

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

**SPECIAL MEETING OF THE BOARD OF EDUCATION
Via Telephonic Phone and Video Conference
Available Streaming Online at www.spps.org/boe**

**November 23, 2020
5:00 p.m.**

MINUTES

I. CALL TO ORDER

The meeting was called to order at 5:02 p.m. by Jeanelle Foster, Chair.

II. ROLL CALL

Board of Education: J. Vue, C. Allen, J. Kopp, S. Marchese, Z. Ellis, J. Foster, J. Brodrick,

Staff: Superintendent Gothard; Chuck Long, General Counsel; Cedrick Baker, Chief of Staff; Marie Schrul, Chief Financial Officer; Dave Watkins, Chief of Schools; Jackie Turner, Chief Operations Officer; Stacey Gray Akyea, Director, Office of Research, Evaluation and Assessment; Kenyatta McCarty, Executive Director of Human Resources; Kevin Burns, Director of Communications; Sarah Dahlke, Secretary to the Board

III. 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 Ellis.

The motion was approved by roll call vote:

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

IV. NEW BUSINESS

Superintendent Gothard then thanked the Board, staff, and community for gathering to share information on successful MOU agreements with various bargaining units. He thanked Ms. McCarty and so many others who have been responsible for many hours of collaboration. These are, since March and April 6th in emergency DL, these are unprecedented times for all of us and continue to be as we look forward to the best ways to transition to hybrid. Proud of the team in addition to keeping everything running during

the day, and working into the evenings to ensure needs were expressed in a way to work together. We are not done yet, but made good progress, and the MOUs presented show the good faith presented to come to these agreements.

Ms. McCarty then presented information on the MOUs, which included the bargaining units. A general overview of the four MOUs was provided, including premium pay, advancement of sick leave, use of leave benefits, and voluntary layoff.

All four of the MOUs have these areas and focus - the slight difference is the premium pay language. It does cover four difference programs - Essential Kids care, Academic Support Centers, Discovery Club, and Meal Distribution. End dates were reviewed for each program, as well as additional duties of staff within these programs. There may be some different requirements in their role during this time. Details of advancement of sick leave was also provided, for advancement of up to 80 hours of sick leave in the event they have a low balance, and a method to "pay back" that sick leave. It is at half-time. Details on use of leave benefits to continue to utilize their sick leave, quarantine leave, and federal leaves in collective bargaining agreement and through FFCA. There is also voluntary layoff across all four, and allows employees to take a voluntary leave and still remain within the District's healthcare plan and additional details were provided. We have not done any layoff or voluntary layoffs - it is an option employees have in the event that they would like to take it. It will be continued through the end of this school year. All four MOUs go to June of 2021.

QUESTIONS/DISCUSSION - None

Director Allen noted that she will be abstaining from voting on the MOUs with Teaching Assistants, as her wife is a TA at Ramsey Middle School.

QUESTION/DISCUSSION:

- A. Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Teaching Assistants

BF 32269 Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Teaching Assistants

MOTION: Director Foster moved approval of the Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Teaching Assistants. The motion was seconded by Director Marchese and Director Ellis.

The motion was approved by roll call vote:

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

B. Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Nutrition Services

BF 32270 Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Nutrition Services

MOTION: Director Foster moved approval of the Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Nutrition Services. The motion was seconded by Director Marchese.

The motion was approved by roll call vote:

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

C. Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Bus Drivers

BF 32271 Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Bus Drivers

MOTION: Director Foster moved approval of the Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Teamsters Local 320, Representing Bus Drivers. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

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

D. Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators representing Teacher, Education Assistant, and School Community Service Professionals Bargaining Units

BF 32272 Approval of Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators representing Teacher, Education Assistant, and School Community Service Professionals Bargaining Units

MOTION: Director Foster moved approval of the Memorandum of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of

Educators representing Teacher, Education Assistant, and School Community Service Professionals Bargaining Units. The motion was seconded by Director Ellis.

The motion was approved by roll call vote:

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

V. ADJOURNMENT

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

The motion was approved by roll call vote:

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

The meeting adjourned at 5:23 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