

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

**REGULAR MEETING OF THE BOARD OF EDUCATION
Via Telephonic Phone and Video Conference
Available Streaming Online at www.spps.org/boe and Saint Paul Cable Channel 16**

**April 21, 2020
6:05 p.m.**

MINUTES

I. CALL TO ORDER

The meeting was called to order at 6:10 p.m. by Marny Xiong, Chair.

II. ROLL CALL

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

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, Kate Wilcox-Harris, Chief Academic Officer; Kevin Burns, Director of Communications; Hans Ott, Executive Director, Office of Digital and Alternative Education; Craig Anderson, Executive Director, Office of Teaching and Learning; Kaying Thao, Administrator to the Board; Sarah Dahlke, Secretary to the Board

II. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Xiong 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 Brodrick	Yes
Director Xiong	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

III. RECOGNITIONS

BF 31997 Acknowledgement of Good Work Provided by Outstanding District Employees and Students

DeWayne Combs, a physical education teacher at Murray Middle School, has been named one of 10 finalists for Education Minnesota's Teacher of the Year award. A teacher in Saint Paul Public Schools for 29 years, DeWayne was one of 10 SPPS teachers in the running for the 2020 award and the only SPPS teacher to advance to the final round. DeWayne has taught physical education at Murray Middle School for the past two years. Prior to that, he held various physical education positions at Johnson Senior High, Ramsey Middle School, Battle Creek Middle School and Saint Paul Secondary ALC, where he began his SPPS career in 1991. The selection panel is tentatively scheduled to meet June 13 to conduct individual interviews with each of the 10 finalists and to cast votes for the 2020 Minnesota Teacher of the Year. Plans are still in the works for the time and location of the announcement of the new Teacher of the Year.

Jan Spencer de Gutiérrez, SPPS Arts Supervisor, has received the 2020 Minnesota Art Educator Award by the National Art Education Associate (NAEA). This prestigious award, determined through a peer review of nominations, honors an outstanding member from each state or province association whose service and contribution to art education merits recognition and acclaim. NAEA President Thom Knab states, "This award is being given to recognize excellence in professional accomplishment and service by a dedicated art educator. Jan Spencer de Gutierrez exemplifies the highly qualified art educators active in education today: leaders, teachers, students, scholars, and advocates who give their best to their students and the profession." Jan has been an art educator in SPPS for 32 years teaching at Wilson Junior High, Johnson Senior High School, Galtier Elementary and Museum Magnet. She also served as an Arts TOSA and District Arts Supervisor with the Department of Curriculum and Professional Development. She is currently the District Arts Supervisor with the Office of Teaching and Learning. Jan is a proud graduate of SPPS Open School.

Marissa Bonk, a social studies teacher at Highland Park Senior High School, was nominated for the Hannah E. (Liz) MacGregor Teacher of the Year award. The MacGregor Teacher of the Year award is sponsored by the former National History Day Board of Trustees president, Dr. James F. Harris, in honor of his late sister, and is awarded to one high school teacher annually. Experienced teachers and historians and will be announced during a virtual awards ceremony for the National History Day Contest on June 20, 2020. Marissa has taught social studies at Highland Park Senior High School for 17 years. Prior to that she taught for one year in Minneapolis Public Schools. She also coordinates the IB Middle Years Program at Highland Senior and teaches ninth grade accelerated world history. She has participated in History Day with her students for the past 12 years.

Kathy Lombardi Kimani, Director of the Office of Student Support, has been selected for the Minnesota School Social Work Association Career Achievement Award. Kathy has been a school social worker in Saint Paul Public Schools for 24 years. She worked as a School Social Worker for seven years at Saturn Riverfront, Adams Elementary, Museum Magnet and Bruce Vento Elementary. She was the lead school social worker for 12 years before she was hired as the Mental Health Coordinator in 2015 which developed into the Office of Student Support. She has served on the Minnesota School Social Work Board and currently serves on the Minnesota Board of Social Work. Although the event to honor Kathy has been postponed, a number of her friends, colleagues, and family showed their support by recently forming a parade in front of her house to celebrate her accomplishment.

Thank you to our partners from **3Mgives and 3M Corporation** for their generous donation of \$800,000 to support immediate needs for distance learning support and flexible operating support for the 2020-21 school year. This is nearly double the average annual donation from 3M, and they expedited the process to provide us with faster and more flexible funding than in past years. Immediate needs that have already been identified for use of the funds include enhancing the online learning experiences and opportunities for all students, providing targeted outreach and support to EL and special education students, and ensuring all early learners have access to a device to continue learning from home. We would especially like to extend our gratitude to the 3M leadership that made this happen: Mike Roman, 3M CEO; Kristen Ludgate, President of 3M Foundation; Michael Stroik, Director of 3Mgives; and Jacqueline Berry, Education Initiatives Manager at 3Mgives.

IV. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Xiong moved approval of the Order of the Consent Agenda with items B2 - Request for Permission to Accept a Grant from the Minnesota Department of Employment and Economic Development, D1 - Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for Educational Assistants, D2 - Approval of Employment Agreement between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for School and Community Service Professionals, and D3 - Approval of Employment Agreement and Related Memoranda of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Teachers, Local 28, Exclusive Representative for Teachers, for 2019-2021 pulled for separate consideration. The motion was seconded by Director Brodrick.

The motion was approved by roll call vote:

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

V. APPROVAL OF THE MINUTES

A. Minutes of the Regular Meeting of the Board of Education of March 24, 2020

MOTION: Director Xiong moved approval of the Minutes of the Regular Meeting of the Board of Education of March 24, 2020. The motion was seconded by Director Brodrick.

The motion was approved by roll call vote:

Director Brodrick	Yes
Director Xiong	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes

VI. COMMITTEE REPORTS

A. Committee of the Board Meeting of April 7, 2020

At the Committee of the Board Meeting on April 7, Superintendent Gothard started the meeting with an update on distance learning and accomplishments within three areas - our first days of school in this new learning environment, items we have learned, and appreciation. He grounded the presentation in the quote "SPPS superintendent proud of district's distance learning development and implementation." He went on to share the timeline up to this point, a recap of the Governor's executive order, findings, learnings, support for staff students, and families, technology data, and work with the City and County. He shared appreciation for the mammoth effort leading up to and continuing in this work, and information on meals and Essential Kids Care. He also shared examples of positive feedback from students, staff, and teachers. He thanked the community and taxpayers of Saint Paul for their investment in technology for our students which has equipped us for high-quality and equitable distance learning. He thanked the Board of Education for their support, and we remain committed to our students, families, staff and community.

