



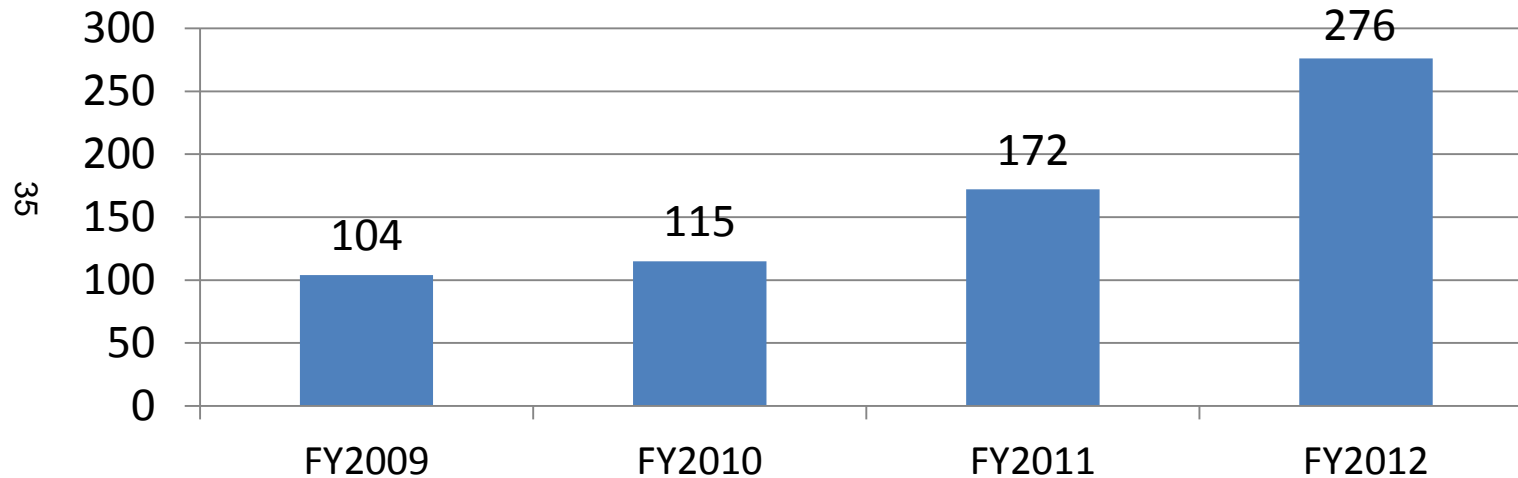
# Teacher Positions Hired By Category

School Year 2012/2013



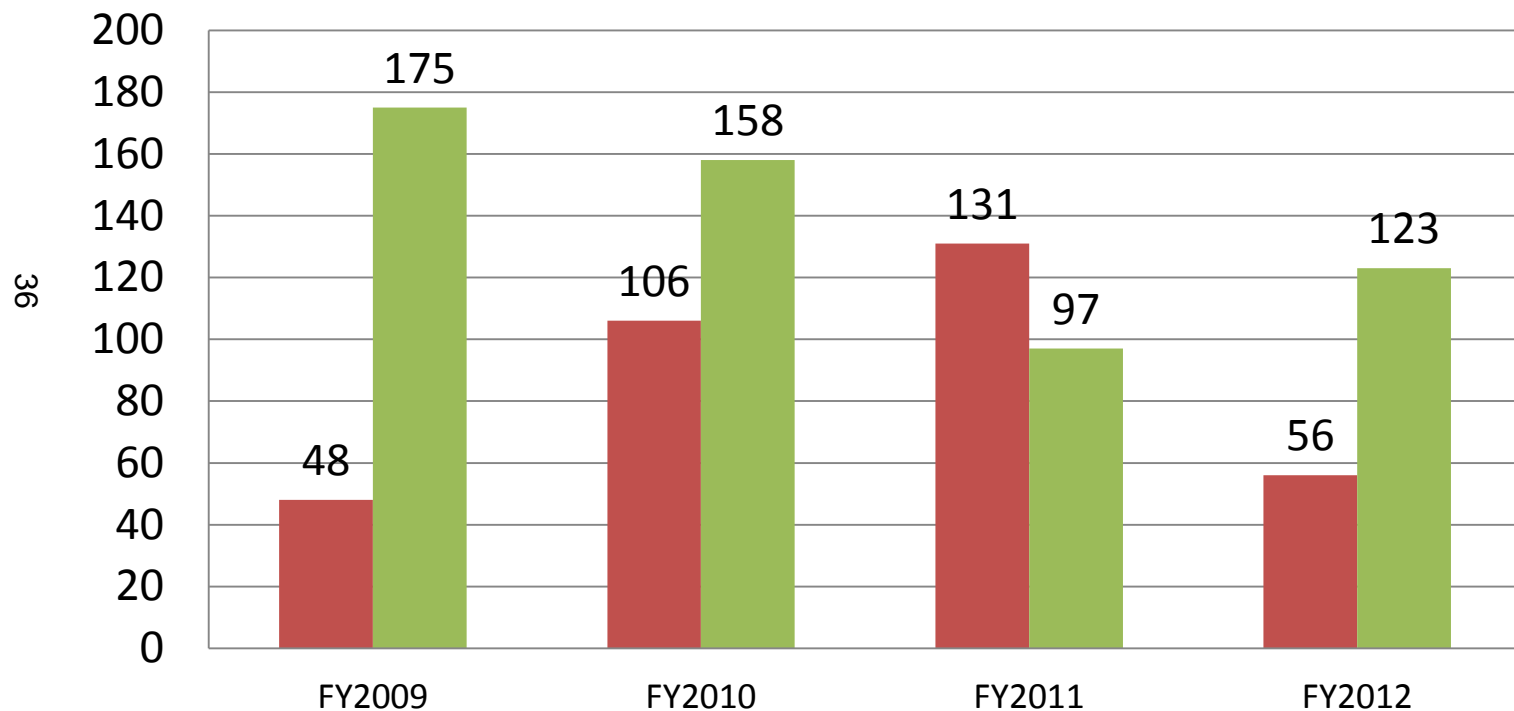
# Teacher Hires

## 3 Year Trend



# Retirement, Termination/Resignation

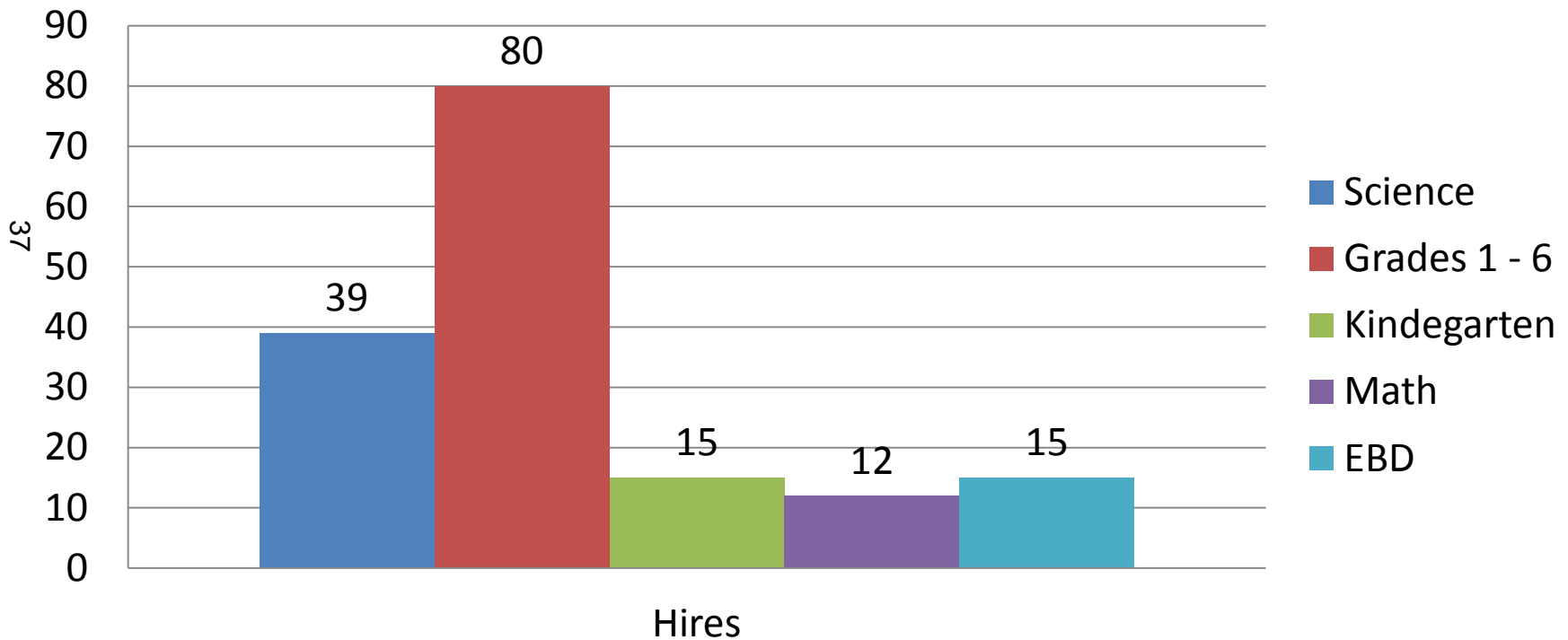
## 3 Year Trend



Note – ERI in FY2010 and FY2011

■ Retirements  
■ Termination/Resignation

# Hiring By Key Subject Areas



# Probationary Staff

## School Year 2012/2013

Position	Year 1	Year 2	Year 3	Total
Teachers	244	201	91	536
Counselors	3	9	2	14
Speech Pathologists	3	7	10	20
Social Workers	0	6	3	9
Occupational Therapists	2	3	1	6
Nurses	2	1	0	3
Others (PT, Psychologist)	1	8	0	9
<b>Total</b>	<b>255</b>	<b>235</b>	<b>107</b>	<b>597</b>

# Peer Assistance and Review (PAR)

- Developed collaboratively by SPFT and SPPS
- Oversight provided by the PAR Board
  - 14 members, 7 union -appointed and 7 district-appointed.
  - Two co-chairs are each union and district appointed roles include:
  - Set program **policies**
  - Establish standards for teacher **evaluation**
  - **Hire** and **assign** consulting teachers
  - **Recommend** future employment status of teachers who receive PAR support
- Lead PAR Consultant is elected annually by the PAR team

# Training for PAR Consultants

- Weekly teaming with Professional Development
- 8-day Cognitive Coaching training
- 40 • Experienced Consulting Teachers mentor new Team Members
- Consulting Teachers shadow each other at school sites
- Goal setting and meta-coaching with lead PAR Consultant

# Supports for Probationary Teachers

- Weekly coaching, collaborating, observation or evaluation based on differentiated needs of the teacher.
- Weekly lesson plans reviewed each week by Consulting Teacher.
- Monthly PD sessions led by the PAR team. Topics are based on new teacher needs.
- Monthly newsletter, *The PAR Press*, to support new teachers.

