

INDEPENDENT SCHOOL DISTRICT NO. 625  
Saint Paul, Minnesota

REGULAR MEETING OF THE BOARD OF EDUCATION  
360 Colborne Street  
Saint Paul, MN 55102, and

Available Streaming Online at [www.spps.org/boe](http://www.spps.org/boe) and Saint Paul Cable Channel 16

December 14, 2021  
6:05 p.m.

**MINUTES**

**I. CALL TO ORDER**

The meeting was called to order at 6:05 p.m. by Jeanelle Foster, Chair.

**II. ROLL CALL**

Board of Education: J. Brodrick, J. Vue, C. Allen, J. Kopp, Z. Ellis, J. Foster  
Superintendent Gothard

C. Long, General Counsel; S. Dahlke, Assistant Clerk

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

**MOTION:** Director Foster moved approval of the Order of the Main Agenda. The motion was seconded by Director Brodrick.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

**III. RECOGNITIONS**

Chair Foster provided these words for Director John Brodrick, as this is his final regular meeting on the Board of Education as he ends his 20 years on the Board of Education.

*In 2001, President Bill Clinton delivered his farewell address to the nation, George W. Bush was sworn in as the 43rd president of the United States, The Baltimore Ravens defeated the New York Giants 34–7, winning their first Super Bowl title ever, singer Aaliyah died in a plane crash in the Bahamas, and musician and former Beatle member George Harrison also died.*

*The Lord of the Rings and Harry Potter were both released in theaters as the first of many film series.*

*Maybe most notably about the year 2001 was on September 11 – (also known as 9/11) was when we watched in horror the nearly 3,000 people who were killed in four suicide attacks at the World Trade Center in New York City; the Pentagon in Arlington, Virginia; and in rural Shanksville, Pennsylvania. The attack launched the global War on Terrorism, prompting The United States to invade Afghanistan.*

*An additional event in history was that of November 6, 2001 - the date and year that Director Brodrick was first elected onto the Saint Paul Public Schools Board of Education.*

*As you all know, tonight's meeting marks Director Brodrick's 20 years of service to the board.*

*During Director Brodrick's tenure - I know he is most proud that every levy was passed. Director Brodrick regularly pushed for us to provide facilities that treated our urban youth and families as equals to their suburban counterparts.*

*In typical Brodrick fashion, he encouraged the Board and District leadership to always remember to listen to and to value the input of our educators, our support staff, and especially, our parents and community. Director Brodrick often credits former Minneapolis school board member who went on to other duties, Peggy Flanagan –*

*"It isn't the job of the school board member to represent the district to the community, it is the job of the school board member to represent the community to the school district."*

*Director Brodrick, or John – we will miss you! We will miss your "run for pope" speeches, and your references to Mechanic Arts, your tireless advocacy for teachers, and your commitment to community and SPPS students and families.*

*You entered your term during a time when Americans were filled with shock, sadness, fear and devastation following the attacks of 9/11. And today you are exiting your time with the board with a familiar emotional toll due to the global health crisis of the COVID-19 pandemic. These events, and all the unmentioned ones in between, have truly transformed us as human beings and as a society, just as your presence and contribution on the board has been critical to assisting the district's progress.*

*On behalf of the board of education, administration, our teachers and support staff, our students and their families, and all of Saint Paul - we thank you so very much for all of your dedication, service, and commitment - from your days as a student, as a teacher, as a coach, as a parent and now for twenty years, as a school board member!*

Board members then thanked Director Brodrick for his stories, support on the Board and in community, recapping the first meeting with Director Brodrick and his connections to schools and community groups. There was a suggestion for a podcast with Director Brodrick to tell his stories of Saint Paul and SPPS. Another board member noted the perspective that Director Brodrick brings to the Board, and his commitment to the students, staff, and families of SPPS. Another board member noted her personal experience with Director Brodrick and his conversations with her family members, as well as his attendance at her family members' funerals and the meaningfulness of his actions. Board members thanked his for her service, commitment, and dedication, and his voice will be missed on the Board. Superintendent Gothard also shared his words for Director Brodrick, and their similar stories, as well as the consistency in Director Brodrick's approach while on the school board. Director Brodrick thanked

