

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota**

**SPECIAL MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
Saint Paul, MN 55102**

June 14, 2022

4:00 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order by Jessica Kopp, Vice Chair, at 4:13 p.m.

II. ROLL CALL

Present: **Board of Education:** Director Foster, Director Henderson, Director Kopp,
Director Ellis

Director Ward, Director Vue, and Director Allen were
absent.

Staff: Superintendent Gothard; Chuck Long, General Counsel;
Kenyatta McCarty, Executive Director of Human
Resources; Jim Vollmer, Assistant Director, Employee
and Labor Relations; Sarah Dahlke, Secretary to the
Board

III. APPROVAL OF THE AGENDA

MOTION: **Director Kopp moved approval of the Order of the Agenda. The motion was
seconded by Director Henderson.**

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Kopp	Yes
Director Ellis	Yes

IV. NEW BUSINESS

Superintendent Gothard welcomed Chief McCarty and Assistant Director Vollmer to present further details on this topic. Further details, including an overview, comparison data, and demographic data of teachers recommended for non-renewal were presented. Summary data was also shared, as well as a review of the process.

QUESTIONS/DISCUSSION:

- Further information was requested on the number of first-year teachers for proposed non-renewal.

- Board members then noted that with all of the events of the past few years and teachers and building leaders have been through so much - that we need to know we have done everything we could to support teachers and staff, or to find another track or path where they could be successful. Response: We do provide mentoring for all first-year teachers with tenured teachers where they can go to, ask questions, visit, get suggestions and resources, and oftentimes we do find resources for improvement. PAR coaches may provide individual support as well, and principals have probationary teachers sit with more experienced teachers to progress and improve during the school year and to help find resources. The Office of Teaching and Learning also provides resources to teachers. We feel we have done well with this process in looking at the history of numbers from the past, and the number of non-renewal teachers is trending down. Staff, OTL, principals and all are working diligently with teachers to provide resources and to help them be successful.
- It was noted these are not due to budget cuts.
- Information was also requested on feedback from exit interviews and feedback on support offered, which are voluntary with principals and building leaders, as well as with assistant superintendents. Further details were then requested on the process for information gained from those interviews.

MOTION: Director Kopp moved to approve the Human Resources Transactions List for the Non-Renewal of Probationary Contract employees. The motion was seconded by Director Henderson.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Kopp	Yes
Director Ellis	Yes

V. **ADJOURNMENT**

MOTION: It was moved by Director Kopp to adjourn the meeting. It was seconded by Director Ellis.

The motion was approved by roll call vote:

Director Foster	Yes
Director Henderson	Yes
Director Kopp	Yes
Director Ellis	Yes

The meeting adjourned at 4:25 p.m.

Prepared and submitted by
Sarah Dahlke, Assistant Clerk