# Supports for Tenured Teachers

- Teachers on Improvement Plans may access PAR support.
- 42 • Tenured teachers who have changed grade levels, assignments or wanting additional support with an instructional or behavioral strategy.



# Teachers Served

## 2012 – 13

131 teachers in 34 schools currently served

43

## 2011 – 12

130 teachers in 35 schools were served

## 2010 - 11

83 teachers in 41 schools were served

# Teacher Survey Results

Participating tenure-track teachers gave the PAR program an overall rating as follows:

## 2011 – 12

- 63% - excellent or good
- 18% - average
- 19% - fair or poor

## 2010 – 11

- 54% - excellent or good
- 15% - average
- 31% - fair or poor

# PAR for 2012-13

- Current budget \$1.2M
- 12 PAR Consultants (up from 4 in 10-11 and 9 in 11-12)
- On-call PAR Consultants added for each licensure area to support teachers on short-term basis
- Increase online PD offerings
- Assist PAR Board in revising the Standards of Effective Teaching evaluation tool to align to state guidelines
- Develop a plan for sustainment of the PAR program

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# Mentor/Mentee Program

- New teachers not yet served through the PAR program are served through the Mentor/Mentee Program
- Tenured Teachers in similar grade or subject
- Meet/Confer weekly to share information, address problems.
- Observe/Model 6 times per year in classroom

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# Questions



# ***Strong Schools, Strong Communities*** **Implementation**

October 2012



# Purpose



A summary of communications regarding the impact of programming and transportation changes for the 2013/2014 school year



# Agenda




1. Communications to students and families
2. Communications to staff
3. Questions



# Strong Schools, Strong Communities

## Informational Area Meetings




### AREA A

**HOW DO I FIND THE RIGHT SCHOOL FOR MY STUDENT?**

- 1** Make a list of what you want for your child:
  - ☐ I want my child to learn close to home
  - ☐ I want my child to learn close to my work
  - ☐ I want my child to ride the bus
  - ☐ I want my child to become fluent in another language
  - ☐ I want \_\_\_\_\_
  - ☐ I want \_\_\_\_\_

Keeping that list in mind, see the school options inside.
- 2** Remember, you can keep learning close to home by finding your area's Community School(s), designated by a 🏡. Your student is eligible to attend – and eligible to receive transportation to – any community school in your area (walk zones apply). Students in the school's Community School Zone (a specified surrounding geographic area shown on the map inside) will be given preference.
- 3** If you want a Specialized Learning Program (such as science, language immersion or arts), look for the corresponding program symbols next to each school's name. Eligibility requirements may apply.
- 4** Want more options? You can apply to schools listed on the back under "additional options," but you will have to provide your own transportation and will only be accepted if there are seats available.



**Saint Paul**  
PUBLIC SCHOOLS

A World of Opportunities

Page 1

Specialized Learning Programs Symbols  
(Eligibility requirements may apply)

AP Advanced Placement (AP)	HL Hmong Language & Culture
AE Aerospace/Engineering	HS Hmong Studies
AI American Indian Language & Culture	IB International Baccalaureate (IB)
Ar Arts	MI Mandarin Immersion (K-2)
BioSMART	MT Montessori
CH Capitol Hill Gifted & Talented	MU Music (PreK-5)
CS Community School	PS Preparatory School Program (PreK-5)
ES Environmental Science (5-12)	SC Science (PreK-5)
EL Expeditionary Learning (5-12)	SE Spanish/English Two-Way Immersion (PreK-5)
FI Finance	SI Spanish Immersion
FL French Immersion	YR Year-round (PreK-5)
HL Hmong Dual Language (HDL)	

#### ELEMENTARY SCHOOL OPTIONS FOR AREA A

**COMMUNITY SCHOOLS**

**Frost Lake (K-5)** 🏡  
frost.spps.org | 651-293-8930

**Hazel Park Prep (PreK-5)** 🏡 IB  
hpa.spps.org | 651-293-8970

**The Heights (PreK-5)** 🏡  
heights.spps.org | 651-293-8815

**OTHER CHOICES**

**Adams Spanish Immersion (K-5)** SI  
adams.spps.org | 651-298-1595

**American Indian Magnet (PreK-8)** AI  
aims.spps.org | 651-778-3100

**Benjamin E. Mays Magnet (PreK-5)** MT IB  
maysmagnet.spps.org | 651-325-2400

**Capitol Hill Gifted & Talented Magnet (1-8)** CH  
capitolhill.spps.org | 651-325-2500

**Crossroads Montessori, year-round (PreK-5)** MT MI  
crossroads.spps.org | 651-767-8540

**Crossroads Science, year-round (PreK-5)** SC  
crossroads.spps.org | 651-767-8540

**Farnsworth Aerospace - Lower Campus (PreK-4)** AE  
farnsworth.spps.org | 651-293-8675

**Farnsworth Aerospace - Upper Campus (5-8)** AE  
farnsworth.spps.org | 651-293-8880

**Four Seasons Arts+ (PreK-5)** Ar  
fourseasons.spps.org | 651-280-7595

**L'Etoile du Nord French Immersion (Lower Campus - K-1, Upper Campus - 2-5)** FL  
frenchimmersion.spps.org | 651-221-1480

**Mississippi Creative Arts (PreK-5)** Ar  
mississippi.spps.org | 651-293-8840

**Nokomis Montessori - North Campus (PreK-5)** MT  
nokomis.spps.org | 651-293-8857

**Obama, Barack and Michelle (PreK-5)** OB  
obama.spps.org | 651-293-8625

**Phalen Lake Hmong Studies (PreK-5)** HL MI IB  
phalen.spps.org | 651-293-8935

**St. Paul Music Academy (PreK-5)** MU  
spmusicacademy.spps.org | 651-293-8620

**Wellstone, Paul & Sheila (PreK-5)** WSP  
wellstone.spps.org | 651-290-8354

Page 2

- Provides overview of school choices for families in each area
- School choices for each area are outlined
- Questions answered



# *Strong Schools, Strong Communities*

## Informational Area Meetings



- Support staff also available for questions – EL, SpecEd, Transportation, Nutrition, etc.
- Parents notified via backpack mail, email, school posters, phone messages, school websites and newsletters



# *Strong Schools, Strong Communities*

## Informational Area Meetings

- All elementary schools become K – 5 sites
- Sixth grade moves to junior high, strengthening student/teacher relationships
- New Community School Zones ensure families have the best chance of getting into their community schools
- Busing provided to schools within your area, as well as to regional and districtwide magnets



# *Strong Schools, Strong Communities*

## Informational Area Meetings

- 8 meetings planned; 5 remaining

**Thursday, September 27**

Highland Park Senior High  
Area F2

**Thursday, October 4**

Humboldt Secondary  
Area D

**Thursday, October 11**

Como Park Senior High  
Area E

**Thursday, October 25**

Washington Technology  
Area C

**Saturday, October 27**

9:30 a.m. – 11:30 a.m.  
District Admin Building  
All Areas

**Thursday, November 1**

Johnson Senior High  
Area A

**Thursday, November 8**

Harding Senior High  
Area B

**Thursday, November 15**

Central Senior High  
Area F1

- 125 attendees

\*All meetings are from 6:30-8:30 p.m., unless otherwise noted



# *Strong Schools, Strong Communities –* **Getting the information right**



- Working to ensure that staff with public roles understand the plan
- Trying to give families multiple points of information



# *Strong Schools, Strong Communities –* **Getting the information right**



- Video of the plan online for all employees
- Live workshops available for questions and answers
- Webinars in the works
- Ongoing as needed through enrollment deadline



# Questions?



# 2012 Referendum Update

SPPS Board of Education Meeting

October 16, 2012

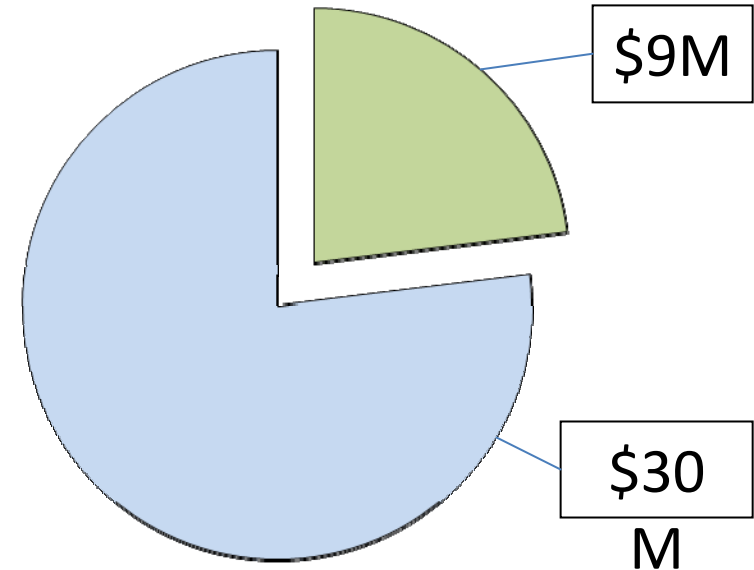


# Purpose

- The purpose of this presentation is provide the board an update on the 2012 referendum, with additional information on:
  - District impacts if the referendum fails
  - 2013 property tax projections
  - An informational video

# Referendum Investments

- 75% of funding would continue current programs
  - All day kindergarten
  - Pre-kindergarten
  - Early Childhood Family Education (ECFE)
  - Math and reading specialists in elementary
  - Reduced class sizes for math and science in secondary
  - Funding for Special Education
  - Funding for and English Language Learner (ELL) programs



- 25% of funding would go to enhancing instruction with technology
  - Allows for personalized learning to meet varied student needs

# Potential Impacts

- **If the referendum does not pass**, likely impacts include:
  - Larger class sizes
  - Cuts to pre-kindergarten, full-day kindergarten, and ECCE programs
  - Cuts to secondary math and science teaching positions
  - Cuts to in-school reading and math support in elementary schools
  - Eliminate 364 teaching positions

