

**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 and Saint Paul Cable Channel 16

**August 17, 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: Y. Carrillo, Z. Ellis, J. Foster, J. Brodrick, J. Vue, C. Allen, J. Kopp,
Superintendent Gothard

C. Long, General Counsel

II. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Foster moved approval of the Order of the Main Agenda three changes - to move the new order to be New Business: 2021 American Indian Parent Committee Resolution, then New Business: Resolution Authorizing On-Line Learning School for Grades K through 12, and then Old Business: Resolution Adopting a Saint Paul Public Schools Resolution Mandating the Use of Masks in all Saint Paul Public School Buildings. These will all precede the Superintendent's Report. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

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

III. RECOGNITIONS

BF 32481 Acknowledgement of Good Work Provided by Outstanding District Employees

1. Welcoming new leaders:

Andrew Collins, Chief of Schools
Marcy Doud, Deputy Chief of Schools
Yeu Vang, Assistant Superintendent
Maria Eustaquio, Director, Equal Employment & Opportunity
Nicky Napierala, Principal, Bruce Vento Elementary
Elias Oguz, Principal, Barack & Michelle Obama Elementary
Tracy Buhl, Principal, Crossroads Montessori/Science
Leslie Hitchens, Principal, Maxfield Elementary
Oulia Yang, Principal, Battle Creek Middle School
Jamil Payton, Principal, Johnson Senior High School
Jeffrey Bush, Principal, SPPS Online School
Susan Mondry, Principal, Eastern Heights Elementary
Kristen Longway, Principal, Battle Creek Elementary
May Lee Xiong, Principal, Phalen Lake Hmong Studies Magnet
Marcus Freeman, Principal, Capitol Hill Gifted and Talented Magnet
Daria Caldwell, Principal, Galtier Elementary
Teng Lo, Assistant Principal, Battle Creek Middle School
Danielle Beck, Assistant Principal, Global Arts Plus
Nicole Staab, Assistant Principal, Highland Park Senior High School
Diana Salinas Brown, Assistant Principal, Como Park Senior High School
Shandyn Benson, Assistant Principal, Washington Technology Magnet
Michelle Brown Ton, Assistant Principal, Phalen Lake Hmong Studies Magnet
Jude Vales, Assistant Principal, L'Etoile du Nord French Immersion
Melissa Ehlers, Assistant Principal, Frost Lake Elementary
Ma'Lene Walker, Assistant Principal, Open World Learning
Jennifer Ewald, Assistant Principal, Como Park Elementary
Elzbieta Murphy, Assistant Principal, Saint Paul Music Academy
Al Levin, Assistant Principal, Hazel Park Preparatory Academy
Elba Frazier, Assistant Principal, E-STEM Middle School
Anne McInerney, Assistant Director, Title I Federal Programs
Brenda Natala, Interim Executive Director, Office of Specialized Service
Beth Coleman, Assistant Director, Office of College & Career Readiness
Charlotte Landreau, Assistant Director, Office of Teaching and Learning
Sarah Schmidt de Carranza, Interim Executive Director, Office of Multilingual Learning
Adam Kunz, Director, Office of Digital and Alternative Education
Megan Dols Klingel, Assistant Director, Office of Digital and Alternative Education
Scott Hrouda, Assistant Director, Facilities Department
Leah Corey, Director, Innovation Office

IV. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Foster moved approval of the Order of the Consent Agenda with item A1 - Acceptance of Gift from United Healthcare pulled for separate consideration. The motion was seconded by Director Vue.

The motion was approved by roll call vote:

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

Director Kopp	Yes
Director Carrillo	Yes

V. APPROVAL OF THE MINUTES

- A. Minutes of the Regular Meeting of the Board of Education of July 20, 2021
- B. Minutes of the Special (Closed) Meeting of the Board of Education of August 3, 2021
- C. Minutes of the Special (Closed) Meeting of the Board of Education of August 3, 2021 regarding the Annual Evaluation of the Superintendent

MOTION: Director Foster moved approval of the Minutes of the Regular Meeting of the Board of Education of July 20, 2021; Minutes of the Special (Closed) Meeting of the Board of Education of August 3, 2021; and the Minutes of the Special (Closed) Meeting of the Board of Education of August 3, 2021 regarding the Annual Evaluation of the Superintendent. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

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

VI. COMMITTEE REPORTS

- A. Minutes of the Regular Meeting of the Board of Education of August 10, 2021

At the Committee of the Board Meeting on August 10th, 2021, Superintendent Gothard began the meeting by welcoming everyone and providing a brief update on both the work of the expansion of an SPPS online school program for K through 8 in addition to the previously approved 9 through 12 format, as well as the proposed mask mandate and other safety precautions as we move into school year 2021-2022.

Next, the Resolution Adopting a Saint Paul Public Schools Resolution Mandating the Use of Masks in All Saint Paul Public School Buildings was introduced. This sparked discussion with board members, including questions on proof of staff vaccination, mask requirements for students with special needs, concerns from staff about masks to control the spread of Covid-19 in classrooms and buildings, specific dates of review of this resolution by the Board, consequences for students who choose not to wear a mask, clarification on the date and time it would go into effect, and engagement around this proposal.

Staff then presented the American Rescue Plan Needs Assessment Results. Discussion and questions raised by the Board included efforts for remedial work, alignment of the results of the needs assessment and SPPS online school, the timeline for data collection and methodology, and staffing and capacity for teachers. It was noted that the information on the needs of our District will help as we move forward with more accessible resources. More information was also requested on the process of the work

group, the pace and cadence of spending, as well as information on the summative information included in the presentation.

Next, the Policy Update included information on updated to Policy 610.00 - Field Trips. Discussion focused on the process of this policy update, definitions of non-sanctioned field trips with community partners or contractors, international travel vendors, opportunities for students to participate in non-sanctioned field trips that are approved in advance and questions regarding absences. Overall, the Board approved moving this policy to the three-reading process.