everyone for their kind words, and that he loves each and every one on the Board and the Superintendent. He remembered the words of a student from his first year of teaching - "Mr. Brodrick - you got a good heart, but a bad temper." He remembered those words through his years of teaching, and what we can learn from students. He then went on to provide three messages. The first is the single regret of never learning how to balance being a true team player with his fellow board members and Administration, and his obligation to the folks who elected him. He believes that for this Board and the Board in January 2022, that the best days are yet to come. He also hopes that as a student in SPPS for 13 years, his 34.2 years of teaching in SPPS, and his time on the school board for 20 years that his mother and late wife would agree that in those 67.2 years, he did more good than harm. He also noted that he is proud to have never used a certain vernacular language that his friends may be familiar with at a school board meeting. As a sentimental older gentleman, he hopes that is how folks will remember him and his time on the school board.

#### **IV. APPROVAL OF THE ORDER OF THE CONSENT AGENDA**

**MOTION: Director Foster moved approval of the Order of the Consent Agenda with items A1 - Acceptance of Gift from Kathy Dumas; D1 - Approval of Employment Agreement Between Independent School District No. 625 and Minnesota Teamsters Public and Law Enforcement Employees Local No. 320 Representing Teaching Assistants' and E2 - Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 121A.15 Health Standards: Immunizations pulled for separate consideration. The motion was seconded by Director Brodrick.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

#### **V. APPROVAL OF THE MINUTES**

- A. Minutes of the Special Meeting of the Board of Education of October 18, 2021
- B. Minutes of the Special Meeting of the Board of Education of October 25, 2021
- C. Minutes of the Special Closed Meeting of the Board of Education of November 15, 2021
- D. Minutes of the Special Meeting of the Board of Education of November 15, 2021
- E. Minutes of the Regular Meeting of the Board of Education of November 16, 2021
- F. Minutes of the Special Closed Meeting of the Board of Education of November 29, 2021
- G. Minutes of the Special Meeting of the Board of Education of November 29, 2021
- H. Minutes of the Special Public Hearing of the Board of Education of November 30, 2021
- I. Minutes of the Special meeting of the Board of Education of December 1, 2021
- J. Minutes of the Special Public Hearing of the Board of Education of December 7, 2021

**MOTION: Director Foster moved approval of the Minutes of the Special Meeting of the Board of Education of October 18, 2021; Minutes of the Special Meeting of the Board of Education of October 25, 2021; Minutes of the Special Closed Meeting of the Board of Education of November 15, 2021; Minutes of the Special Meeting of the Board of Education of November 15, 2021; Minutes of the Regular Meeting of the Board of Education of November 16, 2021; Minutes of the Special**

**Closed Meeting of the Board of Education of November 29, 2021; Minutes of the Special Meeting of the Board of Education of November 29, 2021; Minutes of the Special Public Hearing of the Board of Education of November 30, 2021; Minutes of the Special meeting of the Board of Education of December 1, 2021; Minutes of the Special Public Hearing of the Board of Education of December 7, 2021. The motion was seconded by Director Brodrick.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

## **VI. COMMITTEE REPORTS**

### **A. Minutes of the Committee of the Board Meeting of the Board of Education of November 9, 2021**

At the Committee of the Board Meeting on November 9, 2021, Superintendent Gothard began the meeting by noting the workforce shortages and substitute teaching plan, as well as the increase of COVID cases in Ramsey County. He expressed thanks to Ramsey County Public Health for their partnership, as well as the important role of vaccinations for our younger students. A brief update was then provided on Metro Transit and their role in providing transportation for students, as well as transportation overall within the District.

The next presentation was the 2022 Legislative Agenda. Discussion from board members included questions on the K-12 funding formula and prospects for change, special education and reimbursements, the future of properly funded schools, support of school facilities, additional information on the allocation of funding, and impacts on the effects of non-profits to the tax base. The 2022 Legislative Agenda was approved by acclaim.

The next presentation was the Final FY21 Budget Revision. Discussion from the Board included further information on food service funding and future information the different categories of funding. The Board then approved the Final FY21 Budget Revision as presented.