Board members expressed appreciation and thanks to the Superintendent, Administration, and staff. They appreciate the fluidness of change and ability to reach out and accommodate students. They noted the possibilities when we work together as one and are aligned with our City, County and community partners. Board members noted the different, coordinated efforts, and how our work is touching the lives of so many in this city, and evidence about the essential and core work of our District to our community, as well as the can-do spirit of our district. They shared their thoughts in thinking what was, and what we can be after this crisis and how we can work together differently. Superintendent Gothard also noted thanks to Governor Walz and his administration for their support and leadership.

Our Chief Financial Officer then provided information on the Fiscal Year 21 Budget Guidelines, including the philosophy, 2020-21 instructional priorities, and information on preparing the budget calculation and model. Board members requested more information on PBIS and Restorative practices in the budget, and programs and budget allocations details. Community engagement in the budget was also a point of conversation, with more details to follow. The Board then voted to approve the Fiscal Year 21 budget guidelines as presented.

Next, the Board learned more about the Fiscal Year 20-21 priority based budget update, including grounding in the mission of SPPS - to inspire students to think critically, pursue their dreams and change the world. Differences in the budget process from last year to this year were shared, as well as steps in this year's priority-based budget process. General fund revenue estimates and comparisons to the adopted Fiscal Year 2019-20 revenue were also reviewed. The steps for this year's budget were then presented in depth, and include, Plan and Prepare, Set Instructional Priorities, Estimate Costs, Implement Plan, and Ensure Sustainability. A plan for continued community engagement on the budget process was also shared.

This presentation sparked questions and discussion from the board on topics including the importance of community engagement and budget presentations for principals and site leaders, appreciation of communication and ways to incorporate budget information within those regular communications in family-friendly language, and the impact of the COVID-19 pandemic to funding sources, as well as new or

different revenue sources from the Federal and State governments. The Board also shared points on the impacts to budget from the recent settlement of the SPFE contract and the importance of being clear with the community on the impacts of those choices that stem from this contract. More information was requested on the process for a multi-year budget plan, past use of federal funds, and details on items within Title 2 and Title 4 funds, as well as the budget toolkit that will be provided. Board members also further discussed the timeline between steps 3 and 4 as we move towards implementation. The Board also requested details on how they can help within the budget process, which included reviewing reports with Administration and providing feedback from the community. Board members also noted that we need to focus not on what we cannot do - but what we can do. There was also a special note of thanks to our Finance Team for their dedicated work on this new budget process, and Communications Team for their efforts on ensuring our community is informed.

Our SEAB representative then provided an update on their work, including discussing ways to help bring the community together as one during this time, communication with board members, next year's recruitment of new SEAB members, recent work at the Capitol with our legislature, and ways to connect the District with work at the Capitol.

Board members then provided closing remarks, which included pride in SPPS, thanks and appreciation to our entire community, the transformational work occurring in our community, recognition of our Superintendent, value in that "we are better together", leadership matters, heroes walk among us, and continue to spread positivity and hope.

MOTION: Director Foster moved the Board to accept the report on the April 7, 2020 Committee of the Board and approve the recommended motion 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 Xiong	Yes
Director Allen	Yes
Director Kopp	Yes
Director Marchese	Yes
Director Ellis	Yes
Director Foster	Yes

VII. SUPERINTENDENT'S REPORT

A. Distance Learning Overview

Superintendent Gothard then provided a report on six key areas of Distance Learning - Essential Kids Care, Meal Service, Distance Learning, iPad Help, New Students, and Community Input. He thanked the Board of Education for their support and encouragement, and their positive energy during this time is much appreciated. He also reported on the success for ongoing meals and childcare, and shared findings, and thanks for the help of the community during these unprecedented times and partnership and collaboration.

He went on to thank our amazing teachers, who have so enthusiastically embraced distance learning, and are collaborating with one another on resources and sharing experiences, and helping each other to learn in new ways for all SPPS students, while also managing the needs of their own families.

Essential Kids Care is fully operational with an average of 120 students per day across three sites - Horance Mann, L'Etoile du Nord, and Rondo Complex. Teams are maintaining a health working and learning environment with guidelines from the Department of Health and monitoring the health of all participants in the program. Superintendent Gothard noted he had an opportunity to tour the different sites and was amazed at the positive attitudes of staff, collaboration on a daily basis, and providing care to students of essential workers that is safe and warm. He also thanked our essential workers across the many different areas, as they continue to ensure our community can thrive. We are proud to provide spaces for their children.

For meal service, SPPS has served 643,985 meals from March 18th to April 20th. We are moving away from individually packaged meals, and providing ingredients to make meals, such as loaves of bread and lunch meats, while also moving to more direct deliveries to home and discontinuing bus stop drop off. This will promote consistency and increase access to meals while maintaining the state's stay-at-home order and social distancing guidelines. Families will receive emails and calls soon with more information. Families who qualify for free and reduced lunch, community eligibility provision, and previously signed-up for home delivery are automatically included. Families can also register online. Weekly curbside pick-up will be available at some schools. This program is defined by USDA program language, and all youth up to 18 years old can participate. We are on track to serve 360,000 meals per week with this new program. He thanked the Nutrition Services staff, Chief Turner, distribution teams, and the SEM team for their work in providing this important program to the community.

Distance learning is occurring at all SPPS schools, and is transitioning to meaningful connections with students. A video montage was then shown that demonstrated the different ways teachers are engaging with students. Superintendent Gothard thanked everyone for their work in helping to create the video. It was also noted that Mr. Bailey, shown in the video, is a staff member at Ramsey Middle School. Distance learning will focus on access, connection, engagement, and support - not compulsory attendance. We are engaging with students and families in every way, shape and form. We are also ensuring access for all students in PreK-12 with iPad access, as well as helping to connect to wifi with hotspots. Students are able to be connected and log-in to find course information, and participate in engaging lessons through SeeSaw and Schoology. We are also providing support for Early Learning students, Early Childhood Special Education, Students with Specialized Services, and English Language Learners. In Early Education, teachers are balancing hands-on learning, play-based learning and learning in a distance format to match the structure of the PreK day. All are doing work in a distant, digital environment with Special Education supports including adaptive equipment sent to students to access iPads, and special education teachers connecting directly with families to adapt lessons. We are finding unique ways to serve the unique needs of our students. We continue to gain feedback from staff, families, and students to find ways to make this work for everyone - it is not one-size-fits-all, which is both the challenge and beauty in a personalized, distant learning environment. EL teachers collaborate with general education teachers for scaffolding with vocabulary sentence structure, and visuals - elements that help every student. Teacher PD is also available, with topics such as social-emotional learning, reading, math, and technology.