Lastly, the Board presented the Summary of the Annual Performance Evaluation of the Superintendent. Overall, the board finds the Superintendent to be effective in his role with notable successes and areas for improvement. Board members continue to appreciate his leadership during challenging times and acknowledge continuing work in areas of student outcomes, communications, and building a culture of trust. The Board used the Minnesota School Board Association's Superintendent Standards-Based Evaluation for this year's evaluation, choosing to focus on standards evaluated last year (September 2020) to identify progress over time. These standards are related to Operations, District Communications, Teaching and Learning, and Ethical Leadership and Equity, with a rating scale ranging from ineffective, to developing, to effective, to highly effective. Observations within each standard were then shared. Identified key areas for growth were also noted. Superintendent Gothard thanked the Board for the review and comments.

MOTION: Director Vue moved approval that the Board accept the report on the August 10, 2021 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Allen.

The motion was approved by roll call vote:

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

VII. SUPERINTENDENT'S REPORT

A. Back to School 2021-2022: School Readiness Report

Superintendent Gothard then welcomed staff to provide the School Readiness Report that the team prepares annually to share information on preparation for the new school year, with additional information on safety protocols for COVID-19.

Part I of the presentation focused on School Readiness with an overview on the state of readiness for the first day of school on Thursday, September 9, 2021, including reports from Human Resources, Finance, Professional Development, New Technology, Facilities, School Safety, Nutrition Services, Transportation, Enrollment, Family Engagement, Communications, Community Education, and Part II: Safe Learning Plan Update.

Within Part II: Safe Learning Plan Update, information included prevention, screening, and mitigation strategies and information on vaccinations, COVID testing, mask guidelines, social distancing, reporting, contact tracing and quarantining, air quality, and cleaning routines and supplies.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Regarding transportation and the shortages in that area, what is the impact to our homeless and highly mobile families, and how are we adjusting to ensure students are able to get to school? Response: We will continue to follow the statute and law around that, and to provide supports to get to the home school - those will continue and will use vans as Type III transportation vendors to provide supports for highly mobile students and students who may live outside the city or areas that are more difficult for our yellow buses to access.
- Director Brodrick thanked staff for the presentation. He is glad to see that one of the primary mitigating strategies is vaccinations, and his thoughts and support for vaccines as a public health weapon against what causes such hardship in our community. He is in support of universal vaccinations. If we were to engage in a discussion or to give direction to Administration to begin ambitious work on potentially having vaccination for staff and possibly students to be mandatory. This would be a large, and courageous endeavor, for our school district to move ahead on this, and there are legal, practical, political, and moral questions involved in a decision such as this. He also would like General Counsel if he can propose a motion to give Administration direction to explore possibilities along the lines of vaccinations. He noted Superintendent Gothard's work in directing the district through COVID-19. He also requested obstacles the District may face, and as a Superintendent in order to have a vaccine mandate in SPPS. Response: It was noted that we are talking about staff online - currently state law prohibits that students be vaccinated. The end in mind would be a date in mind that staff show demonstration of vaccinations - one to show proof of vaccination or exemption, or be tested weekly. Some districts give no choice and require vaccinations. We do believe with our bargaining units that there are relationships, but everyday interactions with the terms and conditions of working in SPPS community. He would direct our team to have discussions across bargaining groups to feel respected in this process, and what makes sense for us. Timing is of the essence with the start of school, and the timing regime of the vaccine, and know it would not be actionable for right away, but to give time for. Those not vaccinated right now may struggle with their personal beliefs around it. He feels fortunate to live in a state and community where vaccines are publicized and available, and where we do have high percentages of our community eligible vaccinated in comparison to other parts of the country. He also noted the significant workload of HR to ensure staff are avail for students. This mandate would be a significant workload for a team that is already working on the critical work of staffing our sites. Assistant General Counsel recommended to hold this conversation as vaccines are not on the agenda for this meeting and heard Superintendent Gothard to direct his team to look into the different implications about it, and ensure the team has the opportunity to look into those possibilities.
 - Director Brodrick noted that at various times, there have been instances a single board member has suggested a topic or conversation, and he certainly does not want Administration to be unclear of the direction of the Board is asking Administration to go. Understanding the direction of the Board to go in for Administration, and important to make it clear of the consensus of the Board that we do want to give direction, but also want to be clear for him what that direction is. We need to ensure the Superintendent understands what this Board wants him to do.
 - Director Vue noted that he is interested in that conversation to give Superintendent Gothard and Administration direction. Vaccinations are at the top of the list for the Safe Learning Plan, and

echoing similar sentiments in seriously considering how this looks in SPPS. Understanding the leeway and flexibility, but to let the public know we are discussing this and directing the Superintendent to find out how this may look for SPPS.