Next, the Board received an update on Envision SPPS. This was an opportunity for the Board to ask further questions on the process and recommendations of the plan.

**MOTION: Director Vue moved that the Board accept the report on the November 9, 2021 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Brodrick.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes

Director Foster                      Yes

**B. Minutes of the Committee of the Board Meeting of the Board of Education of December 7, 2021**

At the Committee of the Board Meeting on December 7, 2021, Superintendent Gothard began the meeting by welcoming everyone and providing his observations from his time spent on a visit to Central Senior High.

Staff then shared information on an overview of aligned schedules for high schools to be implemented in the 2022-23 school year. Information included the aligned schedule workgroup, timeline, proposal highlights, proposal overview, impacts to students, and next steps of implementation, with Board discussion that followed.

**MOTION:        Director Vue moved that the Board accept the report on the December 7, 2021 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Brodrick.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

**VII.     SUPERINTENDENT'S REPORT**

**A. Envision SPPS & SPPS Builds: Time Sensitive Actions**

Superintendent Gothard noted that with the approval of Envision SPPS, there are 2 time-sensitive items that are necessary to Envision SPPS and SPPS Builds to keep on track with timelines established and adhering to the standard approval for work.

Chief Jackie Turner and Director Parent then led the Board through the presentation, which can be found in the BoardBook. The objective of the presentation, which can be found in the BoardBook is to present time-sensitive actions needed to formalize decisions and meet timelines from the Envision SPPS process in the District's capital program (SPPS Builds). A full update and overview of the full capital program will occur in the spring. The agenda includes an overview of the board actions needed, and the identification of the next steps. The summary of the board actions includes the revised gate check #1 for Bruce Vento Elementary, and the revised gate check #1 for Obama. A review of the gate check process was discussed, as well as the first steps after approval. Further details on both Bruce Vento and Obama were provided. The next steps were also reviewed.

**QUESTIONS/DISCUSSION:**

- Further details were requested on stakeholder engagement within this process. Response: We are looking at a broad definition of stakeholders, including all families, as well a business owners in Saint Paul. We are also looking at input from those new programs and those in buildings now,

and may be moving buildings. We have yet to define how to reach those folks and to identify them, but will begin with principals. Further information on how families will learn about engagement opportunities were also shared, including for the stakeholders to design their engagement process, and there is not one way for the District to engage. We are using the Envision SPPS transitions to ground our engagement, and to identify and navigate stakeholders broad and narrow.

- Further information was also requested on the number of sections at Bruce Vento, and concerns that it will become too big. Response: There will be 4 sections with additional classrooms for flexibility, with the goal to have openings for flexibility for different enrollment levels. It was also noted that we are moving to a place of early childhood, and the commitment for this from Build Back Better federal funds.
- What will happen to the current site of Bruce Vento? Response: Some of the functions we want to include are parking, drop-off areas, and play.
- Details on the early childhood center within Vento were also provided. Both are planned to be in the new construction.
- A board member also noted the shortages in labor and materials, as well as shipping, and the impacts of those delays to the bidding process. Response: When we are ready to award contracts, our hope is that the volatility will have settled down, and we are changing some cost estimating practices to be more conservative, and will track quarterly and try to make balanced assessments around acute instances, or new normal, which will be a topic for the next 2 years until the work is bid.
- To what extent is information shared with the stakeholder committee? Response: We would like to think more about this and find ways to share with the stakeholders, and how that external influence could be shared.
- A board member noted that we will need to identify additional stakeholders. They are excited for the process and design and programming to fit the community, and look forward to bringing the community together from the East Side and West Side to talk about their needs to fulfill through this process.
- Superintendent Gothard noted that these two actions are included within the consent agenda, and will not require a separate vote.