For iPad help, we are providing a range of supports for distance learning, including a website with troubleshooting methods, options for curbside repair and replacement, and school techs helping with

apps, family-friendly communications in multiple languages - as we value and respect the multitude of languages that our students and families bring to SPPS. There have been over 700 deliveries of hotspots and iPads, with many scheduled and 98% of students (as of 4/20/20), meaning 33,386 of our 34,000 K-12 students have access. Of those without iPads yet, they continue to be delivered, some students are PSEO who don't need or use a district iPad, and others have moved outside the district.

For our families and students experiencing homelessness, our Project REACH team continues to connect. To date, we have delivered over 150 hotspots and iPads to families, and work to continue to connect with families. Superintendent Gothard thanked County Commissioner Toni Carter and the Ramsey County team for hosting weekly calls with leaders and showing the multiple cross-agencies working together to support our families and youth experiencing homelessness, which is highlighted during this crisis. Our Nutrition Services staff continues to work to distribute meals to families and students through Project Reach.

We have expanded the distribution of iPads, including to Gordon Parks ALC and Early Learning and ECSE students, and devices are distributed to those with the greatest need and may not have a device at home, qualify for FRL, are learning a second language, and/or receive special education services. Through this model, we are working to find a way to strengthen and establish continuity in learning for all families and continue to meet the needs of all learners. He encouraged families in the community with young children that SPPS has a place for them and their students.

He provided an update on the process for new students to the District. Once enrolled, students are supported for all stages of distance learning, being connected with instruction, iPad instructions and passwords, and are then engaged with teachers through SeeSaw and Schoology. There have been 51 new students enrolled in SPPS during this time, and have experienced the process outlined.

He went on to share more about community input. There is a helpline for a central location for answers to questions and issues, with family-friendly translations and language helplines available. We continue to receive comment forms and feedback from online venues, and schools are also gathering feedback to inform practice, with examples provided.

He shared appreciation for the collaboration and continued partnerships that we value so deeply. Thank you to our personalized learning team, technology services, technology TOSA and library teams. Their six years of digital groundwork and the past month of ramping up supports have been essential to SPPS' distance learning success. Because of their hard work in addition to the voter-supported referendum, our District has the necessary devices, software, network capacity, security and technology support and digital learning needs to meet the challenge of engaging all learners. He thanked the Project REACH team for their work in ensuring access and support to students and families experiencing homelessness or living outside the District, and continue to reach out to families. He thanked our community partners, such as 3M, who have increased their annual donation from \$500,000 and expediated the grant timeline to support the current distance learning needs, with additional funds to add programming licenses, video content with partners like the Como Conservatory and Belwin, art supplies distribution, and additional hotspots to families in need. He continues to be proud of every staff member, student, families and our Board of Education. We are working united as a community to keep our mission going - to inspire students to think critically, pursue their dreams, and change the world.

QUESTION/DISCUSSION:

- Director Allen continues to be amazed at the continued roll-out and how it is very fluid, and noted it's a major transition for our teachers, students and parents. It's encouraging to see the District step up and support for the process, which has been amazing. She thanked everyone for their hard work. While we may have a long ways to go, the entire world has a long ways to go in determining best practices in a distant learning environment.
 - How are we going to support students with special education services, who need extra supports? How are we supporting students in EL whose parents may speak a second language?

Response: This is a question that often comes up with the team. These connections in a remote way may take time, but are not impossible - that's an important note to remove the feeling of impossibility, and instead find new and different ways. The challenge and opportunity, is that there is not one way that will work for all students. Our commitment is to find strategies that work for each student. More detailed information can also be provided to the Board. Assistant Superintendent Marcy Doud provided more details, including each special education teacher connecting with families and students to determine their needs, including 1:1 homework help, re-teaching, small group instruction, speech-language therapy. The individualized nature is a great aspect of Special Education, and will continue to support families and students in distance learning, and adjust and support their needs.
- Director Kopp noted the incredible response by the District, which has been smart, compassionate, collaborative, and shown that we have so much potential and so much more we can be doing that we never thought possible. She noted that this terrible thing that has put us in our homes, taken us away from those we love, there is such a great opportunity to do great things and so excited about what is seen and proud of everyone's good work. She thanked everyone for it - long may our good and compassionate work continue.
- Director Marchese appreciated the intentionality - our district is well-prepared and investments that the District has made have made a difference in this situation. The creativity displayed in the video was fun to see how teachers and other staff members are using this platform to engage students differently. While we don't know how long this will last, or the impacts to delivering in-person instruction, for now he is excited and heartened to see the creativity of the staff. The other part of this is that there will be equity issues to note with respect to access, food services, internet services, and special education needs. Happy to hear the spirit of continuous improvement, and the benchmarking in setting with tone, and that it is reinforced by our administrators and reflected in the work of staff.
- Director Ellis echoed the sentiments. It has been impressive, and also has insight as a parent and recapped experiences in her home in support from Technology Services. She noted that the website is information-heavy, and not the easiest to navigate. She knows how to navigate our District, whereas others may not, and stressed the importance of access for all families. This is new for some of our families to be engaging with their children's learning in this way daily. Our kids will come back with different skill sets, and our families are developing different skill sets, and respect and honor that learning for families. Everyone is working hard and has been amazing to see, and is not as easy as we imagined or think it is for some families. It's really hard to navigate the technology part of this. It's hard to not have the relationship piece in the same way, and breaking of routine and patterns for kids. Even connecting through technology is not the same as connecting in person. We need to recognize there is a lot being lost, while gaining in other ways in this distance learning. Mourning the things we are losing in this. Thanks to the team. She noted that we need to be thoughtful of the loss, and there is no making this up, but making it different and navigate going forward.
- Director Foster thanked her colleagues and echoed their thoughts. Send sincerest thanks to staff, families, and community. Appreciate, voicemails as roll into distance learning and appreciated tenor and tone of solution focused with calls and concerns - moving forward, midst of something different with ideas work. So appreciative of the district for owning - know not perfect and some inequities,

and is proud of timeliness and responsiveness of district. How can we do things different and seeing that, hearing that, folks talking about. In midst of frustration, finding joy and comical silliness to destress. Thank you to everyone. A special thanks to Anne McInerney and the Project REACH team and Commissioner Carter and the County for their work in connecting with our homeless population - the unseen need to be seen and continued to be cared for. Thinking about help line and other ways cont to talk amongst one another about how to navigate system to get needs met. Thanks to all.