# Projected 2013 Property Taxes

- Even if the referendum passes, 2013 taxes are projected to go down for many St. Paul residents.
  - Total combined taxes (City, County, and School District) are projected to go down for the median value home in 12 of the 17 planning districts in the city.
  - This is according to a report by the Joint Property Tax Advisory Committee (JPTAC)

# Video

## 2012 Referendum Informational Video

**HUMAN RESOURCE TRANSACTIONS**  
(August 29, 2012 through September 27, 2012)  
**October 16, 2012**

**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>
Alsleben-Wanless, J.	Classroom Teacher	08/29/2012	\$29.56	Highland Park Senior
Bijoch, S. A.	Classroom Teacher	09/04/2012	\$24.27	Harding Senior High
Colletti, S. P.	Classroom Teacher	08/27/2012	\$46.33	Battle Creek Environmental
Corcoran, L. M.	Classroom Teacher	08/27/2012	\$28.41	Highland Park Senior
Edlund, M.	Classroom Teacher	08/31/2012	\$40.12	Mississippi Creative Arts
Fernandez, M.	Classroom Teacher	08/27/2012	\$27.18	Wellstone Elementary
Foley, E. E.	Classroom Teacher	08/27/2012	\$24.27	Highwood Hills
Freitag, G. N.	Classroom Teacher	08/28/2012	\$26.44	Washington Tech Secondary
Gill, E. P.	Classroom Teacher	10/10/2012	\$40.95	Central Senior High
Hill, E. A.	Classroom Teacher	08/27/2012	\$25.17	JJ Hill Montessori
Lentz, A. M.	Classroom Teacher	08/27/2012	\$25.17	Jackson Preparatory
Lewis, R. G.	Classroom Teacher	08/27/2012	\$36.39	Journey's Secondary
Ludt, P. W.	Classroom Teacher	08/27/2012	\$25.81	Bruce F Vento Elementary
Maher, R. A.	Classroom Teacher	08/27/2012	\$24.27	Highwood Hills
Niemczyk, A. J.	Classroom Teacher	08/29/2012	\$24.27	JJ Hill Montessori
Schmit, E. L.	Classroom Teacher	08/30/2012	\$25.10	Farnsworth Aerospace 5-8
Schoot, J. E.	Classroom Teacher	09/17/2012	\$45.42	Adams Spanish Immersion
Smith, D. A.	Classroom Teacher	09/10/2012	\$42.65	Washington Tech Secondary
Strasser, K. A.	Classroom Teacher	08/27/2012	\$25.17	Hazel Park Preparatory
Swensen, E. R.	Classroom Teacher	08/27/2012	\$43.34	Washington Tech Secondary
Thoemke, M. L.	Classroom Teacher	08/27/2012	\$26.00	Phalen Lake Hmong Studies
Schow, J. E.	Early Education Teacher	09/04/2012	\$36.12	Homecroft Building
Xayamongkhon, L.	Early Education Teacher	08/27/2012	\$23.30	Rondo Education Center
Krebs, J. L.	School/Community Professional	10/04/2012	\$23.52	Ramsey Junior High
Navarro, B. S.	School/Community Professional	09/13/2012	\$19.27	Plato Admin Offices

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**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>
Vang, C.	School/Community Professional	09/04/2012	\$22.10	Humboldt High School
Aggen, M. L.	Education Assistant	08/27/2012	\$21.95	St Anthony Park
Arroyo Rivera, Y. E.	Education Assistant	09/14/2012	\$14.17	Wellstone Elementary
Berenato, M. K.	Education Assistant	09/24/2012	\$20.25	Homecroft Building
Dahlberg, M.	Education Assistant	08/27/2012	\$17.37	Randolph Heights
Johnson, C. M.	Education Assistant	08/27/2012	\$15.31	Expo for Excellence
Johnson, J. A.	Education Assistant	08/27/2012	\$15.31	St Anthony Park
Kyi, M.	Education Assistant	08/27/2012	\$14.72	Four Seasons A+
Miller, G.	Education Assistant	08/27/2012	\$22.79	Expo for Excellence
Wa, T. P.	Education Assistant	09/11/2012	\$13.54	Linwood Monroe Arts K-3
Aden, F. G.	Teaching Assistant	09/04/2012	\$11.78	Capitol Hill Magnet
Alexander, Q. T.	Teaching Assistant	09/17/2012	\$13.51	Wheelock Early Education
Anderson, A. M.	Teaching Assistant	09/04/2012	\$12.32	Battle Creek Middle
Barth, A. A.	Teaching Assistant	09/04/2012	\$12.88	Benjamin Mays/Museum
Bender, J. K.	Teaching Assistant	09/10/2012	\$13.51	Johnson Achievement Plus
Bifulk, L. N.	Teaching Assistant	09/20/2012	\$12.20	Benjamin Mays/Museum
Boone, A. M.	Teaching Assistant	09/04/2012	\$13.32	Harding Senior High
Callister, J. C.	Teaching Assistant	09/10/2012	\$13.00	Highwood Hills
Clark, T. M.	Teaching Assistant	09/24/2012	\$13.51	Battle Creek Middle
Dimapelis, F. M.	Teaching Assistant	09/26/2012	\$12.83	Hancock Hamline Univ
Dykes, R. A.	Teaching Assistant	09/04/2012	\$12.88	Homecroft Building
Fairrow, G. D.	Teaching Assistant	09/20/2012	\$14.51	Rondo Education Center
Fernlund, C. L.	Teaching Assistant	09/04/2012	\$13.51	Cherokee Heights School
Fink, M. R.	Teaching Assistant	09/04/2012	\$12.88	Homecroft Building
Haro, M. C.	Teaching Assistant	09/04/2012	\$12.88	Riverview School

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**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>
Jackson, S. Y.	Teaching Assistant	09/10/2012	\$13.83	Rondo Education Center
Jackson, T. G.	Teaching Assistant	09/10/2012	\$14.51	Benjamin Mays/Museum
Jacques, A. M.	Teaching Assistant	09/04/2012	\$12.83	The Heights Community
Jordan, C. M.	Teaching Assistant	09/19/2012	\$12.20	Adams Spanish Immersion
Lamb, K. E.	Teaching Assistant	09/04/2012	\$12.39	Wellstone Elementary
Lee, P.	Teaching Assistant	09/04/2012	\$11.78	Nokomis Montessori
McCully, E. W.	Teaching Assistant	09/17/2012	\$12.88	Frost Lake Magnet
McEowen, T. R.	Teaching Assistant	09/04/2012	\$14.51	St. Paul Music Academy
Meyer, M. E.	Teaching Assistant	09/17/2012	\$13.51	Linwood Monroe Arts (4-8)
Momanyi, A. S.	Teaching Assistant	09/24/2012	\$13.00	RiverEast Elem/Secondary
Moreira Da Silva Ingersoll, M.	Teaching Assistant	09/10/2012	\$13.51	Wheelock Early Education
Mountain, S. R.	Teaching Assistant	09/10/2012	\$14.51	Highland Park Middle
Nepstad, D. D.	Teaching Assistant	09/10/2012	\$12.83	Highland Park Senior
Nguyen, T. T.	Teaching Assistant	09/24/2012	\$13.51	Hancock Hamline Univ
O'Shaughnessy, M.	Teaching Assistant	09/04/2012	\$13.00	Linwood Monroe Arts (4-8)
Peeters, C. E.	Teaching Assistant	09/17/2012	\$13.00	St Anthony Park
Peterson, T. L.	Teaching Assistant	09/17/2012	\$13.51	Ramsey Junior High
Pucely, A. L.	Teaching Assistant	09/04/2012	\$12.88	Maxfield Magnet
Qamar, A.	Teaching Assistant	09/04/2012	\$13.51	Juvenile Service Center
Radunz, D. P.	Teaching Assistant	09/17/2012	\$14.51	Ramsey Junior High
Reh, P.	Teaching Assistant	09/04/2012	\$11.78	International Academy-LEAP
Roberson, A. K.	Teaching Assistant	09/04/2012	\$12.88	Benjamin Mays/Museum
Rubbert, K. J.	Teaching Assistant	09/04/2012	\$12.88	Homecroft Building
Scott, A. E.	Teaching Assistant	09/04/2012	\$13.00	St. Paul Music Academy
Shanklin, R.	Teaching Assistant	09/04/2012	\$19.74	Obama Service Learning
Sims, L. D.	Teaching Assistant	09/17/2012	\$12.32	Battle Creek Middle

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**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>
Taulelle, K. J.	Teaching Assistant	09/24/2012	\$13.51	RiverEast Elem/Secondary
Thompson, D. S.	Teaching Assistant	09/04/2012	\$11.18	Capitol Hill Magnet
Vogel, A. N.	Teaching Assistant	09/17/2012	\$12.20	Capitol Hill Magnet
Vue, K.	Teaching Assistant	09/24/2012	\$14.51	Washington Tech Secondary
Watson, S. M.	Teaching Assistant	09/04/2012	\$12.88	Ramsey Junior High
Winkels, S. M.	Teaching Assistant	09/10/2012	\$13.83	Benjamin Mays/Museum
Xiong, L. L.	Teaching Assistant	08/29/2012	\$12.88	Expo for Excellence
Page, S. K.	Custodian	08/30/2012	\$22.23	Obama Service Learning
Hightower, A. R.	Professional Employee	10/01/2012	\$21.33	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>
Mjolsness, E. H.	Assistant Principal From: Classroom Teacher	08/22/2012	\$51.18	Johnson Senior High
Kelly, M.	Central Administrator Career Progression	08/13/2012	\$53.87	Colborne Admin Offices
Wall, J. M.	Central Administrator From: Classroom Teacher	08/27/2012	\$45.47	Johnson Senior High
Dundek, A. C.	Classroom Teacher From: Teaching Assistant	08/27/2012	\$24.27	Farnsworth Aerospace 5-8
Kier, T. T.	Classroom Teacher From: Teaching Assistant	08/27/2012	\$25.81	Battle Creek Environmental
Pabon, C. A.	Classroom Teacher From: Teaching Assistant	08/27/2012	\$24.27	Riverview School
Paster, S. J.	Classroom Teacher From: Teaching Assistant	08/27/2012	\$24.27	Como Park Senior High
Perez, N.	Classroom Teacher From: Education Assistant	08/27/2012	\$32.32	Homecroft Building
Foster, I. J.	School/Community Professional From: Teaching Assistant	08/27/2012	\$19.27	RiverEast Elem/Secondary
Gibson, K.	School/Community Professional From: Teaching Assistant	08/27/2012	\$21.00	RiverEast Elem/Secondary