B. Human Resource Transactions

**MOTION: Director Foster moved approval of the HR Transactions for the period November 1 through November 30, 2021. Director Brodrick seconded the motion.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

**VII. CONSENT AGENDA**

**MOTION: Director Foster moved approval of all items within the consent agenda withholding items A1 - Acceptance of Gift from Kathy Dumas; D1 - Approval of Employment Agreement**

**Between Independent School District No. 625 and Minnesota Teamsters Public and Law Enforcement Employees Local No. 320 Representing Teaching Assistants' and E2 - Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 121A.15 Health Standards: Immunizations), which were pulled for separate consideration. Director Brodrick seconded the motion.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

#### A. Gifts

**BF 32580** Acceptance of Gift from Twin Cities Dunkers Fund of the Minneapolis Foundation

That the Board of Education Authorize the Superintendent (or Designee) to accept the gifts from the Twin Cities Dunkers Fund of the Minneapolis Foundation

**BF 32581** Donation toward Student Services

That the Board of Education authorize the Superintendent (designee) to accept the \$8,000 donation to be used to support adult learners.

**BF 32582** Olympic Hills 9/11 Lemonade Stand

That the Saint Paul Public Schools Board of Education authorize the Superintendent Gothard to allow Como Park Senior High School/MCJROTC to accept a monetary gift from North Star Marine Veterans of \$19,194.00. The money will be deposited into the JROTC intra-school account, 19-212-291-000-5096-J001, and will be used with the above projects.

**BF 32583** South Robert Street Business Donation

That the Board of Education authorize the Superintendent (designee) to accept the \$5,000 from the South Robert Street Business and provide a letter expressing appreciation for the gift.

**BF 32584** Timothy W. Scott Donation

That the Board of Education authorize the Superintendent (designee) to accept the \$7,000 from Timothy W. Scott and provide a letter expressing appreciation for the gift.

#### B. Grants

**BF 32585** Request for Permission to Accept Grants from the Assistance League of Minneapolis/Saint Paul

That the Board of Education authorize the Superintendent (designee) to accept the opportunity to participate in Assistance League's philanthropic program Operation School Bell; to accept funds, if awarded; and to implement the projects as specified in the award documents.

**BF 32586** Request for Permission to Accept a Grant from the Minnesota COVID-19 School Testing Program

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota COVID-19 School Testing Program; and to implement the project as specified in the award documents.

**BF 32587** Request for Permission to Accept a Grant from the Minnesota Department of Education

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota Department of Education to support the Office of Indian Education; to accept funds; and to implement the project as specified in the award documents

**BF 32588** Resolution Supporting the City of Saint Paul Safe Routes to School Project and the Application for Safe Routes to School Funding

That the Board of Education approve the resolution language.

**RESOLUTION SUPPORTING THE CITY OF SAINT PAUL'S APPLICATION FOR MNDOT SAFE ROUTES TO SCHOOL INFRASTRUCTURE FUNDING TO MAKE PEDESTRIAN SAFETY IMPROVEMENTS NEAR MAXFIELD ELEMENTARY SCHOOL**

WHEREAS, it is our understanding that the City of Saint Paul is developing an application to seek funding for a Safe Routes to School Infrastructure grant to install permanent pedestrian safety improvements near Maxfield Elementary School;

WHEREAS, Maxfield Elementary collaborated with the City of Saint Paul and other partners to develop a Safe Routes to School plan in 2018 that outlines pedestrian safety concerns near the school;

WHEREAS, the City of Saint Paul's application for funding would address safety concerns identified in the 2018 Safe Routes to School plan;

WHEREAS, it is our belief that the proposed activities are consistent with the goals of the Safe Routes to Schools program and the policies of Saint Paul Public Schools, and that funding this project would provide a significant opportunity to improve student safety in Saint Paul Public Schools. NOW,

THEREFORE, BE IT RESOLVED, the Board of Education fully supports the City of St. Paul's efforts in seeking Minnesota Department of Transportation Safe Routes to School Infrastructure funding and will collaborate to collect data as necessary, assist with engaging the school community, and support the goals of the project, namely, to improve safety, encourage walking and biking to school, and to improve the walking and biking environment for students of the district and other users of the routes.