- Director Xiong echoed colleagues - enjoyed video and brought laughter how creative, innovative, and silly our educators are - doing so to relate and be relevant to students at home who can use laughter, connectedness and relationships with teachers to give them to allow for them to also be familiarized and ensure they know and remembered, cared and loved, and that their teachers know how they are doing in this new environment; that they are on their teachers' minds as we are all living in distance learning and new normal. As colleagues expressed earlier, appreciate fact that we are not perfect, continue to learn and continue to reflect to ensure we're able to meet all community members, family and student needs so that during this time we are learning together and in struggle together - all new for all of us. Really proud of the team and work done so far.
- Superintendent Gothard noted thanks to everyone and to the team - been we don't have all the answers, learning has been incredible, talent we have - across community helped us in many great ways look forward to continue to do and be the very best we can for our distance learning environment and situation.
- SEAB Member Ali noted his perspective as a as a recipient of distance learning, and being a PSEO student. What is the District doing for student who require extra support? How can we help students who may need extra emotional support, or extra homework help, or mental health supports, or those students who may need more motivation for online learning? He also noted thanks for the meals and food available within the district. Response:
 - Thanks for perspectives. The first thing want to share with everyone is most important in getting support is being sure to ask for help when needed. We can look for those students not connecting or in assignments, and need help, and encourage those who need help and support to reach out, at the building level or district level. There is incredible collaboration between departments and schools and teachers are equipped and ready to help where needed.

B. Human Resource Transactions

MOTION: Director Xiong moved approval of the HR Transactions for the period March 1, 2020 through March 31, 2020. Director Allen and Director Brodrick seconded the motion.

Director Brodrick also noted a comment. He will be requesting more information about exit interviews for those leaving the District.

The motion was approved by roll call vote:

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

VII. CONSENT AGENDA

MOTION: Director Xiong moved approval of all items within the consent agenda withholding items B2 - Request for Permission to Accept a Grant from the Minnesota Department of Employment and Economic Development, D1 - Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for Educational Assistants, D2 - Approval of Employment Agreement between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for School and Community Service Professionals, and D3 - Approval of Employment Agreement and Related Memoranda of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Teachers, Local 28, Exclusive Representative for Teachers for separate consideration. Director Ellis seconded the motion.

The motion was approved by roll call vote:

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

A. Gifts

B. Grants

BF 31999 Request for Permission to Accept a Gift from the EXPO Council of Parents

That the Board of Education authorize the Superintendent (or designee) to accept a gift from the EXPO Council of Parents to purchase and install fencing on EXPO for Excellence Elementary playground; to accept funds; and to implement the project.

BF 32000 Request for Permission to Submit an Application to be a Host Site for a Minnesota GreenCorps Member to Support School Gardens and Safe Routes to School

That the Board of Education supports the Minnesota GreenCorps host site application and authorizes the Superintendent (designee) to implement the project as specified in the award documents.

BF 32001 Request for Permission to Submit a Grant to 3M Gives

That the Board of Education authorize the Superintendent (designee) to submit a grant to 3M Gives for funds to support school year and summer programs in FY21 funded by 3M Gives, and to support immediate distance learning needs in response to the COVID-19 pandemic; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32002 Request for Permission to Submit a Grant to the Minnesota Department of Education –

Library Services and Technology Act

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education for the funds to build research skills among secondary students aligned with postsecondary needs; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32003 Request for Permission to Submit a Grant to the Professional Educator Licensing and Standards Board

That the Board of Education authorize the Superintendent (designee) to submit a grant application to the Professional Educator Licensing and Standards Board for funds sustain the Mentor-Mentee Program and PAR in FY21 and pilot a new program to support schools with a high concentration of probationary teachers; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32004 Request for Permission to Submit a Grant to the Travelers Foundation

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Travelers Foundation for the funds to implement Academy of Finance; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 32005 Request for Permission to Accept a Grant from the Minnesota Department of Natural Resources

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota Department of Natural Resources for funds to provide outdoor education and opportunities to students of Murray Middle School; to accept funds; and to implement the project as specified in the award documents.

BF 32006 Request for Permission to Accept a Grant Application from MN State Colleges and Universities/Minnesota Department of Education

That the Board of Education authorize the Superintendent (designee) to accept a grant from the MN State Colleges and Universities/Minnesota Department of Education for funds to expand CTE programming in the district; to accept funds; and to implement the project as specified in the award documents.

BF 32007 Request for Permission to Accept a Grant from the US Soccer Foundation and Target Foundation

That the Board of Education authorize the Superintendent (designee) accept a grant from the US Soccer Foundation for additional enhancements to a mini-pitch in Saint Paul Public Schools; to accept funds; and to implement the project as specified in the award documents.

C. Contracts

BF 32008 Cloud-Based Evaluation Recording System and Professional Development Monitoring Contract with PowerSchool

That the Board of Education authorizes the Superintendent (designee) to enter into a contract with PowerSchool for Cloud-Based Evaluation Recording System and Professional Development Monitoring.

BF 32009 RFP #A208827-A | Amendment of Request for Prime Vendor Grocery Items and Supplies

That the Board of Education authorize the amendment of RFP #A208827-A to increase the dollar amount of the contract with Indianhead Foodservice Distributor by \$2,200,000 to a total of \$8,700,000 for furnishing and delivery grocery items and supplies.

BF 32010 RFP #A217128-A | Amendment of Request for Fresh Bakery Items

That the Board of Education authorize the amendment of RFP #A217128-A to increase the dollar amount of the contract with Bimbo Bakeries USA by \$660,000 to a total of \$905,000 for furnishing and delivery of fresh bakery items.

BF 32011 Xello as New Post-Secondary Planning Platform

That the Board of Education authorize the Superintendent (designee) to enter into a three-year contract with Xello.

D. Agreements - pulled for separate consideration

E. Administrative Items

BF 32012 Monthly Operating Authority

1. That the Board of Education approve and ratify the following checks and wire transfers for the period February 1, 2020 – February 29, 2020.

a. General Account	#723025-724432	\$56,324,786.88
	#0003657-0003680	
	#7003640-7003670	
	#0004375-0004460	
b. Debt Service	-0-	
c. Construction	-0-	<u>\$3,352,955.00</u>
		<u>\$59,677,741.88</u>

Included in the above disbursements are two payrolls in the amount of \$40,803,534.67 and overtime of \$240,867.22 or 0.59% 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 July 31, 2020.