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**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>
Larson, C. F.	School/Community Professional Career Progression	08/27/2012	\$26.20	Daytons Bluff
Shanahan, K. R.	School/Community Professional Career Progression	09/04/2012	\$22.74	Benjamin Mays/Museum
Renn, T.	Education Assistant From: Teaching Assistant	08/27/2012	\$20.64	Randolph Heights
Stramer, C.	Education Assistant From: Teaching Assistant	08/27/2012	\$23.76	Bruce F Vento Elementary
Cummins, J. M.	Clerical Career Progression	08/16/2012	\$31.19	Colborne Admin Offices
Flaherty, E. R.	Nutrition Services Personnel Career Progression	08/20/2012	\$14.07	Johnson Achievement Plus
Schiller, B. M.	Nutrition Services Personnel Career Progression	08/20/2012	\$16.31	Randolph Heights
Meyer, S. A.	Professional Employee Career Progression	09/24/2012	\$33.48	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>
Defiel, A. C.	Classroom Teacher	08/27/2012	\$26.23	L'Etoile du Nord French Immersion
Grassbaugh, H. A.	Classroom Teacher	08/27/2012	\$25.17	Central Senior High
Guzman Perez, F. A.	Classroom Teacher	09/05/2012	\$24.27	Adams Spanish Immersion
Lijewski, M. B.	Classroom Teacher	08/27/2012	\$25.17	Central Senior High
Liu, W.	Classroom Teacher	08/27/2012	\$27.18	Benjamin Mays/Museum
Mahin, C. M.	Classroom Teacher	08/27/2012	\$26.00	L'Etoile du Nord French Immersion
Mulry, A. J.	Classroom Teacher	08/27/2012	\$27.18	Harding Senior High
Rios-Christensen, B.	Classroom Teacher	09/04/2012	\$42.65	Riverview School
Vasseur, S.	Classroom Teacher	09/04/2012	\$27.68	Ramsey Junior High
Campbell, E. M.	Early Education Teacher	08/27/2012	\$27.54	Expo for Excellence

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**TEMPORARY APPOINTMENT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Babu, C.	Social Worker	08/27/2012	\$32.29	Cherokee Heights School
Barrett, J. D.	Speech Pathologist	08/27/2012	\$34.71	Obama Service Learning

**LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Johnson, J. A.	Assistant Principal	08/10/2012	Battle Creek Middle
Coleman, A. J.	Classroom Teacher	09/08/2012	Bridge View
Estrellado, A. M.	Classroom Teacher	09/20/2012	Bruce F Vento Elementary
Vestrum, J. A.	Classroom Teacher	09/21/2012	Washington Tech Sec
Faitsbau, L. N.	ELL Teacher	08/30/2012	American Indian Magnet
Keleny, M. V.	Social Worker	08/27/2012	Cherokee Heights School
Ball, C.	Speech Pathologist	09/07/2012	Obama Service Learning
McGrath, S. E.	Speech Pathologist	08/27/2012	Linwood Monroe Arts (4-8)
Flowers, T.	School/Community Professional	08/27/2012	Farnsworth Aerospace 5-8
Stowers, D. J.	School/Community Professional	09/21/2012	Maxfield Magnet
Johnson, M. L.	Teaching Assistant	09/04/2012	Obama Service Learning
Arias-Avina, S.	Clerical	08/30/2012	Murray Junior High
Petrie, L. M.	Clerical	09/06/2012	Highland Park Senior
Baker, M. W.	Custodian	08/14/2012	Como Service Center

**ADMINISTRATIVE LEAVE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
H., J.	Classroom Teacher	08/29/2012

**REINSTATEMENT AFTER LAYOFF**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Lovering, M.	Education Assistant	08/25/2012	\$18.21	Wellstone Elementary
Ripka, K.	Clerical	09/19/2012	\$19.99	American Indian Magnet

**REHIRE AFTER RESIGNATION**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Balk, J. J.	Classroom Teacher	08/27/2012	\$39.24	Central Senior High

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**REHIRE AFTER RESIGNATION**

<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>
Brandt, M.	Classroom Teacher	08/27/2012	\$27.18	Gordon Parks High - ALC
Brown, P.	Classroom Teacher	08/27/2012	\$25.64	Highland Park Senior
Dachel, A. L.	Classroom Teacher	08/27/2012	\$27.18	American Indian Magnet
Dimagno, D.	Classroom Teacher	08/27/2012	\$46.33	Washington Tech Secondary
Gaetz, K. M.	Classroom Teacher	09/24/2012	\$25.81	Jackson Preparatory
Parks, S. T.	Classroom Teacher	08/27/2012	\$31.94	Agape High school (ALC)
Puff, E. M.	Classroom Teacher	08/27/2012	\$36.39	Highland Park Senior
Wang, J. K.	Classroom Teacher	08/27/2012	\$32.32	Central Senior High
McGraw, B. M.	Teacher on Special Assignment	08/20/2012	\$26.00	Colborne Admin Offices
Xiong, D.	Education Assistant	08/27/2012	\$21.93	Highland Park Senior
Barrett, M.	Teaching Assistant	09/10/2012	\$13.00	Highwood Hills
Bischoff, T.	Teaching Assistant	09/04/2012	\$12.88	Homecroft Building
Coleman, E. C.	Teaching Assistant	09/10/2012	\$14.51	Battle Creek Middle
Curtis, L. L.	Teaching Assistant	09/10/2012	\$13.51	Highland Park Senior
Geehan, A. L.	Teaching Assistant	09/04/2012	\$14.51	Murray Junior High
Georgeson, M. I.	Teaching Assistant	09/04/2012	\$12.88	Homecroft Building
Hall, A. M.	Teaching Assistant	10/01/2012	\$14.51	Benjamin Mays/Museum
Her, M.	Teaching Assistant	09/10/2012	\$13.51	Wheelock Early Education
Ikar, M.	Teaching Assistant	09/04/2012	\$11.78	Humboldt Jr High
Koskie, M. E.	Teaching Assistant	09/04/2012	\$13.51	Wellstone Elementary
Kramer, P. W.	Teaching Assistant	08/31/2012	\$12.20	JJ Hill Montessori t
Lee, M. K.	Teaching Assistant	08/27/2012	\$12.88	Capitol Hill Magnet
Lysne, E. A.	Teaching Assistant	10/08/2012	\$13.51	Open World Learning
Parham, S. J.	Teaching Assistant	09/24/2012	\$13.51	RiverEast Elem/Secondary
Parrilla, M.	Teaching Assistant	09/17/2012	\$13.51	Crossroads Montessori
Rosenbloom, P. L.	Teaching Assistant	09/19/2012	\$12.88	Nokomis Montessori

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**REHIRE AFTER RESIGNATION**

<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>
Scott, S. P.	Teaching Assistant	09/04/2012	\$17.93	Central Senior High
Thompson, J. C.	Teaching Assistant	09/04/2012	\$13.51	Highland Park Senior
Vang, P.	Teaching Assistant	09/04/2012	\$12.39	Nokomis Montessori
Wolf, B. L.	Teaching Assistant	09/18/2012	\$16.67	St. Paul Music Academy
garcia, t. l.	Teaching Assistant	09/10/2012	\$13.51	Highwood Hills
Jimenez, O.	Clerical	09/04/2012	\$13.30	Adams Spanish Immersion
Chuhel, R. K.	Electrician	09/10/2012	\$40.17	Como Service Center
Cuddihy, M. P.	Operations	08/30/2012	\$22.82	Como Service Center

**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>
Courtney, M. G.	Classroom Teacher	08/27/2012	Washington Tech Secondary
DeLong, L.	Classroom Teacher	08/27/2012	Highland Park Senior
Donovan, L. A.	Classroom Teacher	08/27/2012	Riverview School
Fox, R. A.	Classroom Teacher	08/27/2012	Galtier Magnet
Hanson, B.	Classroom Teacher	08/27/2012	Linwood Monroe Arts (4-8)
Hartzell, A.	Classroom Teacher	08/27/2012	Highwood Hills
Hayes, T. R.	Classroom Teacher	08/27/2012	Highland Park Senior
Hesla, J.	Classroom Teacher	08/27/2012	Hazel Park Preparatory
MacPhail, M. J.	Classroom Teacher	08/27/2012	Journey's Secondary
Matuzak, M.	Classroom Teacher	08/27/2012	Highland Park Senior
Muro LaMere, D. M.	Classroom Teacher	08/27/2012	Central Senior High
Nalepka, D. M.	Classroom Teacher	08/27/2012	Battle Creek Middle
Panitzke, R. E.	Classroom Teacher	09/17/2012	Jackson Preparatory
Parker, T. J.	Classroom Teacher	08/27/2012	Crossroads Arts & Science
Rohweller-Kocur, J.	Classroom Teacher	08/27/2012	Highland Park Senior
Teske, J. L.	Classroom Teacher	08/27/2012	Highland Park Elementary
Tuerk, A. M.	Classroom Teacher	08/27/2012	Central Senior High

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**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>
Sinakhone, K. S.	ELL Teacher	08/27/2012	Phalen Lake Hmong Studies
Gordon, N. M.	Occupational Therapist	08/27/2012	Highwood Hills
Connelly, M. T.	Social Worker	08/27/2012	Hancock Hamline Univ
Turnbull, M.	Social Worker	08/27/2012	Highland Park Senior
Dobson, S. L.	Special Education Teacher	08/27/2012	Battle Creek Middle
Martinson, M.	Special Education Teacher	08/27/2012	Humboldt High School
Murray, K. M.	Special Education Teacher	08/27/2012	Como Park Special/Hartzell
Nichols, J.	Special Education Teacher	08/27/2012	RiverEast Elem/Secondary
Vo, H.	Special Education Teacher	08/27/2012	Obama Service Learning
Gangl, S.	Education Assistant	08/27/2012	Battle Creek Environmental
Vang, C.	Education Assistant	08/27/2012	Bruce F Vento Elementary
Yang, T.	Education Assistant	08/27/2012	St. Paul Music Academy
Anderson, K.	Teaching Assistant	09/04/2012	Highland Park Senior
Bixby, R. A.	Teaching Assistant	09/04/2012	Highwood Hills
Dreyling, K.	Teaching Assistant	09/04/2012	Hancock Hamline Univ
Fischer, J.	Teaching Assistant	08/31/2012	Battle Creek Environmental
Moreno, M.	Teaching Assistant	09/04/2012	Bridge View
Messenger, T. S.	School Bus Driver	08/28/2012	Colborne Admin Offices
Arias-Avina, S.	Clerical	09/24/2012	Murray Junior High
Rivera, D. M.	Clerical	09/17/2012	Rondo Education Center
Hussein, S. U.	Nutrition Services Personnel	08/30/2012	Rondo Education Center
Lewis, V. R.	Nutrition Services Personnel	08/30/2012	Como Service Center