**BF 32589** Request for Permission to Submit a Grant to 3M Gives – Innocent Classroom for STEM Teachers Pilot



That the Board of Education authorize the Superintendent (designee) to submit a grant to 3M Gives for the funds to design and pilot an Innocent Classroom training series for STEM teachers; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 32590** Request for Permission to Submit a Grant to 3M Gives – Skilled Trades Scholarships

That the Board of Education authorize the Superintendent (designee) to submit a grant to 3M Gives for the funds to provide scholarships to graduating seniors with an interest in continuing training and education in the skilled trades; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 32591** Request for Permission to Submit a Grant to 3M Gives – XR Terra Summer Pilot

That the Board of Education authorize the Superintendent (designee) to submit a grant to 3M Gives for the funds to pilot a summer program for high school students to explore augmented reality technology careers; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 32592** Request for Permission to Submit a Grant to the Ecolab Foundation

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

**BF 32593** Request for Permission to Submit a Grant to the Minnesota Department of Education – Summer Agriculture Program, Como Park Senior High School

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Minnesota Department of Education for funds to provide an agriculture program over the summer for high school students; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 32594** Request for Permission to Submit a Grant to the Minnesota Department of Education – Summer Agriculture Program, Humboldt High School

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Minnesota Department of Education for funds to provide an agriculture program over the summer for high school students; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 32595** Request for Permission to Submit a Grant to the Minnesota Department of Transportation – Safe Routes to School, Planning Assistance Program

That the Board of Education authorize the Superintendent (designee) to submit four grant applications to the Minnesota Department of Transportation to receive planning assistance for create Safe Routes to School plans; to accept consulting services, if awarded; and to implement the project as specified in the award documents.

**BF 32596** Request for Permission to Submit a Grant to the Minnesota Department of Transportation – Safe Routes to School, Boost Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Transportation for the funds to replace the district's bike fleet and install bike parking at five elementary schools; to accept funds, if awarded; and to implement the project as specified in the award documents

**BF 32597** Request for Permission to Submit Four Grants to Project Lead the Way

That the Board of Education authorize the Superintendent (designee) to submit four grants from Project Lead the Way to expand PLTW programs; to accept funds, if awarded; and to implement the project as specified in the award documents.

### C. Contracts

**BF 32598** Phase Gate Approval of the ARP Indoor Air Quality Projects: Gate #3 – Program Budget; Gate #3A – Finance Plan Update

That the Board of Education approve the ARP/ESSER 3 Indoor Air Quality Projects at Phase Gate Check #3 – Program Budget; Gate Check #3a – Finance Plan Update.

**BF 32599** REVISED Phase Gate Approval of the Barack & Michelle Obama Elementary School – Major Renovation Project: Gate Check #1 – Master Planning (Project # 3210-23-01)

That the Board of Education approve the REVISED Barack & Michelle Obama Elementary School – Major Renovation Project: Gate Check #1 – Master Planning.

**BF 32600** REVISED Phase Gate Approval of the Bruce Vento Elementary - New Construction Project: Gate Check #1 – Master Planning (Project # 1020- 22-01)

That the Board of Education approve the REVISED Bruce Vento Elementary - New Construction Project: Gate Check #1 – Master Planning

**BF 32601** Settlement of Bond Claim

That the Board of Education approve the Release and Assignment and authorize its Superintendent, or his designee, to execute the Release and Assignment.

### D. Agreements

**BF 32602** 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, 2021 through June 30, 2023.

**BF 32603** Memorandum of Understanding between INROADS College Links and Saint Paul Public Schools

That the Board of Education authorize the Superintendent (designee) to sign the Memorandum of Understanding between Saint Paul Public Schools and INROADS College Links.

**BF 32604** Memorandum of Understanding between Raymond W. Cannon Education Foundation and Saint Paul Public Schools

That the Board of Education authorize the Superintendent (designee) to sign the Memorandum of Understanding between Saint Paul Public Schools and Raymond W. Cannon Education Foundation for the 2021-22 school year.

**BF 32605** Request to Sign Student Teaching Agreement with Luther College

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Luther College.

E. Administrative Items

**BF 32606** Monthly Operating Authority

1. That the Board of Education approve and ratify the following checks and wire transfers for the period October 1, 2021 though October 31, 2021.