BF 32013 Saint Paul School Public Schools Population Count Update

Saint Paul Board of Education will adjust and approve the population count of 321,445 for 2020.

BF 32014 Phase Gate Approval of the Roof Replacements Project (Project # 0175-20- 01) at Hubbs Center: Gate #4 – Contract Award; Gate #4A – Finance Plan Update

That the Board of Education authorize the award of Bid No. A20-0478-A Roof Replacements at Hubbs Center (Project # 0175-20-01) to John A. Dalsin & Son for a lump sum base bid of \$1,328,093.

BF 32015 Phase Gate Approval of the Roof Replacements Project (Project # 0175-20- 01) at LEAP High School: Gate #4 – Contract Award; Gate #4A – Finance Plan Update

That the Board of Education authorize the award of Bid No. A20-0479-A Roof Replacements at LEAP High School (Project # 0175-20-01) to Commercial Roofing & SheetMetal for a lump sum base bid of \$1,292,845.

BF 32016 Phase Gate Approval of the Roof Replacements Project (Project # 0175-20- 01) Dayton's Bluff Elementary: Gate #4 – Contract Award; Gate #4A – Finance Plan Update

That the Board of Education authorize the award of Bid No. A20-0450-A Roof Replacements at Dayton's Bluff Elementary (Project # 0175-20-01) to Central Roofing for a lump sum base bid of \$67,650.

BF 32017 Phase Gate Approval of Classroom A/V Improvements Project at Saint Paul Music Academy, Gordon Parks, and AGAPE: Gate #4 – Contract Award; Gate #4A – Finance Plan Update

That the Board of Education authorize the award of Bid No. A20-0708-A A/V Improvements at Saint Paul Music Academy, Gordon Parks, and AGAPE to RAK Construction for a base bid with allowances of \$575,666.

F. Bids

G. Change Orders

CONSENT AGENDA ITEMS PULL FOR SEPARATE CONSIDERATION

BF 32018 Request for Permission to Accept a Grant from the Minnesota Department of Employment and Economic Development

The Board requested to speak further on this item. Director Kopp noted to pull this item to acknowledge and celebrate the awesome opportunity in SPSS. Congratulations to everyone involved in putting

together this grant and opportunity. It takes a lot of work to put together and a wonderful collaboration, and excited for the opportunities it will provide. This grant will support the Katherine Project, which is from Ramsey County, and an example of partnership and will highlight the important work of Adult Basic Education in SPPS, and the valuable role of public education in the community, and demonstrates what is possible when we work together. Through this, there is a shared responsibility and shared pride to expand educational opportunities.

MOTION: Director Kopp moved that the Board of Education authorize the Superintendent (designee) to accept a grant from the Minnesota Department of Employment and Economic Development for the funds to support The Katherine Project; to accept funds; and to implement the project as specified in the award documents. Director Foster seconded the motion.

The motion was approved by roll call vote:

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

BF 32019 Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for Educational Assistants

BF 32020 Approval of Employment Agreement between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Teachers, Exclusive Representative for School and Community Service Professionals

BF 32021 Approval of Employment Agreement and Related Memoranda of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Teachers, Local 28, Exclusive Representative for Teachers, for 2019-2021

The Board pulled this item for more information. Superintendent Gothard provided a recap of the timeline of negotiations with SPFE and where we have been and where are now as a result of negotiations. He noted the start of the process with the 2019-2020 SY budget, and the passing of the successful referendum welcoming \$17.3M additional dollars. From the State, the District received an additional 2% formula increase, for an additional \$6.2M. However, the District also saw a decline in funding with the decrease in enrollment by 1,000 students, or a 6.9M loss, and another loss in number of families who qualify for Free and Reduced Lunch for a \$5.5M loss. The net impact was \$11M. What did those funds go towards? It was the first year receiving full funding for our strategic plan, SPPS Achieves. There was a significant investment in SPPS Achieves that funded 18 middle school staff, 9 counselors, 7 work-based coordinators, 8 CTE elective teachers, and 14 additional teachers to help move class sizes, with 15 MLL teachers as a result of the previous contract, and 8 additional PAR educators, for a total of 79 FTE teacher positions into the district with \$8M. We identified through additional allocation of Title 1 funds, the prioritization of Learning Leads, and 28 SPFE positions for expert teachers working in buildings for staff access to professional development and assisting teachers directly with students. That amount with the additional FTEs through SPPS Achieves was 107 FTEs and \$11M.

He also noted the state basic education formula has not kept up with inflation, and the gap has been growing since 2003. Had inflation adjusted since 2003, more than \$20M in additional state per pupil aid would have been added to the District funds. SPED is grossly underfunded by \$40M each year, as well as support for English Language Learners is underfunded by \$14M each year. SPPS is underfunded by \$75M every year.

Superintendent Gothard then provided an overview of negotiations with all groups, including guiding values for negotiations that the Board agreed on, and financial parameters to guide the work, and to track and progress the work of negotiations of expectations set in the guidelines. The guiding values of professionalism, pride in excellence, fiscal stewardship and students first were also shared. Priorities for 19-21 were also reviewed. The Board-approved financial parameters of 1.5% and 2% were also shared, with the total for the SPFE contract for the two-year contract noted. The process of meeting for planning for negotiations was reviewed, as well as the timeline and recap of meetings for negotiations, mediations and review of proposals, intent to strike letters from Bureau of Mediation Services and timeline to exercise the right to legally strike. On March 10th, SPFE notified the District that they were going to exercise their right to strike on March 10, 2020, and the strike occurred that Tuesday, Wednesday, and on Wednesday night both teams were called back on March 12th by a request from the Governor to continue towards a contract settlement. The strike ended on March 13, 2020 around 3:30am, and choosing not to bring students back due to the late hour.

The financial commitments were also reviewed, including positions and proposals, and committee to determine the staffing in those positions. There are about 50 new positions that were successfully bargained during settlement above the parameters. We are not using new money for any of these positions - positions as a result will be reappropriated, and positions that currently exist, and moved to positions in collaboratively work on with SPFE. The positions that will be left will not be filled, and will be leaving our system. Some are in direct support of SPPS Achieves and will move to areas to support students in new and different ways at the building level. We have to work to get staffing to buildings to begin to work and reconcile site based budget and staffing plans. Time with moving pieces, and we need to ensure finance records accurate to reflect budgets as open school year with July 1st as the start of 20-21 school year.

He also noted that the Board was involved in many different places in this process with SPFE.