- Director Carrillo echoed the sentiment that while the conversation of mandating vaccinations is not a part of this agenda, it is important to us, that staff investigate and devote energy. We have a large gap in meeting the staffing needs, and imposing a big pressure on the HR team to meet this gap, but concerned we are not attracting staff who want to leave districts not imposing mask mandates, and reaching out to those who want to come to a safe place. He wants to make SPPS a safe place for students and teachers and staff. He also noted the importance of timing in this. He does implore our staff to take this conversation and start moving with it, with community input and working with our partners.
- Director Kopp suggested that we have clear idea of what we are looking for, so there is not confusion. Do we want to set a date for feedback on questions so our community has a sense of the timeline, team has enough time, and reminding folks that being ready to do something and deciding to do it are two different things. Taking time in uncertainty is wise. Don't want to be reacting to something without the tools and planning at our disposal. Want to say talked about it, vetted it, our cross departmental teams have worked together, and how to do it and implement it. It won't be ready for the first day of school; our community has not had time to weigh in, and it is deeply personal. Build on efforts to educate, and what has been successful, obstacles. We need to be specific about information, set a timeline for community to engage, and understand it's a decision to be prepared.
- Chair Foster made a recommendation to determine a consensus and tasked our Board Administrator to reach out for input from individual board members.
 - Director Brodrick also encouraged public debate and deliberation about these things so that folks know what this board is saying publicly. He isn't fond of that idea, however, if that means that it will provide incentive to move on this quickly, he would not stand opposed.
 - Director Kopp noted she is not taking a position on the vaccine mandate, but be prepared with tools in the toolkit, and there is still information to learn, and not commit to doing it or not doing it - she wants to know more and understand more before we proceed.
 - Chair Foster also noted she is not prepared to make a decision on this tonight.
- Director Brodrick requested if it is clear that the Board is a little unclear on the specifics and direction to be given, but goes without saying, that for the past 18 months how much the Superintendent cares about this District that there will be direction from the Board? Response: In our work plan for the upcoming weeks, yes. We often do a stress test to push to think of the what-ifs to be ready, and work in a place of anticipation of what is next, and will continue to do that. Appreciate remarks of focus on the main thing, and a lot this year - online school and masking, and resources shared. Director Brodrick noted the team aspects of the Board.
 - Director Allen noted she needs more information and it is important for the Board to be presented what this looks like in SPPS and the community does need an opportunity to weigh in, for self and others. There are a lot of different opinions on the Board, and look at the facts and presentation and hear from the community before making a decision or even statement about where we are at.
 - Director Ellis noted that this is not the conversation she expected for tonight, and that information be presented as a whole to the Board, and no one is at the same place at this moment. Information from other entities such as CGCS would also be helpful. This is a very different conversation is discussing for SPPS, as opposed to overall.
- Regarding HR and staffing, new hires, and retirees, and staffing shifts between buildings and explanations for numbers. Is this more or less than last year? Response: These are larger than

they have been in past years. We typically see about 125-150 new teachers, and have done a lot of hiring, and continue to have teacher vacancies, and added positions with ARP funding. Some are transfers, some are resignations. Retirements are on trend. It is a combination of things. Our teaching assistant number is pretty large, and last year we did not hire with distance learning. This year we are seeing difficulty with filling those positions, but working on solutions to fill those, such as a the pop-up event we hope to address our shortages. It does include online.

- About Nutrition Services, last year we were talking about meal deliveries, and an update on how many were delivered this past summer, and what we expect for students online. Response: We are planning an announcement that by the end of this summer to surpass the 20 million meal mark, and to have a celebration around that - it was a community task with our partners and staff. For online programming, there will be access to the meal boxes and will need to register online. What will be different this year, it was a community program. Under the program moving forward, students attending school in buildings will not be eligible for a meal box per the USDA, and to be careful in following the guidelines. Families will need to go through a welcome process, and register, and then to pick those meals up. With the bus driver shortage, we are not in a position to provide direct home access for meal delivery.
- For the form to families for lunches, the expectation is that families will still fill out the educational benefits form, as well as register online if they'd like meal boxes to be made for them each week.
- Further details were requested on the vans. Response: They are not necessarily SPPS vans, but work with 5 different vendors. The notice on the window of the van will be similar to those on the yellow buses for SPPS. Those families this will impact, they will be told in writing and calls to understand a van will be picking up their child. Bus stops will look similar and depend on start times. It is a 15-passenger van, but state allows only for 10 people total - 1 driver and 9 students.
- It was mentioned that bus driver shortages, and wondering what that means for charter schools who we partner with for students to other locations and the impact of that. Response: We do partner with a few charter schools and private schools, and conversations had with directors to be transparent and work with them about what that may mean for their school. Those conversations will continue with those school partners.
- How many bus drivers do we currently have, and is it more or less than last year? Response: We are on par for drivers with our yellow bus drivers to primarily support our special education community in SPPS. Our nine contracted companies for student transportation, and those nine companies, worked with each of them and their leadership, and they have all indicated they are significantly short for drivers - many drive for SPPS and other schools in the area. As a whole, companies may be down 20 to 100 drivers. This will be a crisis that as a country to work through. One of our school partners on the East Coast is down 400 drivers, and may delay the start of school to allow for additional drivers. We need parents to understand to be flexible, and this year will be a challenge. Not concerned about safety, but need physical drivers. Everyone with a license in the SPPS transportation department will be driving, and that will mean that we need parents to understand it will take longer to answer phones and provide support. This is the year we need our community to rally together. Our fellow district across the river is also in a similar situation.
- It was good to hear that our staff was able to receive a vaccine if they wanted to, and glad that was able to happen.
- Director Allen also noted concerns about transportation, and campaign to encourage carpooling or folks to watch bus stops and ways to work together to ensure all students are safe to and from bus stops, and waiting. Response: Yes, we are, and working with other partners to work together. We are encouraging and working together that driving a bus can be a flexible for folks who want a flexible schedule, allow for stay at home parents to bring their children. As an

industry, we are reaching out to retirees, as well as others in an interest in working with youth and children. We often hear from students that their bus driver is important to them. As a community, we need to recognize our drivers for their participation in the education of our children. All are being done and considered.