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**REINSTATEMENT FROM LEAVE OF ABSENCE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Peterson, K. A.	Pipe Fitter	09/17/2012	Como Service Center
Otis, J. F.	Plumber	08/06/2012	Como Service Center
Moua, B.	Professional Employee	09/12/2012	Colborne Admin Offices

**SUSPENSION**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>
J., T.	Classroom Teacher	Thirty Days
S., C.	School Bus Driver	10/16/2012

**CHANGE IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Bresette, J. M.	Classroom Teacher From: School/Community Professional	08/27/2012	\$24.27	American Indian Magnet
Veldhouse, S.	Classroom Teacher From: Teaching Assistant	08/27/2012	\$24.27	Cherokee Heights School
Putt, S. R.	Special Education Teacher From: Substitute Teacher	09/04/2012	\$24.27	Gillette Children's Hospital
Reilly, K. C.	Teacher on Special Assignment Career Progression	08/13/2012	\$46.33	Benjamin Mays/Museum
Stramer, L.	Education Assistant From: Teaching Assistant	08/27/2012	\$28.14	Ronald M Hubbs Center

**REDUCTION IN TITLE**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Pay Rate</u>	<u>Location</u>
Lee, M. K.	Nutrition Services Personnel	08/20/2012	\$18.52	L'Etoile du Nord French Immersion

**RETIREMENT**

<u>Name</u>	<u>Job Category</u>	<u>Eff Date</u>	<u>Location</u>
Smith, K. S.	Classroom Teacher	09/24/2012	The Heights Community
Earsom, K.	Special Education Teacher	08/29/2012	Wellstone Elementary
Doris, M. L.	Education Assistant	09/08/2012	Harding Senior High
Olson, G. A.	Teaching Assistant	08/30/2012	Jackson Preparatory
Bell, L. K.	Clerical	08/29/2012	Colborne Admin Offices
Evans, C. M.	Nutrition Services Personnel	11/01/2012	Highland Park Senior
Bopp, T. L.	Professional Employee	11/01/2012	Colborne Admin Offices

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Bakko, B. P.	Classroom Teacher	06/12/2012	Adams Spanish Immersion
Rice, L. T.	Classroom Teacher	08/12/2012	Jackson Preparatory
Seim, V. A.	Classroom Teacher	06/15/2012	St. Paul Music Academy
Spiess, A. C.	Classroom Teacher	09/15/2012	Galtier Magnet
Tomaszewski, S. M.	Classroom Teacher	06/30/2012	Como Park Elementary
Woodbury, L. A.	Classroom Teacher	06/12/2012	Battle Creek Middle
Cagle, K.	ELL Teacher	09/14/2012	Jackson Preparatory
Washington, C. P.	School/Community Professional	10/13/2012	RiverEast Elem/Secondary
Lemay, S.	Education Assistant	09/11/2012	Farnsworth Aerospace K-4
Tran, V.	Education Assistant	09/04/2012	Highland Park Senior
Abdi, K. A.	Teaching Assistant	09/07/2012	St Anthony Park
Albers, L. J.	Teaching Assistant	06/12/2012	Bridge View
Baker, T. K.	Teaching Assistant	09/05/2012	Como Park Elementary
Bouissieres, B. P.	Teaching Assistant	09/05/2012	L'Etoile du Nord French Immersion
Chavez, D.	Teaching Assistant	08/28/2012	Juvenile Service Center
Dailey-Ruddy, P. K.	Teaching Assistant	08/30/2012	Nokomis Montessori
Davis, L.	Teaching Assistant	09/26/2012	L'Etoile du Nord French Immersion
Giebner, P. L.	Teaching Assistant	08/31/2012	Harding Senior High
Holewa, L. M.	Teaching Assistant	09/15/2012	Obama Service Learning
Klaers, A. P.	Teaching Assistant	09/08/2012	Central Senior High
Lawhorn, D. K.	Teaching Assistant	09/04/2012	Jackson Preparatory
Lou, J. V.	Teaching Assistant	12/31/2011	International Academy LEAP
Parrilla, M.	Teaching Assistant	09/05/2012	Rondo Education Center
Smith, D. T.	Teaching Assistant	09/01/2012	Ramsey Junior High
Symanski, E. A.	Teaching Assistant	09/26/2012	Johnson Achievement Plus

**HUMAN RESOURCE TRANSACTIONS**  
**October 16, 2012**

**RESIGNATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Van Hoy, S. M.	Teaching Assistant	09/13/2012	Adams Spanish Immersion
Vue, W. C.	Teaching Assistant	09/06/2012	Como Park Elementary
Wetherall, S.	Teaching Assistant	08/18/2012	Rondo Education Center
Young-Dixon, K.	Teaching Assistant	08/25/2012	Highwood Hills
Gabrielson, J. A.	Nutrition Services Personnel	08/16/2012	Harding Senior
Jones, S. R.	Nutrition Services Personnel	09/05/2012	Hancock Hamline Univ
Schrammen, S. M.	Nutrition Services Personnel	08/31/2012	Randolph Heights
Scott, S. M.	Nutrition Services Personnel	09/19/2012	Johnson Senior

**TERMINATION**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Colombo, C. J.	Classroom Teacher	09/08/2012	Humboldt High School
Dimagno, D.	Classroom Teacher	08/13/2012	Highland Park Senior
Palma, D. A.	Classroom Teacher	08/31/2012	Riverview School
Magnuson, S. R.	ELL Teacher	06/30/2012	International Academy LEAP
Munoz, J.	Education Assistant	09/08/2012	Harding Senior High
Denton, N. D.	Teaching Assistant	08/25/2012	Bruce F Vento Elementary
Peterson, T. L.	Teaching Assistant	09/20/2012	Ramsey Junior High
Richardson, A. L.	Teaching Assistant	09/05/2012	Adams Spanish Immersion
Walker, J. H.	Teaching Assistant	09/05/2012	Eastern Heights
Walter, C. M.	Teaching Assistant	06/09/2012	Johnson Achievement Plus
Mohamed, D. H.	Custodian	09/13/2012	Washington Tech Secondary

**DISCHARGE**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>
A., Q. T.	Teaching Assistant	09/18/2012

**TERMINATION OF TEMPORARY EMPLOYMENT**

<b><u>Name</u></b>	<b><u>Job Category</u></b>	<b><u>Eff Date</u></b>	<b><u>Location</u></b>
Barrett, J. D.	Speech Pathologist	10/18/2012	Obama Service Learning

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

**DATE:** October 16, 2012

**TOPIC:** Acceptance of Donation from the Mille Lacs Band of Ojibwe Indian Community

**A. PERTINENT FACTS:**

1. The Mille Lacs Band of Ojibwe Indian Community has donated to the Saint Paul Public Schools, American Indian Education Program \$1,000 and these funds will be placed in the American Indian Education Program budget number 29-005-790-000-5096-2050. The funds will be used for school supplies, backpacks, calculators, and field trip fees.
2. The Mille Lacs Band of Ojibwe Indian Community has asked that this donation be used by the American Indian Education Program office to distribute school supplies and field trip fees to needy American Indian students attending Saint Paul Public Schools.
3. The American Indian Education Program currently has a service component that provides school supplies to American Indian students in need and will follow the guidelines and procedures that have been developed with the involvement of the American Indian Parent Committee to distribute the supplies from this donation. A letter of appreciation will be sent to the Mille Lacs Band of Ojibwe Indian Community.
4. This project will meet the District target area goals achievement, alignment and sustainability..
5. This item is submitted by Kathy Denman-Wilke, Program Supervisor, American Indian Education Program; Christine Osorio, Executive Director, The Center for Professional Development; and Matthew Mohs, Acting Chief Academic Officer.

**B. RECOMMENDATIONS:**

That the Board of Education authorize the Superintendent (designee) to accept this donation of \$1,000 from the Mille Lacs Band of Ojibwe Indian Community and to disburse the funds according to the contract.

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

**DATE:** October 16, 2012

**TOPIC:** Request to Accept a Grant from Clean Energy Resource Teams for \$2,000 to SPPS Facilities for Labor Costs Associated with Upgrading an Existing Solar Photovoltaic (PV) Array at Battle Creek Elementary.

**A. PERTINENT FACTS:**

1. In July 2012, Metro CERT (Clean Energy Resource Teams) accepted applications for seed grants for community-based energy efficiency or renewable energy projects that also provide a forum for community education about energy efficiency and renewable energy technologies and their economic, ecological and community benefits.
2. SPPS Facilities requested and received \$2,000 to make upgrades to the existing solar photovoltaic array at Battle Creek Elementary, which has been inactive since 1995, but which was determined to be worth rehabilitating. SPPS will use this array and its resulting energy data for sustainability education for students and the community.
3. These projects will meet the District target area goal(s) of sustainability.
4. This item is submitted by Julie Schultz Brown, Communications, Marketing & Development; Michael Baumann, Deputy, Schools & Business Operations; and Michelle Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept this award; and to implement the project as specified in the award documents.

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

**DATE:** October 16, 2012

**TOPIC:** Request to Accept Ecolab Visions for Learning Grants, Awarded to Primary and Secondary Schools as Listed in Number 2 Below.

**A. PERTINENT FACTS:**

1. Ecolab Visions for Learning Grant program annually provides SPPS schools with the opportunity to request up to \$3,000 for non-technology classroom materials. Applications are submitted directly by SPPS teachers to the Ecolab Visions for Learning program.
2. Teachers at the following primary and secondary schools received funding totaling \$192,000:

Primary: \$88,860	Secondary: \$103,140
Adams	Battle Creek M.S.
Obama (7)	Capitol Hill (3)
Belwin	Career Pathways
Ben Mays (3)	Central (2)
Bridge View	Como Park S. H. (3)
Capitol Hill (5)	Focus Beyond
Cherokee Heights	Harding H.S. (8)
Como Park Elementary	Highland Park S. H.
Eastern Heights	Humboldt Secondary (12)
EXPO	Johnson S.H. (6)
Farnsworth	LEAP (5)
Frost Lake (5)	Ramsey
Groveland	SPPS Gifted/Talented
Hancock-Hamline (2)	Washington Technology (8)
Highwood Hills	
Horace Mann	
LNFI	
Mississippi Creative Arts Magnet (4)	
Nokomis (3)	
Phalen Lake	
St. Anthony Park	
The Heights (3)	

The materials for which funding was awarded include a digital microscope, books on a variety of topics, ebooks, chemistry supplies, graphing calculators, drums and other percussion instruments, radio telemetry equipment, atlases, and Montessori materials.