QUESTIONS/DISCUSSION:

- Chair Xiong thanked the Superintendent and team for their work to settle this contract with our with educators. From guiding values approved by the board, board members and the team all went to negotiations with clarity that we wanted fair contracts for all staff in SPPS. Ensure and emphasize that every staff member is valued regardless of classification or job duty.
- She went on to note that as a director of the Board of Education who has been publicly elected to ensure academic accountability through the Superintendent and to ensure the district has a balanced budget, she and her colleagues worked to ensure our district budget continues to be done in public view. In reflecting back to negotiations and mediations, she wishes the community could have witnessed the passion, commitment, and dedication of every staff member who was centered around students. She is so proud and grateful for the amazing staff in SPPS, and Administration team. She recalled looking around the room and noticing the diversity of leaders who look like our students, and the diversity of expertise and shared experiences to relate to our students. She spoke about the

Board and their commitment to work in partnership and strengthen relationships with the Union and to ensure that issues and concerns are raised now and not wait until the next negotiation cycle.

- Director Allen noted her past experience as a paraprofessional and this had been coming with teachers saying what they needed, and students stating their needs for support. She wishes it wouldn't have come to this, but hopes to start earlier and start right away on the same page for the next negotiation cycle. She was glad it was an opportunity for folks to speak to issues dealt with on a daily basis and give support to teachers. Everything happens for a reason, and hopes that the cries of the teachers were heard beyond leadership of the District and hope the leadership at the State was hearing the needs of the school district. In the future, when allocating funds, take these needs for extra resources into account. She thanked the Board and team for the long days and dedicated work through this process, and to keep a fiscally balanced budget.
- Director Kopp noted her time on the Board, and being on the Board for 63 days when the strike occurred. During that time, she learned a lot from her colleagues, their perspectives, and learned from staff and their priorities and love for our kids, as well as from educators. Wish we could see each other and our love for our students as infinite - no one group owns it or gets to love them more. In going forward and doing this work together, gives hope that we continue to heal and build strong relationships - because education is relationship-based - and think about what we all want to do for kids and public education in Saint Paul. It's an opportunity and we can decide what to do next and want to do it together. As a listener, she appreciated hearing what is working and not working, needs of educators and needs of students and families. A special thank you to all those who spent a lot of time in negotiations and mediation doing the really difficult work to determine what to cut or leave behind, which is difficult for everyone. She thanked Chair Xiong for her leadership, as a new Board chair in January and guiding her colleagues and team, and organizing us together. Let's take our love of kids and passion for educating them and turn it into something amazing and let's do it together.
- Director Marchese noted that he joins his colleagues in extending appreciation to the team, and the hard work of the Superintendent and Administration. He recapped his time on the Board and previous experiences of negotiations, and concerns about what happened this time and the future. The process of beliefs and desires and ideas and to reach an impasse, and brinkmanship begins. It's a dangerous way to resolve labor disputes or turn the District with every two-year process with a gut-wrenching series of days to hammer out an agreement, and the process does not work well. The strike came quickly before the COVID crisis, which now occupies everything, but the week prior, with the strike was an upsetting week and tragic for the city with lost learning for students, disruption to families and community. We cannot have these repeated circumstances every two years and expect to have a viable functioning district with creating uncertainty. Will this become a regular feature of bargaining, because once that bell is rung, will it be rung every two years? It is a dangerous hammer to hold above the community, and how can we build and retain students and staff and increase capacity for quality education. Respect and right and ability of the union to use that leverage, but it is very dangerous to drop in the middle of the community. He went on to note that as a result of this contract, there will need to be moving of resources, and this contract was used as a way to make important fiscal decisions and the importance of a public budgeting process, and the work as leaders of the district. The recently elected board members knocked on the doors of thousands of residents of Saint Paul and thousands of citizens voted for them to represent the community - that is their legal responsibility, and respect the desire to advocate for teachers and their priorities, but was done in a way that excluded the community. We also have a strategic plan that is set up in a way to reflect the priorities of the District, and how to use funding, and instructs Administration to work toward the long term-student outcomes, and the fiscal decisions should be in alignment with those long term outcomes. It's very important to have a public process, that is clear, accessible, defensible. This

contract affects the promises made to the community. We all want to support our educators, and do what they need to be successful. We should be working together to address the long-term fiscal needs of the District and focusing our efforts on work at the legislature, partners in the community, and labor action is not the best way to rally support. It is emotionally satisfying, but also need to think about where are the protests about education disparities, disciplinary disparities, outcomes around college and career readiness. We exist to support students. Appreciated work of the Chair in organizing, the Superintendent and staff and respect the work of the teacher bargaining unit. We are all in this because we care, but there are collective issues to address and work to make that happen.

- Director Eells noted her conversations with others and reflecting about the strike. There will be a place and time for those conversations, but right now, we need to focus on the now. There is a need for us to figure out what we need to do to do what's best for kids. Nothing was done in malice, everything was done with the belief of what was unfolding was important and needed to happen. We need to think about the future of the district and what it means to be together in this time together. Things happen for a reason, and as painful as the strike was, if we come out of it and figure a way to work better together and supporting our kids in thinking long-term. Relationships are important, including the love for the educators in this district and the district as a whole. There is not separation in that we are here together for the kids of Saint Paul. But every two years to comes down to this contract. She reiterated that our kids are watching us, what we do, and how we behave and treat one another. There needs to be repair, but as much as the teachers will throw-down for students, she will also throw-down for students, and would rather be throwing-down together that this dynamic as adversaries. We will figure out a way to move forward, but there will need to conversations. It's not us and them. It's us as SPPS, us as community, us as student, and us as families, and we need to talk about what happens next for the district, and ways to change and be better and have hope in that.
- Director Foster noted that while she is still in her feelings, she saw wonderful things, and also hurtful things. Our kids are watching. She felt pride and hurt at the same moment, as other talk about positions to be let go, and in thinking how did those positions support achievement. It goes back to the budgetary piece - we don't have new dollars, and there is a war on public education - in our state capitol and at the White House. In thinking about the energy generated from this strike and as other went on strike with them in solidarity - what would that energy look like at the legislature because that's where the fight needs to be. There are seasoned educators on the Board, and we know there are disparities in SPPS, and continuing to think about negotiations and a bigger fight happening - how do we leverage our community partners and greater community, political friends and partners, and building those relationships. How do we move forwards, because there was talk about preparing for the next strike, and that hurts to the core. We all need to be student focused. In Saint Paul, education is a value, and this is a necessary fundamental right that is under attack. In working collaboratively together and how to move forward, we will be able to. Looking forward to beginning those talks and start moving forward to make headway soon. She thanked the Superintendent, the team, and saw their immense hard work and commitment. Thanks to the staff in the District for their passion and love for our kids.
- SEAB Member Ali noted how quickly life has changed from the strike to COVID-19. He recounted his time at the Capitol with another SEAB member and learning more about the arguments for each side, and came to the conclusion that it was not the teachers and not the District - but the State needs to provide more for education in Saint Paul. He learned more about the counselor to student ratios in other states, and the needs of a community as diverse as Saint Paul. He thanked the teachers and Superintendent Gothard for coming to a decision and in making SPPS one of the most prepared districts for distance learning.