(a) General Account	#741610-742672	\$58,091,012.26
	#0004262-0004292	
	#7004216-7004250	
	#0006206-0006314	
(b) Debt Service	-0-	
(c) Construction	-0-	4,800.00
		<u>\$5,233,716.66</u>
		\$63,329,528.92

Included in the above disbursements are two payrolls in the amount of \$41,175,194.12 and overtime of \$260,955.86 or 0.63% of payroll.

(d) Collateral Changes

Released:  
None

Additions:  
None

2. That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Workers' Compensation Law falling within the period ending May 31,2022

F. Bids - None

G. Change Orders - None

#### **ITEMS PULLED FOR SEPARATE CONSIDERATION**

##### **BF 32607      Acceptance of Gift from Kathy Dumas**

Director Brodrick noted that he pulled this item because Kathy and Dick Dumas were friends of his and his late wife. He worked with kathy for many years in teaching and coaching, and noted that both of his daughters were in Kathy's English class at Como Park Senior.

Assistant Superintendent Marcy Doud then provided words from Koua Yang, athletic director at Como Park Senior.

*It is my absolute pleasure to write a little summary on behalf of my tennis coach and English teacher, Kathy Dumas. Kathy grew up in Kansas and graduated from Baker University, Baldwin City, Kansas. At the age of 21, she started her career as an English teacher at Johnson High School in 1967. Kathy also started her bright coaching career with girls swimming at Johnson. She taught there for 10 years before making a brief transition from Washington to Como Park High School where she remained for the rest of her career. At Como Park, Kathy coached boys' tennis for 25 years; girl's tennis for 28 years; and assisted her husband Dick Dumas coaching cross country. Overall, she invested 40 years of service and love into Saint Paul public schools. Kathy Dumas and her legacy lives on with generations of students impacted by her teaching and coaching.*

*Every fall and spring season, Kathy and I would talk about the state of tennis in St. Paul and Como Park. We discussed the lack of maintenance on the courts and how the courts were deteriorating. Several weeks later, she had her financial advisor from Merrill Lynch contact me regarding the donation. I am not at all surprised by her generosity. When I was a freshman at Como Park, I left my \$30 Target racket on top of a car and lost it. Kathy bought me my first "performance racket", a Dunlop racket that was worth \$300 dollars. Her love for kids inspired me to pursue a career in education and coaching. Kathy won several conference championships and multiple coaching accolades, but her life lessons has stood the test of time with her student-athletes and community.*

*I taught social studies and coached the boys' and girls' tennis teams at Harding High School for 18 years before arriving here at Como. I am here today as Como Park's Athletic Director because of the influence of my teacher, coach, and mentor Kathy Dumas.*

**MOTION:      Director Brodrick, seconded by Director Ellis, moved that the Board of Education Authorize the Superintendent (or Designee) to accept the gift from Kathy Dumas for Como Park Athletics.**

The motion was approved by roll call vote:

Director Brodrick

Yes

Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

**BF 32608** Approval of Employment Agreement Between Independent School District No. 625 and Minnesota Teamsters Public and Law Enforcement Employees Local No. 320 Representing Teaching Assistants

**QUESTIONS/DISCUSSION:**

Chair Foster noted that this item was pulled due to a conflict of interest.

She went on to note that per statute regarding Contract with no bids required, a local school board may contract with a class of school district employees such as teachers or custodians where the spouse of a school board member is a member of the class of employees contracting with the school board and the employee spouse receives no special monetary or other benefit that is substantially different from the benefits that other members of the class receive under the employment contract. A school board invoking this exception must have a majority of disinterested school board members vote to approve the contract, direct the school board member spouse to abstain from voting to approve the contract, and publicly set out the essential facts of the contract at the meeting where the contract is approved.

Below are the essential facts of this contract:

1. New Agreement is for a two year period from July 1, 2021, through June 30, 2023.

2. Contract changes are as follows:

Wages: Effective September 11, 2021, the salary schedule is increased 1.5%. Effective September 10, 2022 the salary schedule is increased 1.5%; delete longevity language and add in as a longevity step into the salary schedule; create a single step system with no lanes, delay step movement in year two until October 8, 2022. Employees eligible for a step movement will move a step effective October 8, 2022.

Incentive Pay: Effective December 17, 2021, all employees in this group will be provided a one-time lump sum payment of \$500.00.