- Gas card incentives for carpoolers, or a CDL pathway in Community Education were also suggested to “grow our own” bus drivers.
- About the number within the TA department, and pools and pop-up recruitment - what does that look like and how can the community learn more? Response: We have asked the team to think of creative ways to recruit, and asked the team to think of same-time ways of getting applicants to schools. This past May, we held interviews and offered positions on the spot, and hoping to meet with candidates, and getting out to schools, in addition to posting and finding new ways to promote those postings, including on social media and online employment sites. We are also working with community partners, especially for SUTR. We are looking at different ways for candidate pools.
- Director Kopp noted her favorite bus driver and experiences, and thanks.
- In thinking of the streamlining of the bus stops, and students moving to larger main roads, will there be a larger communication from the City and City Council, and being mindful of safety, for students and drivers to expect larger groups of students. How are we reminding folks school is starting and it might look different this year? Response: Yes, we are talking with SEM and Transportation teams about how to get information out to our community partners, including City and Parks about the change.
- With the start time shift, that will raise concerns with families and when to expect to know more? Response: Decisions will be made within the next 7-10 days. We really want to wait as late as possible to ensure we have recruited as many drivers as possible before making decisions. Every driver has a huge impact over the routing system. This is a temporary shift, and not a full-time change. We are a three tier system with schools starting at three different times. Our goal is to continue to have those three tiers long term, which is most efficient. Given this crisis, we don't anticipate more than 5-7 schools to change their start time, because we want to minimize changes for families, and the timing may be 15-30 minutes difference to get the driver from the widespread route to a smaller route. It would be communicated to families and the school that is is temporary shift. It does not change the timing for the instructional day, or teacher contract day, and there may be additional supports for students.
- Thanks for presentation for health and wellness readiness, and practices last year were successful, and glad we have the practice and refining, and opportunity to tailor to individual needs of the school.
- Regarding the Safe Learning Plan, for the COVID reporting, how will it look different? Response: It will look the same, with the same system, with over 9,000 reports since last summer. We have only modified the logic. In planning for fall, we can update the internal components, but it is the same reporting system.
- Fair air quality, is it any different from last year? Response: It is the same as last year.
- For cleaning practices and supplies, how has that changed? Response: It has been modified based on the CDC guidance, but is primarily the same practices, but reflecting staffing levels and the current guidance.
- Clarification on the vaccination clinics at school. They are: Washington Tech, Harding, and Gordon Parks.
- In thinking about the community care partnership with HealthStart, and open to staff, students, and community - how are we communicating that out? Response: We continue to work with the Communications office regarding those messages, and do have a vaccine website on

www.spps.org, as well as working with Ramsey County Public Health on messaging, and working with media to promote it on the news. We continue to share that resource back to our website to access the resources available. The website is: www.spps.org/covidvaccine.

B. Human Resource Transactions

MOTION: Director Foster moved approval of the HR Transactions for the period July 1 through July 31, 2021. Director Brodrick seconded the motion.

The motion was approved by roll call vote:

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

VII. **CONSENT AGENDA**

MOTION: Director Foster moved approval of all items within the consent agenda withholding item A1 - Acceptance of Gift from United Healthcare, which was pulled for separate consideration. Director Ellis seconded the motion.

The motion was approved by roll call vote:

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

A. Gifts - pulled for separate consideration

B. Grants

BF 32482 Request for Permission to Accept Two Grants from Project Lead the Way

That the Board of Education authorize the Superintendent (designee) to accept two grants from Project Lead the Way to implement PLTW Launch at Central High School and Humboldt High School; to accept grant funds; and to implement the project as specified in the award documents.

BF 32483 Request for Permission to Accept Two Grants from the French-American Cultural Exchange (FACE) Foundation

That the Board of Education authorize the Superintendent (designee) to accept two grants from the FACE Foundation at L'Etoile du Nord French Immersion; to accept funds; and to implement the project as specified in the award documents.

C. Contracts

BF 32484 Change Inc. Services in SPPS

That the Board of Education authorize the Superintendent (designee) to approve the expenditure General Education funds, Special Education funds, and Gateway to College funds in an amount not to exceed \$150,000 for site-based mental health services provided by Change, Inc.

BF 32485 Change Inc. Navigators in SPPS for School Year 2021-22

That the Board of Education authorize the Superintendent (designee) to approve the expenditure ESSER funding in an amount not to exceed \$350,000 for Navigators provided by Change Inc.. This amount supports the work of Navigators at 4 Saint Paul High Schools and one middle school.

BF 32486 Contract Extension No. #A-214622-A Type 3 (Van) Services for 2021- 2022 School Year

That the Board of Education authorizes the Superintendent (designee) to extend contracts based on attached rates established for school year 2021-2022.

BF 32487 Contract between SPPS and Achieve!Minneapolis (AchieveMpls)

That the Board of Education authorize the Superintendent (designee) to approve the contact between SPPS And AchieveMpls for the 2021-22 school year.

D. Agreements

BF 32488 Approval of an Employment Agreement with International Brotherhood of Electrical Workers, Local No. 110, to Establish Terms and Conditions of Employment for 2021-2024

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, 2021 through April 30, 2024.

BF 32489 Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, Representing Teaching Assistants

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for Minnesota Teamsters Public and Law Enforcement Employees Union Local No. 320, representing teaching assistants in this school district; duration of said Agreement is for the period of July 1, 2021 through June 30, 2023.

BF 32490 Community Action Partnership Head Start and St. Paul Public Schools Memorandum of Understanding

That the Board of Education authorize the Superintendent (designee) to enter into this partnership.

BF 32491 Request to Sign Concurrent Enrollment Joint Powers Agreement with Saint Paul College

That the Board of Education authorize the Superintendent (designee) to sign the Concurrent Enrollment Joint Powers Agreement between Saint Paul Public Schools and Saint Paul College for FY22.

BF 32492 Memorandum of Understanding between Minnesota Alliance with Youth 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 Minnesota Alliance with Youth for the 2021-22 school year.

BF 32493 Request to Sign MOU between SPPS and UW Precollege Pipeline Program

That the Board of Education authorize the Superintendent (designee) to approve the MOU between SPPS and the UW Precollege Pipeline Program for the 2021-22 school year.