- Director Brodrick noted that when this pandemic subsides, and it will, and we will persevere, and this District must re-dedicate itself through the principles and values which we have always held, and really work through them together. Trust and transparency amongst everyone in the SPPS community is so important. Because of the pandemic, we have been reminded of how important it is for us to come together. The world understands now how we are one humanity. We all want what is best for the kids of Saint Paul. In listening to his colleagues, there is a sincerity on this Board to be leaders, and have a great leader in our Superintendent. Let’s put this contract to bed, and move on, but move on together.
- Chair Xiong thanked her colleagues on the Board, and how this event has tested our relationships together and reaffirmed our dedication to our kids. We all showed up every step of the way being centered in equity, students, community, and families. She thanked all for their service to our great city and school district. We are stronger when we all work together.
- Superintendent Gothard appreciated the comments and perspectives, including SEAB member Ali, who is an amazing young man that will go to great places.

MOTION: Director Xiong moved approval of the below items, respectively.

- 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 educational assistant employees in this District for whom the Saint Paul Federation of Teachers is the exclusive representative; duration of said Agreement is for the period of July 1, 2019 through June 30, 2021.
- 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 School and Community Service Professional employees in this school district for whom the Saint Paul Federation of Teachers is the exclusive representative; duration of said Agreement is for the period of July 1, 2019 through June 30, 2021.
- That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment for teachers in this school district for whom Saint Paul Federation of Teachers, Local 28 is the exclusive representative; duration of said Agreement is for the period of July 1, 2019 through June 30, 2020; and approve and adopt the related Memoranda of Agreement.

Director Foster seconded the motion.

The motion was approved by roll call vote:

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

IX. OLD BUSINESS - None

X. NEW BUSINESS

Superintendent Gothard then introduced the below resolution. He appreciated that come to this place where the Board collaborated with other leaders around the state and around this important cause. He then provided framing, and included history of a former situation and his experience. We stood up and said it was wrong and used it as a teaching moment, and shared with principals as COVID-19 was moving into the country with remarks made by leadership of the country, and others that targeted our community members. He instructed principals to not tolerate this, and to bring the community around this topic. He welcomes the Board approval of this resolution.

A. Resolution Condemning Xenophobic, Racist, And All Anti-Asian Attacks Elevated By COVID-19

BF 32022 Resolution Condemning Xenophobic, Racist, And All Anti-Asian Attacks Elevated By COVID-19

WHEREAS, Novel COVID-19 is fueling bias, fear, hostility, hate and racism against our Asian and Pacific Islander (API) communities; and

WHEREAS, Saint Paul Public Schools is the district home to more than 11,400 students of Asian descent, accounting for 31% of the student body, many from refugee and immigrant communities including but not limited to Hmong, Karen, Burmese, Vietnamese, Chinese, Japanese, Karenni and multi-racial; and

WHEREAS, Saint Paul Public Schools believes that students deserve respectful learning environments in which their racial and ethnic diversity is valued and celebrated; and

WHEREAS, Saint Paul Public Schools is committed to global citizenry through its mission to inspire students to think critically, pursue their dreams, and change the world - therefore standing against the hate and bigotry against all our students, staff, families and community; and

WHEREAS, Saint Paul Public Schools is the employer of 643 staff members who identify as API, comprising 10.56% of all staff; and

WHEREAS, Saint Paul Public Schools has made resolutions regarding district practices in response to community threats, such as the January 2017 Resolution Regarding District Practices Related To Immigration And Customs Enforcement; and

WHEREAS, API students, staff, families, and community are valued members of a thriving diverse Saint Paul Public Schools family that spans languages, nationalities, ethnicities, cultures and more; and

WHEREAS, throughout history pandemics and other events have bred misinformation, hysteria, stigma, scapegoating and racial and ethnic discrimination; and

WHEREAS, Saint Paul Public Schools recognizes and acknowledges that our API community has historically experienced discrimination, xenophobia and racism resulting in historical trauma, feelings of invisibility, and negative effects on the overall health and well-being of our neighbors prior to those experienced in the wake of COVID-19; and

WHEREAS, anti-Asian stigma has galvanized white nationalism and supremacy culture that promotes and breeds discord; and

WHEREAS, communities of API descent have experienced a surge of racial shunning, harassment, discrimination, and violent attacks as a result of the COVID- 19 pandemic; and

WHEREAS, there is an increase of racist rhetoric and terminology identifying Coronavirus using language that is marginalizing and debilitating to the humanity of our API students, staff, families and community; and

WHEREAS, in Minnesota numerous reports of racial incidents and hate crimes targeted towards individuals of Asian descent have been disclosed and stories are emerging in Saint Paul about harassment, discrimination and bias that is making API community members feel targeted; and

WHEREAS, as communities adapt and respond to COVID-19, API Minnesotans also report that their safety and equal access to goods and services is compromised because of increasing harassment, xenophobic and racist behaviors; and

WHEREAS, Saint Paul Public Schools maintains and enforces a racial equity policy; gender inclusion policy; an equal opportunity/non discrimination policy; an anti-bullying policy; and an anti-harassment, discrimination, violence, and retaliation policy, which are applicable to the entire District community by way of incorporation into staff expectations and the Student Rights and Responsibilities Handbook and puts forth information about those policies in a culturally responsive manner to our API and all protected communities and identifies persons and departments (including the Equal Employment Opportunity Department) who are responsible for receiving and responding to complaints alleging violations of those policies; and

WHEREAS, Saint Paul Public Schools provides educators with the expectations, resources, and support to provide instruction to students in digital citizenship, bullying prevention and specific lessons on coronavirus stereotypes, fears and racism; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of Independent School District No. 625 - Saint Paul Public Schools, reaffirms and proactively implements all policies, practices and procedures to ensure that our API students, staff, families and community are not subjected to bias, harassment, discrimination, violence or retaliation; and be it