Sick Leave: Effective July 1, 2022, employees will be able to use 5 days of sick leave per year for personal leave, for a total of (5) five sick leave days per year.

Holidays: Effective January 1, 2022, employees will be eligible for New Year's Day as a paid holiday.

Longevity Pay: September 10, 2022, implement year 2 at rates on salary schedule. Rates shown on year 2 salary schedule include \$1.00 Fed III premium payment to level 5 and each of the longevity levels 6, 7, & 8. Eliminate \$1.00 premium payment for Federal III programs. Maintain \$1.00 premium for Fed IV buildings of Bridgeview, Focus Beyond, Journeys, River East. New longevity levels include the current longevity amounts.

Benefits: Effective January 1, 2022, for each eligible employee covered by this Agreement who is employed full time and who selects employee insurance coverage, the Employer agrees to increase the single coverage contribution amount from \$630 to \$640 per month. For each eligible full-time employee who selects family coverage, the Employer will increase the contribution amount from \$1,225 to \$1245 per month.

Effective January 1, 2023, for each eligible employee covered by this Agreement who is employed full time and who selects employee insurance coverage, the Employer agrees to increase the single coverage contribution amount from \$640 to \$650 per month. For each eligible full-time employee who selects family coverage, the Employer will increase the contribution amount from \$1,245 to \$1265 per month.

MOA Health Insurance Re-Opener: Effective July 1, 2021, this new MOA is an agreement to discuss a potential insurance re opener for discussion on cafeteria plan if decided.

MOA Remote Learning and Professional Development: Effective: July 1, 2021, this new MOA explains the definitions of remote learning days and professional development days as duty days. This MOU will expire June 1, 2023.

3. The District has 712 FTE's in this bargaining unit.

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

· in the 2021-22 budget year: \$13,752,119 (13 million, 752 thousand, 119 dollars)

· in the 2022-23 budget year \$13,895,826 (13 million, 895 thousand, 826)

**MOTION: Director Foster, seconded by Director Brodrick, moved that the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for teaching assistant employees in this school district for whom the Minnesota Teamsters Public and Law Enforcement Employees Local No. 320 is the exclusive representative; duration of said Agreement is for the period of July 1, 2021, through June 30, 2023.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Abstain
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

Director Allen noted her personal experience as a former paraprofessional. She congratulated the negotiation team and Administration for valuing our paraprofessionals and looking to uplift them in a way to be proud to be a part of the team in the building and SPPS. This is a great step towards equity in looking at the living wage, and appreciates that our employees will now be reaching that point within the first two years of employment with SPPS. She thanked the team for their commitment and work on this for our staff.

**BF 32609** Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute

121A.15 Health Standards: Immunizations

**QUESTIONS/DISCUSSION:**

Director Vue noted that he pulled this item because information was presented in September on this topic, and he'd like a follow-up. Mary Langworthy provided additional details. We did a lot of great work that involved our entire department. There were a possible 5,032 students because of required immunizations on September 13. We worked on revamping our processes to improve that and consistently following the same plan across the district, and working to inform our families. Over that month, we reduced the exclusion to 2,100, and had 936 excluded. Throughout that morning, we vaccinated 238 students across different sites and informing families to offer that opportunity. We still have 5 students from that group who are still excluded, unfortunately they are students who tend to miss school across the board, and with extenuating circumstances to work with families. We did have 108 students excluded in November, and 138 in December, and about 80 in January. We did hard work upfront to get students into clinic and preventative care, and these numbers have been incredible to watch to see the great work.

Director Vue noted his personal experience within this topic, and appreciation for ensuring our students are well cared for, and informing parents.

**MOTION:** Director Vue, seconded by Director Brodrick, moved that the Board of Education excludes the named students from school effective December 21, 2021, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

**IX. OLD BUSINESS**

A. Policy Update

1. THIRD READING: Policy 510.00 Graduation

Superintendent Gothard then welcomed Darren Ginther, Director of Office of College and Career Readiness, to present the third reading of this policy.

The presentation included the rationale for the update, proposed updates, including the course requirement of "critical ethnic studies", a link to the proposed policy, as well as a video that spoke to the importance of critical ethnic studies to our students and staff.