BF 32494 Request for Permission to Sign Agreement with SELBI (Social, Emotional, Learning, Behavior Intervention) for Student Support SY 2021-22

That the Board of Education authorize the Superintendent (or Designee) to sign an agreement with SELBI for Behavioral Specialist support at two (2) sites for SY 20-21, and to implement the services as specified in the agreement.

BF 32495 Request for Permission to Sign Agreement with Greater Twin Cities United Way (GTCUW) for Philanthropy Cloud

That the Board of Education authorize the Superintendent (or Designee) to sign an agreement with GTCUW for the use of the Philanthropy Cloud platform, and to implement the services as specified in the agreement.

E. Administrative Items

BF 32496 Monthly Operating Authority

1. That the Board of Education approve and ratify the following checks and wire transfers for the period June 1, 2021 through June 30, 2021.

(a)	General Account	#737648-738956	\$61,317,026.57
		#0004128-0004157	
		#7004099-7004143	
		#0005797-0005921	
(b)	Debt Service	-0-	\$168,534.50
(c)	Construction	-0-	<u>\$3,835,301.11</u>

\$65,320,862.18

Included in the above disbursements are two payrolls in the amount of \$41,554,897.05 and overtime of \$143,523.93 or 0.35% of payroll.

(d) Collateral Changes

Released:

Custodian	Security	Maturity
USBank	FHLB of Cincinnati Letter of Credit	05/03/2021

Additions:

Custodian	Security	Maturity
USBank	FHLB of Cincinnati Letter of Credit	No.554175 05/02/2022

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 January 31, 2022.

BF 32497 Active Employee and Early Retiree Health Insurance with HealthPartners

That the Board of Education approve a contract for active employee health insurance coverage with HealthPartners, effective January 1, 2022, at the proposed premium renewal rates.

BF 32498 Increase Adult Meal Prices

That the Board of Education authorize the Superintendent or designee to increase prices as follows, effective September 1, 2021.

- Adult breakfast to \$2.75
- Adult lunch to \$4.40

BF 32499 Increase to Substitute Teacher Rates

That the Board of Education approve an increase to the substitute teacher rates, effective the start of the 2021-22 school year, at the proposed rates.

BF 32500 On-Call Interpreter Pay Rate Increase

That the Board of Education authorize the Superintendent (designee) to update the pay rate for on-call oral language interpreters to \$30 per hour for all languages.

F. Bids - None

G. Change Orders - None

ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 32501 Acceptance of Gift from United Healthcare

Director Carrillo pulled this item for an understanding of the gift. More details on the gift were provided, including that it is a year and a half in the making, and it includes a fitness center gift at Washington Tech. There will be volunteers to help construct and paint. This is part of a nationwide project to encourage healthy living in our schools.

MOTION: Director Foster, seconded by Director Carrillo, moved that the Board of Education authorize the Superintendent (or designee) to accept this gift from UnitedHealthcare, Team8 Tour, Cal Ripken Sr, Foundation and Impact Fitness on behalf of Washington Technology Magnet School.

The motion was approved by roll call vote:

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

IX. OLD BUSINESS

A. Resolution Adopting a Saint Paul Public Schools Resolution Mandating the Use of Masks in all Saint Paul Public School Buildings

Superintendent Gothard introduced this resolution and noted that he is seeking approval and support to adopt a resolution that requires all to wear face masks in SPPS buildings for ages 2 and older regardless of vaccine status. This resolution would go into effect tomorrow at 8:00 a.m. on Wednesday, August 18th. He then provided background on the resolution, and the desire to discuss at an open meeting, as well as the process. The goal is to keep our staff and students physically safe and physically present in all of our schools if they choose. He also noted the public guidance around masking and recent increase in COVID cases, as well as other public entities with similar resolutions. He also shared information from Ramsey County Public Health related to masks.

QUESTIONS/DISCUSSION:

- Director Brodrick noted he is in full support of this resolution, and thanked Superintendent Gothard. He also noted an recommendation that after this resolution is voted upon, that we also begin promptly to work with all stakeholders, particularly our bargaining groups, on a mandate for staff vaccinations. While this is not a part of this discussion, it is germane to the discussion regarding COVID.
- When can students take off their masks? Response: There is a masking exemption for students both in general education and special education. Masks are not required outdoors or alone in a classroom. When in a setting with others, masks are required.
- What about visitors to buildings? Response: They are also required to wear a mask per this mandate.
- Can we entertain a discussion about mandated vaccinations, either after passing this, or before? Response: It can be discussed within the Chair's authority. There is no resolution for that, but the Board could entertain that, through an amendment.
 - The amendment would be to explore? Or the action approving the vaccination for all staff? Response: It would depend on the amendment proposed by the Board.