3. These projects will meet the District target area goal(s) of achievement and alignment.
4. This item is submitted by Julie Schultz Brown, Communications, Marketing & Development; Assistant Superintendents Collins, Freeman, Jett and Unowsky; Matt Mohs, Acting Chief Academic Officer; and Michelle Walker, Chief of Staff.

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DATE:

October 16, 2012

TOPIC:

Request to Accept Ecolab Visions for Learning Grants, Awarded to Primary and Secondary Schools as Listed in Number 2 Below.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to accept these awards to teachers from Ecolab's Visions for Learning program; and to implement projects as specified in the award documents.

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

**DATE:** October 16, 2012

**TOPIC:** Request for Permission to Submit a \$30,000 Grant Application to the International Baccalaureate Organization for Central High School

**A. PERTINENT FACTS:**

1. The International Baccalaureate Organization is currently accepting grant applications from schools experiencing temporary financial challenges, or schools that are demonstrably increasing access to IB programs which will provide funding to schools for IB testing, MYP registration moderation, teacher training for MYP and DP to address revised curriculum in several subject areas.
2. Central High School has prepared a grant requesting \$30,000 to support equitable testing access to students who are unable to afford the \$255 first IB test fee and \$104 additional IB test fee.
3. This project will meet the District target area goal(s) of *achievement* and *alignment*.
4. This item is submitted by Mary Mackbee, Principal; Julie Schultz Brown, Director of Communications, Marketing & Development; Willie Jett, Assistant Superintendent; Evelyn Belton-Kocher, Director of Research, Evaluation and Assessment; Matt Mohs, Chief Academic Officer; and Michelle Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit the application to the International Baccalaureate Organization for the purpose of funding IB testing fees for disadvantaged students at Central 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:** October 16, 2012

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

**A. PERTINENT FACTS:**

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

**B. RECOMMENDATION:**

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

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

**DATE:** October 16, 2012

**TOPIC:** Request for Permission to Submit a \$1,500 Grant Application to Mr. Holland's Opus Foundation for Battle Creek Middle School to Fund Instrument Supplies and Repairs for Band Students

**A. PERTINENT FACTS:**

1. Mr. Holland's Opus is accepting requests for funding to purchase band supplies and repairs for students' instruments.
2. Battle Creek Middle School has prepared a request for funding support of instrument supplies and repairs for band students. Acquiring these critical supplies including wind instrument reeds, valve oils, cork grease and instrument cleaners will insure the current inventory of instruments will be properly used and in good repair for future students. Students in the band program learn to master new artistic skills, responsibility for school property, music theory and performance excellence.
3. This project will meet the District target area goal of *achievement*.
4. This item is submitted by Jocelyn Sims, Principal; Julie Schultz Brown, Director of Communications, Marketing & Development; Evelyn Belton-Kocher, Director of Research, Evaluation & Assessment; Steve Unowsky, Assistant Superintendent; Matt Mohs, Chief Academic Officer; and Michelle Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit the application to Mr. Holland's Opus for the purpose of funding instrument supplies and repairs; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

**DATE:** October 16, 2012

**TOPIC:** Request for Permission to Submit an \$11,000 Grant Application to Mr. Holland's Opus Foundation for Farnsworth Aerospace Magnet to Fund Instrument Repairs and Replacements for Band Students

**A. PERTINENT FACTS:**

1. Mr. Holland's Opus is accepting requests for funding to purchase replacement band instruments and support instrument repairs.
2. Farnsworth Aerospace Magnet has prepared a request for funding support of instrument repairs and replacement for band students. In the last year, participation in the band program has increased 300%, which is beyond the capacity of their current instrument inventory, and the school would like to offer the opportunity to participate in the band program regardless of income and ability to pay for participation. Music instruction promotes task mastery, collaboration and artistic expression through the appreciation of performance.
3. This project will meet the District target area goal of *achievement*.
4. This item is submitted by Hamilton Bell, Principal; Julie Schultz Brown, Director of Communications, Marketing & Development; Evelyn Belton-Kocher, Director of Research, Evaluation & Assessment; Steve Unowsky, Assistant Superintendent; Matt Mohs, Chief Academic Officer; and Michelle Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit the application to Mr. Holland's Opus for the purpose of funding instrument repairs and replacement; to accept funds, if awarded; and to implement the project as specified in the award documents.

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

**DATE:** October 16, 2012

**TOPIC:** Request for Permission to Submit a \$2,500 Grant Application to the Pentair Foundation from Johnson High School

**A. PERTINENT FACTS:**

1. The Pentair Foundation is currently accepting grant applications from schools for FIRST® Robotics designed to help high-school-aged young people discover how interesting and rewarding the lives of engineers and scientists can be.
2. Johnson High School has prepared a grant requesting \$2,500 to fund the FIRST® Robotics Competition (FRC®), which combines the excitement of sport with science and technology to create a unique varsity Sport for the Mind™. FRC® helps high-school aged young people discover the rewarding and engaging world of innovation and engineering.
3. This project will meet the District target area goal(s) of *achievement* and *alignment*.
4. This item is submitted by Astein Osei, Principal; Julie Schultz Brown, Director of Communications, Marketing & Development; Willie Jett, Assistant Superintendent; Evelyn Belton-Kocher, Director Research Evaluation and Assessment; Matt Mohs, Chief Academic Officer; and Michelle Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit the application to the Pentair Foundation for the purpose of funding the FIRST® Robotics Competition (FRC®) at Johnson 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:** October 16, 2012

**TOPIC:** Request for Permission to Submit a \$4,600 Grant Application to Ramsey County for the Harding Child Development Center

**A. PERTINENT FACTS:**

1. Ramsey County is currently accepting applications for the Think Small Grant which will be used to improve the health, safety and the multicultural environment of a child development center.
2. The Harding Child Development Center has prepared a request for funding support to implement multicultural learning and play materials, and training tools for contracted child development staff from the St. Paul Eastside YMCA. Staff training will include introduction to cultural connectedness and health and safety delivery. The Child Development Center had been cited by the DHS for health and safety deficiencies in 2012 so this grant will support their service improvement initiatives.
3. This project will meet the District strategic plan goal of *achievement*.
4. This item is submitted by Julie Schultz Brown, Director of Communications, Marketing and Development; Willie Jett, Assistant Superintendent; Evelyn Belton-Kocher, Director Research, Evaluation and Assessment; Matt Mohs, Chief Academic Officer; and Michelle Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit the application to Ramsey County for the purpose of funding the improvement of the Harding Child Development Center in the areas of health, safety and wellness of multicultural students; to accept funds if awarded; and to implement the project as specified in the award documents.

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

**DATE:** October 16, 2012

**TOPIC:** Request for Permission to Submit Application to the Target Field Trip Program for Various Schools

**A. PERTINENT FACTS:**

1. Target annually provides Field Trip Grants for up to \$700 each to schools nationwide.
2. Schools intending to submit applications are:
  - Ben Mays/Mandarin Immersion
  - Career Pathways Academy
  - Central (3)
  - Chelsea Elementary
  - Humboldt
  - Jackson Elementary
  - Journeys
  - LEAP (2)
  - Mississippi Creative Arts Magnet
  - Murray
  - One World Learning Community
  - Ramsey
  - St. Paul Music Academy
2. Teachers at the schools listed above prepared online requests for Field Trip Grants for trips to sites including Base Camp at Fort Snelling, music and theater performances (e.g., Minnesota Opera, Park Square Theater), Festival Quijote, Science Museum of Minnesota, Wolf Ridge Environmental Learning Center, Raptor Center, Historic Kelley Farm, Chinese Gardens, and the State Capitol.
3. This project will meet the District target area goal(s) of achievement.
4. This item is submitted by Julie Schultz Brown, Communications, Marketing & Development; Assistant Superintendents Collins, Freeman, Jett and Unowsky; Matt Mohs, Acting Chief Academic Officer; and Michelle Walker, Chief of Staff.

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to submit these applications to Target's Field Trip Grants program for the purpose of providing extraordinary learning experiences to students throughout the K-12 spectrum at SPPS; to accept funds, if awarded; and to implement the field trips as specified in the award documents.

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

**DATE:** October 16, 2012

**TOPIC:** Approval to Enter into a Contract with the Amherst H. Wilder Foundation

**A. PERTINENT FACTS:**

1. Special Education wishes to enter into a contract with the Amherst H. Wilder Foundation for the 2012-2013 school year to assist with the following programs:
  - Mental health services and consultation to support and strengthen existing services to student families and staff relating to learners with special needs.
  - Support for a school-based service, Project Kofi, for at-risk African American male students in grades three through six attending Rondo Education Center, Maxfield Elementary School, Galtier Elementary School, Dayton's Bluff Elementary School, Jackson Preparatory Magnet, Michelle and Barack Obama Elementary School and Linwood Monroe Arts Plus School. Kofi Services was developed in collaboration with Ramsey County Human Services, the Saint Paul Public Schools District and the Wilder Foundation.
  - An ADHD (Attention-Deficit Hyperactivity Disorder) and Mental Health Assessment component.
  - Hlub Zoo Program at Jackson Preparatory Magnet, a culturally specific, school-based mental health program for Hmong girls.
2. The services of this contract will meet the District target area goals of achievement, alignment and sustainability.
3. The total cost of this contract is \$227,959 and is budgeted within the 2012-13 adopted budget for Special Education in the General Fund (01-005-408-740-6305-0000).
4. This item is submitted by Elizabeth Keenan, Executive Director of Special Education; and Matt Mohs, Acting Chief Academic Officer.

**B. RECOMMENDATIONS:**

That the Board of Education enter into a contract with the Amherst H. Wilder Foundation to provide Special Education services for the 2012-2013 school year paid from the 2012-13 adopted budget for Special Education in the General Fund (01-005-408-740-6305-0000).