**QUESTIONS/DISCUSSION:**

- Board members thanked everyone for their work, and noted the experience of some board members who served on the Steering Committee.
- It was noted that the video was heartwarming and inspiring. Director Brodrick shared this this will be one policy that will be a highlight of his time on the Board. He also noted the possible impacts to Human Geography classes.
- Director Allen noted that this is a monumental decision, and speaks to the equity and diversity of the District, where our students speak 144 languages. She is excited to watch the outcomes from this class, as well as for students to be able to grow academically.
- Superintendent Gothard reiterated the words of our former Chair, Marny Xiong, as she advocating for ethnic studies following the presentation from SEAB. He thanked SEAB members, as well as staff, students, and families for their work in this policy change.

**BF 32610** THIRD READING: Policy 510.00 Graduation

**MOTION: Director Ellis moved to approve the third reading of Policy 510.00 - Graduation. Director Brodrick seconded the motion.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

B. Proposed Pay22 Levy

**BF 32611** Certification of the Proposed Pay22 Levy

Superintendent Gothard welcomes Chief Financial Officer, Marie Schrul, to present the proposed Pay22 Levy to the Board of Education for final certification. Levy basics were reviewed, as well as the Pay22 Levy calendar, a chart detailing the differences between the certified Pay21 Levy and the proposed Pay22 levy by category. The estimated annual property tax impacts were reviewed to both home and commercial/industrial properties.

**QUESTIONS/DISCUSSION:**

- Director Brodrick thanked staff for their work on the Pay22 Levy, with a special thanks to the Finance Department. SPPS is a wonderful organization and he is proud to have been a part of it, and proud of the work to prepare for this Levy.

**MOTION: Director Foster moved approval of the recommendation to certify the Pay22 Levy in the amount of \$202,788,045.03. Director Brodrick seconded the motion.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes



Director Ellis	Yes
Director Foster	Yes

**X. NEW BUSINESS - None**

**XI. BOARD OF EDUCATION**

A. Information Requests & Responses

- Director Ellis requested information on an update on the work of the Equity Committee.
- She also requested information on the process for SEAB.

B. Items for Future Agendas

C. Board of Education Reports/Communications

- Director Kopp noted the Safe Routes to Schools items on the consent agenda, and how this program is helping to make life easier for students and families, and includes safe routes to schools, libraries, stores, and home. It is a wonderful collaboration with the City and bike advocacy groups.
- Director Ellis noted her attendance at the MSBA virtual delegate assembly, and shared that her term as director is complete in January. Director Brodrick thanked Director Ellis for her work within MSBA throughout the years.

**XI. FUTURE MEETING SCHEDULE**

A. Board of Education Meetings (6:05 p.m. unless otherwise noted)

1. Motion to Reschedule the Annual Meeting of the Board of Education on Tuesday, January 4, 2022 to Commence at 6:45 p.m.

**MOTION:** Director Foster moved to approve reschedule the Annual Meeting to begin at 6:45pm. We will begin with the Committee of the Board meeting at 4:30pm, break at 6:00pm for the Swearing-In Ceremony for our newly elected board members, then move into the Annual Meeting at 6:45pm. Director Brodrick seconded the motion.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

**\*\*UPDATE\*\***

A public notice was sent to change the start time of the Annual Meeting of Tuesday, January 4, 2022 to commence at 6:05 p.m. The meeting will begin with the swearing in of newly elected board members, and then move into the business of the Annual Meeting.

- January 4, 2022 | Annual Meeting | 6:05pm

- January 18, 2022
- February 22
- March 22
- April 19
- May 24
- June 7 | Special | Non-Renewals | 4:00pm
- June 21
- July 19
- August 23

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

- January 4, 2022
- February 8
- March 8
- April 5
- May 10
- June 7
- August 10 (Wednesday)

**XII. ADJOURNMENT**

**Director Brodrick moved to adjourn the meeting; Director Allen seconded the motion.**

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Vue	Yes
Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes

The meeting adjourned at 8:16 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:

Sarah Dahlke

Assistant Clerk, St. Paul Public Schools Board of Education