- Director Brodrick suggested that sometime at this meeting, whether an amendment to this resolution or clear direction from the Board, to begin now to explore whether we can mandate vaccinations for all employees, and in the future, to also have all students safely vaccinated. He asked for discussion from other board members, and recommendation for an amendment that may be considered.
 - From Administration, it was recommended to not do an amendment, as this mask mandate was informed to the public for voting, not the amendment to this item. Also to ensure in having discussion, and to provide the public an opportunity to weigh in on this, and there was an opportunity to weigh in on this resolution. The Board has the authority to make an amendment, but it is the recommendation of Administration to do them separately.
 - Director Brodrick noted that his concerns were noted that this issue has been brought into the discussion of a particular resolution that was not publicized with these details, and understanding there may be issues around that. If we were to contemplate making a mandate for our employees, the sooner we can let the public know and the sooner we begin to reach out to our stakeholders, the better off we will be, because we will determine if we can do this and if legally and practically manageable. Would like the Board to give direction to Administration on this.
 - Chair Foster noted that we know to talk about vaccinations, but do not feel like it is the right time with engagement. We could entertain a motion to make adaptations? At this time because we have not engaged the community, concerns about trying to change the resolution.
 - Further discussion on board process and engagement with stakeholder, especially our bargaining groups, continued. Also, how we can communicate with the public we know we will be facing or discussing in the near future? These discussions have occurred with Board members and the Superintendent, and to ensure the public knows we are discussing this topic.
 - Further information was requested from the Board on direction to Administration on information regarding a vaccine mandate. Administration then requested an ending to the conversation regarding masks, and a separate conversation on vaccines. We want to be clear to the Board and public on the vote at this meeting, including yes or no to the masking mandate.
- Director Kopp noted the greatest gift to the community is clarity on this issue, and need to be clear on this vote, and anything else will create anxiety and worry. This is a valuable conversation, and need to be considered separately.
- Director Carrillo noted we need to be clear we are voting on a mask mandate, and feels there should not be an amendment, but echo the sentiment that this conversation is ongoing, and calling to engage with community and bargaining units that we need to do this together; this situation has been fluid, and need to be nimble. We cannot sit idly in processes when people are dying. But to be clear the Board is voting on the mask resolution, and not a vaccine resolution.
- What would the response or consequences be for staff or students who are consistently violating this resolution? Resolution: This will be included in the previous guidance, and ensuring masks are provided or reminded. If willingly disobedient, we need to look for other means, including meeting in the middle or another way. There will be different ways, depending on age appropriateness or staff member, and different situations. We want to keep all safe and in schools if they choose, and this is one way to do that. Children are also being quarantined across the country, and the mask is an effective way to avoid quarantines. The relationship is important, and we are here for education, and we want to help everyone be safe and keep their learning community safe.
- Specific information was requested for a student who is refusing to wear a mask. Response: It would involve the family and supports for students to understand it. Or that an in-person environment would not be safe. This is about relationships and understanding the context, and understanding the rituals and routines and modeling, and understanding the why and context. Our educators are demonstrating lessons learned, and that some students continue to struggle. There is outreach and parent conversations to communicate that expectation to the student. Other staff are also able to

support in understanding the why for that student to help them why they need to do this and why it is important, and praise that behavior. Also understanding of the masking exemption form and working with their primary health provider. It is a problem solving opportunity to build a plan for a small subset of students to ensure student feels supported, and opportunity for praise and growth in that process with clear expectations and compassion and authentic relationships. It is all about understanding why, and unpack each situation individually.

- o Director Allen noted that is an example of PBIS, but it doesn't always work that way, and looking for if students can no longer participate, are they sent home on dismissal? What is the consequence? Response: Additional strategies to offset that were provided, including working with the families. In looking at if it is suspendable behavior, no it is not. But there are opportunities to bring the parents into the building. Last year, we also took mask breaks where students walked outside. It is understanding the developmental need of where the student is at, and all students in the context and to modify that - we will build a plan depending on the student, and work with the families. In leadership academy groups, there will also be dialogue to work collaboratively together, with principals to discuss creative solutions.

BF 32480 Resolution Adopting a Saint Paul Public Schools Resolution Mandating the Use of Masks in all Saint Paul Public School Buildings

MOTION: Director Foster, seconded by Director Allen, moved that the Board of Education approve the Resolution Adopting a Saint Paul Public Schools Resolution Mandating the Use of Masks in all Saint Paul Public School Buildings

The motion was approved by roll call vote:

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

B. Policy Update

1. THIRD READING: Policy 619.00 Student Fundraising

The rationale for this proposed new policy was reviewed, including that this policy would allow for checks and balances for fundraising at the school building level. The eight sections of the policy were also detailed, including purpose, general statement of policy, definitions, general requirements for general all fundraising, fundraising for curricular activities, fundraising for co-curricular and extracurricular activities, exceptions, and responsibility. A link to the proposed policy was also included. The full presentation can be found in the BoardBook.

BF 32502 THIRD READING: Policy 619.00 Student Fundraising

QUESTIONS/DISCUSSION: None

MOTION: Director Foster moved to approve the third reading of Policy 619.00 Student Fundraising. Director Vue seconded the motion.

The motion was approved by roll call vote:

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

2. FIRST READING: Policy 610.00 Field Trips

Next, the rationale for the proposal to the update for this policy was reviewed. The five categories of field trips were also provided. Links to the current policy, as well as the proposed policy were also included. The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Ellis thanked Mr. Forbes for the information sent, and requested clarification. Response: There were questions around non-sanctioned trips and absences, unless approved to be excused absences pursuant to district policy. In looking at the policy, there isn't a districtwide policy that approaches excused or unexcused absences. The idea was to address college visits within the field trip policy and/or address it in another fashion. The recommendation is to adopt and develop a district level attendance policy and in one spot called attendance policies and written in a way that is clear.
- Regarding non-sanctioned field trips and summer field trips and clarification. Response: That is to outline a time period in which field trips do not occur, but there are programs that may engage in sanctioned field trips. An example may be an JROTC summer trip.
- Will this policy have an impact on JROTC trips for training in the summer? Response: Those would be defined as supplementary trips, which would fall into the sanctioned category and administered by the school and program. The idea of non-sanctioned trips is to delineate when SPPS is in charge of the trip, or when another organization is in charge of the trip.

X. NEW BUSINESS

A. 2021 American Indian Parent Committee Resolution

Superintendent Gothard then welcomed the 2021 American Indian Parent Committee to present their vote of non-concurrence. He then noted the reporting requirement and history and timeline of the presentation and responses.

The Chair of the Committee and staff were then introduced to present the resolution as mandated by state law, and the official vote of the American Parent Committee of non-concurrence with the Board of Education into the meeting minutes, fulfilling all state requirements regarding the annual resolution. No further action is required of the Board, and look forward to building a positive working relationship for a new process and new vote for the 2021-2022 school year.