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

**DATE:** October 16, 2012

**TOPIC:** Annual Report on Curriculum, Instruction and Student Achievement

**A. PERTINENT FACTS:**

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

**B. RECOMMENDATION:**

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

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

**DATE:** October 16, 2012

**TOPIC:** Request That the Board of Education Authorize the Superintendent (designee) to Enter into an Agreement with AVID Center for the Continued Implementation of the AVID Program at the Secondary Level and the Elementary Level

**A. PERTINENT FACTS:**

1. The Saint Paul Public Schools' Office of College and Career Readiness requests permission to enter into an agreement with AVID Center for the continued implementation of the AVID program at the secondary and elementary levels.
2. A licensing fee of \$2,085 per secondary site (15 sites currently), \$2,095 per elementary site (24 sites), instructional materials \$10,265, site visitation days \$1,800, African American Male Initiative (AAMI) site membership, AAMI consultant visits (\$9,400), National Conference \$1,980 and AVID Summer Institute registration costs for new sites (\$34,788) will be paid with funds from Travelers Foundation Grant. AVID Summer Institute registration costs for elementary sites will be paid by individual elementary schools, yet are combined within the AVID district contract. Total contract costs are \$146,888.80.
3. AVID Member Schools during the 2012-2013 school year: six (6) high schools, ten (10) middle or junior high schools and twenty-four (24) elementary schools.

High Schools: Central, Como Park, Harding, Highland Park, Humboldt Complex and Washington Complex.

Middle Schools: American Indian Magnet, Battle Creek, Capitol Hill, Farnsworth, Hazel Park, Highland Park, Humboldt Jr., Linwood-Monroe, Murray and Ramsey.

Elementary Schools: Barack & Michelle Obama, Battle Creek Environmental Magnet, Benjamin E. Mays, Bruce F. Vento, Chelsea Heights, Cherokee Heights, Como Park, Crossroads Science, Dayton's Bluff, Eastern Heights, Expo, Frost Lake, Galtier, Hancock-Hamline, Highland Park, John A Johnson, Maxfield, Mississippi, Paul & Sheila Wellstone, Riverview, West Side, Saint Paul Music Academy, St. Anthony Park and the Heights Community School.

3. This agreement supports the District goal of achievement.
4. This item is submitted by Darlene Fry, Office of College and Career Readiness; Andrew Collins, Sharon Freeman, Assistant Superintendents of Elementary; Steven Unowsky, Assistant Superintendent, Middle Level; Willie Jett, Assistant Superintendent, High Schools; Matt Mohs, Acting Chief Academic Officer, Office of Academics and Michael Baumann, Deputy of Schools and Business Operations.

Page 2

DATE:

TOPIC:

October 16, 2012

Request That the Board of Education Authorize the Superintendent (designee) to Enter into an Agreement with AVID Center for the Continued Implementation of the AVID Program at the Secondary Level and the Elementary Level

**B. RECOMMENDATION:**

That the Board of Education authorize the Superintendent (designee) to enter into an agreement with AVID Center for the continued implementation of the AVID program at the secondary and elementary levels.

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

**DATE:** October 16, 2012

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

**A. PERTINENT FACTS:**

1. New Agreement is for a two-year period from July 1, 2012, through June 30, 2014.

2. Contract changes are as follows:

Wages: Effective July 1, 2012, the salary schedule is increased 1.5%. Effective July 1, 2013, the salary schedule is increased 1.5%, and employees whose current rate of pay is greater than the top step of their current pay range (red circled employees) shall receive lump sum payment equal to 1.5% their annual wages.

Severance: Effective July 1, 2012, employees who provide three months notice of retirement will receive \$125 per day for each day of accrued, unused sick leave up to a maximum of \$20,000. Employees who provide less than three months notice of retirement will receive \$95 per day up to a maximum of \$20,000.

Insurance: Effective January 1, 2013, the district monthly contribution of \$600 for single coverage is increased to \$612.50; the district monthly contribution of \$1,175 for family coverage is increased to \$1,200. Effective January 2014, the district contribution for single coverage is increased to \$637.50; family coverage is increased to \$1,250.

3. The District has 322 FTE's in this bargaining unit.

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

- |                               |           |
|-------------------------------|-----------|
| • in the 2012-13 budget year: | \$459,296 |
| • in the 2013-14 budget year  | \$439,812 |

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

6. This request is submitted by Julie Coffey, Assistant Director; Timothy J. Caskey, Executive Director of Human Resources; and Michael Baumann, Deputy of Schools and Business Operations.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for American Federation of State, County and Municipal Employees, Local Union No. 844, District Council 5, representing clerical and technical employees in this school district; duration of said Agreement is for the period of July 1, 2012, through June 30, 2014.

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

**DATE:** October 16, 2012

**TOPIC:** Approval of an Employment Agreement with International Brotherhood of Electrical Workers, Local No. 110, to Establish Terms and Conditions of Employment for 2012-2015

**A. PERTINENT FACTS:**

1. New Agreement is for a three-year period, May 1, 2012, through April 30, 2015.
2. The language provisions of the previous contract remain unchanged, except for necessary changes to Appendix C (Salary) and Appendix D (Benefits).
3. The District has 9 regular FTE in this bargaining unit.
4. Wage and benefit changes reflect prevailing wage for the industry.
5. The estimated total of all new costs (including wage adjustment, insurance and pension adjustments) for this agreement has been calculated as follows:

• in the 2011-2012 budget year (May 1, 2012 – June 30, 2012):	\$0
• in the 2012-2013 budget year (July 1, 2012 – June 30, 2013):	\$14,972
• in the 2013-2014 budget year (July 1, 2013 – June 30, 2014):	\$24,957
• in the 2014-2015 budget year (July 1, 2014 – April 30, 2015):	\$21,827
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; Timothy J. Caskey, Executive Director of Human Resources; and Michael Baumann, Deputy, Schools & Business Operations.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve and adopt the Employment Agreement concerning the terms and conditions of employment of those employees in this school district for whom International Brotherhood of Electrical Workers, Local No. 110, is the exclusive representative; duration of said agreement is for the period of May 1, 2012 through April 30, 2015.

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

**DATE:** October 16, 2012

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

**A. PERTINENT FACTS:**

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

**B. RECOMMENDATION:**

That the Board of Education excludes the named students from school effective October 25, 2012, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

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

**DATE:** October 16, 2012

**TOPIC:** Post Age-65 Retiree Health Insurance Annual Renewal

**A. PERTINENT FACTS:**

1. The School District provides health insurance coverage for post-age 65 retirees through HealthPartners for approximately 2,100 retirees. The District's cost for calendar year 2012 is approximately \$8,710,000.
2. The District covers Medicare-eligible retirees who reside in Minnesota with the HealthPartners Freedom Plan. Retirees who are non-Medicare eligible or who reside outside of Minnesota are covered by the HealthPartners National One Plan or the HealthPartners Retiree Medical Plan. Current monthly premiums are:

	<u>Single</u>	<u>Family</u>
HealthPartners Freedom Plan	\$233.40	\$466.80
HealthPartners National One Plan	\$612.85	\$1,469.81
HealthPartners Retiree Medical Plan	\$233.40	\$466.80

3. HealthPartners has proposed an approximate 3% increase for the Freedom Plan for 2013 and a 3% increase for the National One Plan for 2013. The following are the proposed rates for calendar year 2013:

	<u>Single</u>	<u>Family</u>
HealthPartners Freedom Plan	\$241.30	\$486.60
HealthPartners National One Plan	\$631.24	\$1,513.90
HealthPartners Retiree Medical Plan	\$241.30	\$486.60

4. The District's annual cost for calendar year 2013 will increase approximately \$261,270 for an estimated annual cost of \$8,970,200.
5. This agreement supports the District's target area goal of aligning resource allocation to District priorities.
6. This item is submitted by Timothy Caskey, Executive Director of Human Resources; and Michael Baumann, Deputy, Schools and Business Operations.

**B. RECOMMENDATION:**

That the Board of Education approve the contracts for retiree health insurance coverage with HealthPartners effective January 1, 2013, at the proposed premium renewal rates.

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

**DATE:** October 16, 2012

**TOPIC:** Permission for Institutions of Higher Education to Participate in Field/Practicum Experiences for Teachers/Nurses at SPPS

**A. PERTINENT FACTS:**

1. Saint Paul Public Schools has ongoing relationships with universities and colleges to train teacher/nurse candidates in our schools. The participating universities and colleges enter into an agreement to send teacher/nurse candidates to our district and provide appropriate oversight of the program. The school district agrees to provide a suitable setting for the students to learn and grow.
2. In November 2011, Memorandums of Understanding for TC2 and TERI were signed by the Superintendent outlining partnerships between Saint Paul Public Schools and seven institutions of higher education (IHEs). The institutions included:
  - Augsburg College
  - Bethel University
  - Concordia University St Paul
  - Hamline University
  - St. Catherin University
  - University of St Thomas
  - University of Minnesota

In June 2012, the following institutions were added to the list of institutions that support and participate in the training of teacher candidates in Saint Paul Public Schools.

- University of North Dakota
- University of South California
- Adler Graduate School
- Minnesota State University, Mankato
- Metropolitan State University
- Northwestern University
- St Cloud State University
- St Mary's University
- St Olaf College
- University of Wisconsin – River Falls
- Walden University

This current request is for the following institutions to support and participate in the training of teacher/nurse candidates in Saint Paul Public Schools by providing opportunities for candidates to complete a field/practicum experience. Each institution has a separate agreement that varies in length.

- University of North Dakota (field experiences)
- Macalester College
- University of Minnesota School of Nursing
- Valley City State University

3. These arrangements with teacher/nurse preparation programs provide an excellent way to recruit candidates for the District.
4. There is no additional cost to the District for the teacher/nurse preparation programs.
5. Collaboration with colleges to train high quality urban staff supports the strategic plan.
6. These partnerships will meet the District target area goals of achievement, alignment and sustainability.
7. This item is submitted by Marsha Baisch, Interim Director of Office of Leadership Development and Academic Support; and Michael Baumann, Deputy of Schools and Business Operations.

**B. RECOMMENDATION:**

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

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

**DATE:** October 16, 2012

**TOPIC:** Approve Behavior Specialist Services Provided by St. Paul Youth Services

**A. PERTINENT FACTS:**

1. St. Paul Youth Services has provided Behavior Specialist Services at Washington Technology Magnet, and other schools in the district, for several years.
2. The Behavior Specialists work with Washington students, parents, and members of the community to promote positive behavior, reduce suspensions, and keep students in school learning.
3. With the increase of student enrollment from 700 to 1800, more Behavior Specialist support is needed at Washington.
4. Source of funding will be the General Fund, 01-252-211-000-6305-0000, for the entire amount of \$140,000.00
5. This project will meet the District target area goal of achievement.
6. This item is submitted by Mike McCollar, Principal, Washington Technology Magnet; and, Willie Jett, Assistant Superintendent for High Schools.