QUESTIONS/DISCUSSION:

- The process and the next steps were also reviewed, as well as Tribal Nations Education Council Meetings to give information to the Board and times to expect information. In October, there will be an invite for board members to join TNEC, which is required under ESSA, and then meet again in the Spring. This resolution process is a state issue, and the Parent Committee will bring forward in December and January and complete the process in March.
- Chair Foster thanked the Committee and staff and look forward to working together for our students.

B. Resolution Authorizing On-Line Learning School for Grades K through 12

Superintendent Gothard then introduced the resolution. He noted the previous work in creating an online learning option, which began long before the pandemic. Our initial work was to serve students grades 9-11 and sought and approved a resolution by the Board in January 2021. He provided a brief recap of the previous work within this area, and noted that SPPS Online is not the same as virtual learning or distance learning with a few exceptions, including that students will remain in an online setting and not report to a physical building, and it will be a centralized program with its own school number for state reporting and staff. There will not be sections from each school, but students will be enrolled in SPPS Online. He also provided details on the approval process with the Minnesota Department of Education. This resolution allows for an expansion to students in grades K through 12 to serve students in SPPS who wish to enroll.

QUESTIONS/DISCUSSION:

- Director Foster clarified that this online model is completely separate from the distance learning offered last year. Superintendent Gothard confirmed that on March 15, 2020, we were given direction from the Governor to create a distance learning program for students. The Governor and Department gave time to plan, which was around Spring Break. That program and with iPads, and developing an online and teaching, and support experience was a tall ask. We also found many students were not successful in distance learning, as hard as we tried, and know that remains the same when we re-opened. We want online to be an option students might choose for the future with flexibility, and work before the pandemic, and work to continue after. As the orders expired, districts are left with having the option to apply to be a state-authorized online provider, and all districts have the opportunity to apply. This would re-establish the enrollment practices, to enroll all families into this program, as many continue to feel it is not safe to come back with COVID-19. We are going to be flexible and meet the needs to the best of our abilities, while being upfront with the barriers. We would be asking students to leave their school to enroll in a centralized school. We want to ensure we are approaching staff and offering opportunities to those who are interested and skilled in this work, or interested and have the background and abilities to be an online instructor. The typical day may look different, but this is different than distance learning or virtual learning school. Beyond the pandemic, this program should still stand, and building an online program and would like it to stay in SPPS. Additional details on the vision of the online school were also shared, including conversations with SPFE members, and in lessons we have learned to increased synchronous time for relationships and connections, as well as a repository of lessons for teachers to access, and ensuring daily check in points for students and staff. The website will go live tomorrow, and we are ready, as well as the Student Placement Center team for support for families.
- Requested additional details on projected enrollment for students. Response: We are starting from a place of capacity, and staffing to a certain point to meet capacity needs. In an elementary context, we are talking about 120-150 students, with additional staff to support that need. From a middle school

context, we may see a larger influx of 6th graders due to vaccinations, and less 7th and 8th graders. We are looking at building it to that capacity.

- Concern that we will get influx of students running away from COVID and splits across schools, and those students who may want to return back. How can we encourage families to understand that this is a commitment, and it will not be the same experience, especially for speciality programs. Response: That will be one of the explicit conversations with families to discuss what the program is and what it is not. There will be opportunities for families to engage in the online school, and opportunities for families to return to their original school. We don't want to create a back-and-forth as learned from last year; there will be limitations, but also opportunities.
- What supports will be in place for students who are struggling with online learning? Response: We will have a counselor for K-8, and for 9-12 to support students and families, and a social worker for all grades for families struggling. It is our hope that our teachers are building relationships with students and families in order to support them.
- Will home visits be supported? Response: When it is safe, and create a safe environment with personnel, we will do that.
- Director Kopp noted that she is happy to hear a different balance of synchronous and asynchronous, and that routine is helpful. In thinking about choosing schools, we want to be able to paint a picture of their child's day for parents, and expectations, and the sooner we can be clear, the more comfortable parents will feel. Response: Feedback received was also discussed from families last year, and need to find the right balance that is effective and individualized to meet student needs. Students will have an individualized plan, and make every effort to make this a great experience for our students.
- Director Brodrick noted the importance of this program, and the attempts for online with individualization will be a challenge, and we have learned a lot, and this will be an endeavor, but is absolutely necessary.
- How does the online option influence the other concerns from parents and students, and are we expecting some parents will want to go online to avoid sending their student to school without a mask? Response: When putting masking and online together, it depends on community. There have been varied feedback, but it seems to be two different issues that are related but not the same. It is the hope to have these two resolutions to give families time to decide.
- Further feedback on the relationship between online school and masking and the interconnectedness.
- The feedback from parents and families on mandated vaccines for staff may also impact those families who choose to go to online school. The personal opinion of a board member for every child in this country to be vaccinated was also noted. He noted his recollections and experiences of communicable diseases and the spread within the community, and fear of them. This may have an impact on the degree to which we provide online programming.
- Further clarification on the dates and years included in the resolution and their relationship to grading programming was requested. Will K-8 go forward in 2022-23? Response: The statement is taking through what has been already approved by the Board at the January 25th meeting. We are resolving that we open this for the 2021-22 school year, and any discussion or decision thereafter would need to be clarified at a later date.
- There was further discussion on the language and wording of the resolution, and clarification on the fifth statement, including the history that has already been approved by the Board. The resolved statement is what is being asked of the Board, and there is no end date for that.
- Further clarification was requested on the support for families to understand the differences between virtual/distance learning and online school. It need to continue to be ongoing support and clarification for families. Only saying "online" does not give enough clarity to families. Response: It is important to make that distinction because we no longer have the ability or authority to offer those programs, and MDE has sent out information to all districts to get applications in for online school approval, and

have families wanting something else, and MDE's way to allow districts is to apply for this program, and will continue to work with school staff, placement staff, and community.