**B. RECOMMENDATION:**

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

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

**DATE:** October 16, 2012

**TOPIC:** Settlement of Uninsured Claim

**A. PERTINENT FACTS:**

1. LifeSpan has made an uninsured claim against the School District.
2. LifeSpan is willing to settle the claim for a \$10,000 payment.
3. This settlement supports the District's target area of aligning resource allocation to District priorities.
4. This item is submitted by Nancy L. Cameron, Deputy General Counsel and Valeria Silva, Superintendent.

**B. RECOMMENDATION:**

That the Board of Education approve the settlement of the above referenced claim and authorize School District administration to issue payment.

**INDEPENDENT SCHOOL DISTRICT NO. 625**  
**Saint Paul, Minnesota**  
**360 Colborne Street**

**Proposed Policy:**

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**Proposed Policy Revision:**

**414.00 Tobacco-Free Environment**

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**First Reading**

**September 18, 2012**

**Second Reading**

**October 16, 2012**

**Third Reading**

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**COMMENTS:**

**Saint Paul Public Schools**  
**360 Colborne Street**  
**Saint Paul, Minnesota 55102**  
**651-767-8149**

*Adopted: 3/2/1987 Saint Paul Public Schools Policy 414.00*

*Revised: 8/1/1988; 6/17/2008*

*FIRST READING: 9/18/12*

## **414.00 TOBACCO-FREE ENVIRONMENT**

### **PURPOSE**

Saint Paul Public Schools provides an environment free from tobacco and tobacco-related products and devices to comply with the law and protect the health of our students, employees and others in District facilities, on District grounds, and at District activities.

### **DEFINITIONS**

1. "Tobacco" means cigarettes and any product containing, made, or derived from tobacco that is intended for human consumption, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, or any component, part, or accessory of a tobacco product, including but not limited to: cigars; cheroots; stogies; perique; granulated, plug cut, crimp cut, ready rubbed and other smoking tobacco; snuff; snuff flour; cavendish; plug and twist tobacco; fine cut and other chewing tobacco; shorts; refuse scraps, clippings, cuttings and sweepings of tobacco; and other kinds and forms of tobacco, prepared in such manner as to be suitable for chewing or smoking in a pipe or other tobacco-related devices.
2. "Nicotine delivery product" means any oral device that provides a vapor of liquid nicotine, lobelia, and/or other similar substance, and the use or inhalation of which simulates smoking. The term shall include any such devices, whether they are manufactured, distributed, marketed, or sold as electronic cigarettes (e-cigarettes), e-cigars, e-pipes, or under another product name or descriptor.
3. "Use" includes smoking, chewing or otherwise ingesting tobacco or related chemicals .
4. "Smoking" includes inhaling or exhaling smoke from any lighted cigar, cigarette, pipe or any other lighted tobacco or plant product. Smoking also includes carrying a lighted cigar, cigarette, pipe or any other lighted tobacco or plant product intended for inhalation.
5. "Tobacco-related devices" includes but is not limited to cigarette papers and pipes for smoking.

### **PROHIBITION**

1. No person shall use tobacco or tobacco-related devices in any indoor area or on any grounds or property that is owned, leased or contracted for by the school district. This prohibition extends to all facilities, whether owned, rented or leased, and to all vehicles that the school district owns, leases, rents, contracts for or controls. This prohibition extends to all events and activities sponsored by the Saint Paul Public Schools.
2. No student under age 18 shall possess tobacco, tobacco-related devices, or nicotine delivery products in or on any grounds or property that is owned, leased or contracted for by the school district. This prohibition extends to all facilities, whether owned or leased, and to all vehicles that a school district owns, leases, rents, contracts for, or controls. This prohibition extends to all events and activities sponsored by the Saint Paul Public Schools.
3. The District will not solicit or accept any contributions or gifts of curriculum, materials,

or equipment from companies that manufacture and are identified with tobacco or tobacco-related devices, or nicotine delivery products.

4. The school district will not promote or allow promotion of tobacco products, tobacco-related devices or nicotine delivery products on school property or at school-sponsored events.

## **EXCEPTIONS**

It shall not be a violation of this policy when:

1. an American Indian offers tobacco on school district property as a part of a traditional American Indian spiritual or cultural ceremony. An American Indian is a person who is a member of an American Indian tribe as defined under Minnesota law.
2. an individual possesses, in compliance with the district's Medications/Medical Procedures policy, a product or device that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product, as a tobacco dependence product, or for other medical purposes, and is being marketed and sold solely for such an approved purpose.

## **ENFORCEMENT**

1. Students who violate this tobacco-free policy shall be subject to school district disciplinary procedures.
2. School district personnel, including contractors, and school board members who violate this tobacco-free policy shall be subject to applicable discipline procedures.
3. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota or federal law and school district policies.

## **LEGAL REFERENCES:**

Minn. Stat. § 144.413 (Definitions)

Minn. Stat. § 144.4165 (Tobacco Products Prohibited in Public Schools)

Minn. Stat. § 144.4167 (Permitted Smoking)

Minn. Stat. § 144.417 (Commissioner of Health, Enforcement, Penalties)

Minn. Stat. § 609.685 (Sale of Tobacco to Children)

Minn. Stat. § 609.6855 (Sale of Nicotine Delivery Products to Children)

## **CROSS REFERENCES:**

413.00, Drug-Free Workplace

504.00, Drug-Free Schools

506.00, Student Discipline; *Student Behavior Handbook*

516.00, Medications/Medical Procedures

706.00, Grants and Gifts

716.00, Advertising in the Schools

**RESOLUTION**  
**ST. PAUL PUBLIC SCHOOLS BOARD OF EDUCATION**

Presented at the SPPS Board of Education Meeting of October 16, 2012

Referred to the SPPS Committee of the Board on \_\_\_\_\_

**RESOLVED**, that the Saint Paul Public Schools Board of Education consents to and approves the reappointment, made by the Mayor, of the following individual to serve on the **Saint Paul Civil Service Commission**.

**Reappointment**

**Name**

**Term Expires**

Nancy Dudley Kelly

5/13/2018

	YEAS	NAYS	ABSENT
O'Connel			
Street-Stewart			
Doran			
Hardy			
Brodrick			
Carroll			
Seeba			

Adopted by School Board: Date: \_\_\_\_\_

Adoption Certified by School Board Clerk:

BY: \_\_\_\_\_

## **Sequestration Resolution**

WHEREAS, a world class public education is essential for the future success of our nation and today's schoolchildren; and

WHEREAS, the Budget Control Act of 2011 includes a provision to impose \$1.2 trillion in across-the-board budget cuts to almost all federal programs including education that would become effective January 2, 2013; and

WHEREAS, these across-the-board budget cuts would impact school districts during the 2013-14 school year, with the exception of the Impact Aid program, with which a reduction would become effective this school year; and

WHEREAS, these across-the-board cuts, also known as sequestration, would impact almost every public school system in the nation and the millions of students educated through programs such as Title I grants for disadvantaged students, the Individuals With Disabilities Education Act (IDEA), English Language Acquisition, Career and Technical Education, 21<sup>st</sup> Century Community Learning Centers, and more; and

WHEREAS, Saint Paul Public Schools, as well as other public schools, would be impacted nationwide by an estimated \$2.7 billion loss from just three programs alone – Title I grants, IDEA special education state grants and Head Start – that serve a combined 30.7 million children; and

WHEREAS, federal funding for K-12 programs was already reduced by more than \$835 million in Fiscal Year 2011, and state and local funding for education continues to be impacted by budget cuts and;

WHEREAS, states and local governments have very limited capacity to absorb further budget cuts from sequestration, and Saint Paul Public Schools has already maximized its resources to the full extent to reflect state and local budget conditions;

NOW THEREFORE, BE IT RESOLVED, that Saint Paul Public Schools urges Congress and the Administration to amend the Budget Control Act to mitigate the drastic cuts to education that would affect our students and communities, and to protect education as an investment critical to economic stability and American competitiveness.



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**MEMORANDUM**

**DATE:** October 4, 2012

**TO:** Michael Baumann  
Deputy of Schools and Business  
Operations

**FROM:** Sara E. Guyette, A.I.A., LEED AP  
Director of Facilities

**SUBJECT:** Project Labor Agreement  
Randolph Heights Elevator Installation and Piping Replacement

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

Please ensure that this is on the October 16, 2012 Board of Education Agenda for action.

School Name	Description	Associated Builders & Contractors	Associated GC of MN	National Assoc of MNCont.	Saint Paul Build.+Trades Council	Admin.
Randolph Heights Elementary School	Elevator Installation and Piping Replacement	NO	NR	NR	YES	YES

NR = no response

Please advise if you have any questions.

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

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

**DATE:** October 16, 2012

**TOPIC:** ACTION TO SCHEDULE ADDITIONAL MEETING DATES

**A. PERTINENT FACTS:**

1. At its October 2<sup>nd</sup> Committee Meeting, the Board scheduled two additional meeting dates:
  - December 11 – Special Closed Board of Education meeting (Superintendent Evaluation) 4:00 – 6:30 p.m.
  - January 19 – Board Governance Retreat 9:00 a.m. – 1:00 p.m.

**B. RECOMMENDATION:**

That the Board of Education moved to add December 11, 2012 and January 19, 2013 to the Board meeting calendar as described above.

**Board of Education Meetings**

(5:45 unless otherwise noted)

- November 13
- December 4 Truth-in-Taxation Hearing – 6:00 p.m.
- December 18
- January 15, 2013 – Annual Meeting 4:30 p.m.
- January 22
- February 19
- March 19
- April 16
- May 21
- June 4 Special Meeting (Non-Renewals) – 4:00 p.m.
- June 18
- July 16
- August 20
- September 17
- October 15
- November 12 Special Meeting (Canvass Votes) – 4:00 p.m.
- November 19
- December 17

**Committee of the Board Meetings**

(4:30 unless otherwise noted)

- October 30
- December 4
- January 15 (5:00 p.m.)
- February 5
- March 5
- April 2
- May 7
- June 11
- July 16
- July 30
- September 10
- October 1
- October 29
- December 3