- It's important to articulate this information to families and be clear to families. It is different than virtual learning from last year. Communication will need to be clear that students will either be in school buildings or online in online school, which is different than virtual learning or distance learning of the past year.
- In determining the typical day, that would ease families' minds if choosing that option.
- In enrollment, in how to define classrooms, and how is it decided? Response: In a starting from capacity, and start with feedback from what we have received and starting a single section grade for grades K-5, and opportunities to expand that. We need a vote before allowing families to enroll, and looking to flex that including teachers to accommodate that need. In middle school, we are looking at capacity. As enrollment increases, it will drive staffing and expansion to meet that need that will be dynamic, and respond accordingly. There is an initial capacity, and the SPC walking through with families about changes and what the program is, and as it becomes more clarified, there will be sample schedules for students.
- How will SPPS Online be reflected in the General Fund? Response: It is a school site with its own number and principal, and will staff it like a building, and there is a General Fund amount allocated. We will be looking at our funding structure to ensure we can staff in-person buildings and online accordingly. We also want to avoid class splits. We want this to be really good - we don't want funding to drive safety or quality, and need to be strategic and creative and get this work done.
- We have a responsibility to ensure our online school is set for the short and the long term. What is the big picture for families - personalized learning and how that will work? Response: We look at this to be a blended way to meet the needs of students, and look at creative ways for students to participate in internships and also moving forward with their credits and taking classes online. From the high school, we are building based on feedback from the design team, including project-based learning and flexibility for students. From experience, students may be trying to be in a safer environment or family responsibilities and flexibility to be successful in school. We are continuing to build our middle school and elementary school models, with feedback from families and adapting to that information as well. We want to give families choice with the current situation. Parent involvement in the lower grades is important, and will continue to stress that. The role of specialists was also shared in the daily schedule, and they will be split across serving students in the K-8 design with balance with asynchronous learning and synchronous, and information gathering with SPFE, as well as growing a place from capacity in high school in terms of electives.
- Appreciation was noted for recognition for parents to understand the distinction between online school and virtual learning.
- With the K-8 online model, what safeguards are in place to ensure students will be successful in their homes as they learn online? Response: One of the ways that we will look to do that is a more centralized approach with resources and protocols designed for a unique set of students. It will be managed differently and build capacity and find practices in that environment that we couldn't find last year for every student. We also have principal leadership and staff to support online learning. Last year, they were responsible for everything. This is a different focus and a way to serve differently. We believe this is the best framework for families and will do it as best we can.
- For our families who choose online, what does that look like for students with specialized services? Response: We will provide a continuum of services for students in special education. With a comprehensive school, it must contain the continuum of FAPE and will have all related services and meet the needs of all IEPs. As students enroll, there will be a parent meeting, and the IEP is typically written for an in-person environment, and will be adapted for the online environment. There will be

therapy services done virtually. If there is difficulty progressing, we can talk about in-person support and looking at the educational setting for the student to be successful.

- What are opportunities for extracurricular involvement? Response: For K-8, there won't be this year as it is being built, but will look at additional opportunities to provide those. At the high school level, students will continue to be able to participate in activities at their former school. While band or chorus will not be offered at this time, they will be able to play athletics, and also look to develop clubs as students want to create those and social opportunities as well.
- Superintendent Gothard thanked Principal Bush for the information at tonight's meeting.

BF 32503 Resolution Authorizing On-Line Learning School for Grades K through 12

MOTION: Director Foster, seconded by Director Brodrick, moved that the Board of Education approve the Resolution Authorizing On-Line Learning School for Grades K through 12.

The motion was approved by roll call vote:

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

XI. BOARD OF EDUCATION

A. Information Requests & Responses

B. Items for Future Agendas

- Director Vue requested information on a pathway for a vaccination mandate for SPPS as a future agenda item.

C. Board of Education Reports/Communications

- Director Kopp noted her recent visits to Freedom Schools, the Humboldt Learning Garden, and Ramsey County League of Local Government in-person event.
- Director Foster noted pride of Saint Paul Olympic winner, Suni Lee, who made the city proud as her home is located on the East Side, and a role model for Hmong women and young girls. Congratulations to her and her family. She also noted Jaylon Suggs, another child born in Saint Paul and his new role in the NBA.
- Director Brodrick noted his time at Admin Academy. He also requested information on the summary of evaluations and feedback from Admin Academy attendees. He noted the morning greeting given by Chair Foster.
- Director Vue also noted the parade for Suni Lee on White Bear Avenue, and a reminder of the celebrations in our city, as she has a bright future at Auburn University.
- Director Ellis noted her attendance at the Friday calls with the Council of the Great City Schools, as well as her visits to Freedom Schools. She also thanked Mr. Parent for the tour of facilities including AIMS, and appreciation for regular communication to staff on the progress. She also noted her work with AMSD in their strategic plan, as well as work with NSBA. She also noted her time at Admin Academy and the great work of speaker Kao Kalia Yang.

- She also recognized Superintendent Gothard and the approval of his annual evaluation. She thanked him for his leadership and hard work.

XI. FUTURE MEETING SCHEDULE

MOTION: Director Foster moved to cancel the Committee of the Board meeting scheduled for Tuesday, September 7, 2021, and reschedule it to Tuesday, September 14, 2021 beginning at 4:30pm. The motion was seconded by Director Allen.

The motion was approved by roll call vote:

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

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

- September 21
- October 19
- November 16
- December 14
- 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)

- September 14
- October 5
- November 9
- December 7
- January 4, 2022
- February 8
- March 8
- April 5
- May 10
- June 7
- August 10 (Wednesday)

XII. ADJOURNMENT

Director Foster moved to adjourn the meeting; Director Ellis seconded the motion.

The motion was approved by roll call vote:

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

The meeting adjourned at 10:12 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