FURTHER RESOLVED, Saint Paul Public Schools will provide accurate, effective and unbiased messaging related to the COVID-19 virus; and be it

FURTHER RESOLVED, Saint Paul Public Schools condemns any anti-Asian sentiments targeting our API students, staff, families and community; and be it

FURTHER RESOLVED, Saint Paul Public Schools will continue to commit resources to educate its employees and identify resources to ensure curriculum and equity trainings are inclusive of Asian/API communities; and be it

FURTHER RESOLVED, Saint Paul Public Schools will commit to investing resources to reach Asian parents, students, and community to support and inform them of defined efforts specifically addressing anti-Asian bias, discrimination, and xenophobia; and be it

FURTHER RESOLVED, Saint Paul Public Schools commits to partnering with public and private institutions/organizations working to address xenophobia and racism subjected to Asian and Pacific Islanders in Minnesota; and be it

FURTHER RESOLVED, the Saint Paul Public Schools will engage in outreach to members of the API community to explain how to file a complaint of discrimination with SPPS and encourage these communities to utilize the resources of SPPS for anyone who has been discriminated against in SPPS; and

FURTHER RESOLVED, Saint Paul Public Schools invites other school districts and educational entities such as the Council of Great City Schools and Minnesota School Board Association to join us in condemning xenophobic and racist attacks towards API communities; and

FINALLY RESOLVED, the Saint Paul Public Schools urges State Representatives, State Senators, and Governor Walz to take immediate action to ensure the safety of API communities in the State of Minnesota.

QUESTION/DISCUSSION:

- SEAB Member Ali noted his previous experience, and how we can use this as a good first step to something that can be done nationwide and leading by example and is happy to start the reading of the resolution.
- Director Allen noted that she smiled when SEAB Member Ali read his portion of the resolution, and reiterated that SPPS is sitting on a pot of gold with the amount of diversity we have, and her students and things they have taught her. Without that knowledge, we wouldn't have the richness in our city. Frustrated about attacks within our community and condemn such acts and xenophobia or fear of any human being because of their ethnicity or culture is another nuance of white supremacy and to see our school district board to step up to condemn is a right step in the direction. Want to embrace the API community and pull culture into school system, and languages, and students feel comfortable with who they are, and the more comfortable they are, the better we will be. Our diversity within our school system is our pot of gold in SPPS.
- Director Kopp thanked Chair Xiong for her leadership on this. During this time we are called to stand up and speak out against this kind of hate, and also called to love and help and support each other. Know this will be action from us, and appreciate that.
- Director Marchese thanked for the opportunity to be a part of the Board that is willing to take these steps. Know it's empowering to be in community with board members and larger community to reflect values we believe are important. Those values about basic decency and humanity and respect and love are the things that bind the community together. In the middle of one of the biggest crises that any of us have experienced or witnessed, the last thing we need is to tear each other apart. Our Asian American and Pacific Islander, and API community is an embedded part of our community and we need to embrace each other. Pleased and excited to take this step and hopefully have impact within the larger community.
- Director Ellis thanked Director Xiong for her work and the subgroup to pull this together. She knows there may be a similar resolution in Minneapolis, and others across the state are also looking at something similar. We have moments where we show what Saint Paul can do to support students,

and our community. It is an honor to serve with the Board, leading the District and this very public and necessary slap to supremacy and love for students and community. We need to look out for each other and be kind. She appreciated the work on this resolution.

- Director Foster noted appreciation to group of directors who are Saint Paulites who value the richness, diversity of our community. We are a city of refugees and immigrants from across the world and we need to stand proud and strong. Our children are our greatest treasures, and those families bring to communities we need to value and protect at all cost and stand up against any racial bias. Thankful for SPSS and community to stand in support of neighbors, students, staff and families. We will not tolerate the work of this. To Chair Xiong, leadership matters. As a Hmong woman as the Chair of this Board in this time, it is perfect. Our community, Hmong, Asian and API community needs to see leadership, they are loved and valued, and thanked her for her leadership.
- SEAB Member Ali added that it's a great thing that we as a city and district to take initiative to be an example for this nation, especially with the current leadership at the White House. Through this, we are embracing our community and understanding each other. This is a tough time that no one asked for in this fight against the pandemic, and we as a community will get through this and be stronger and better when this pandemic ends.
- Chair Xiong then shared her statement, which included her experience as an API women, and one of the few API women in school board across the state with other reaching out for connection in other districts about their experiences and found self processing with students about what they were experiencing at the school before distance learning, and in workplaces. She condemns all hate. She shared that we have been here as a nation before in our history with the same hate but different faces and recounted our nation's history that pits communities against each other, us versus them, or others that are different. This is the cancer in American society rooted in racism and xenophobia. She then recounted this fight throughout American history, the history of immigration to America, and current events. She wanted to bring to light that this is about racism and white supremacy and has shown up in history numerous times targeting different people and communities. We do this because if we don't, it contradicts everything we expect of our students and each other about love, kindness, respect, solidarity and empowerment and very needed social change to revolutionize this nation. As reflecting, it brought back to class in college - Ethnic Studies and brought and made feel re-passioned urgency for need for schools to teach histories of students and communities. We can change the way we teach American history from master narrative to counter narrative about community-first. Thankful and proud in SPSS and stand in solidarity against racism and hate on all communities. Thank community partners, and students who supported development, as well as district teams, and Board colleagues for their work in developing this resolution.

MOTION: Director Xiong moved approval of the Resolution Condemning Xenophobic, Racist, And All Anti-Asian Attacks Elevated By COVID-19. Director Ellis seconded the motion.

The motion was approved by roll call vote:

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

XI. BOARD OF EDUCATION

A. Information Requests & Responses

- Director Brodrick reiterated to learn more about how we conduct exit interviews for those who leave our district on a monthly basis - extent and how we handle the exit interview process in SPPS.
- Director Allen noted she is thankful for Chair Xiong and her leadership and her statement, and hopes those in the community also heard.
- Vice Chair noted that she is thankful for Chair's leadership and your message, and hopes that folks are listening.
- Chair Xiong thanked SEAB Member Ali for his presence at this meeting. SEAB Member Ali noted his appreciation the district's for the community and seeing those passing meals out, and happy to know that neighbors are receiving resources, and as a district that we are with them through all this and can rely on us, and thanked Superintendent and his team and to keep up the good work. What they are doing is an example for other school districts.
- Director Foster noted that there have been requests for budgets.

B. Items for Future Agendas

- Director Allen has been having conversations with seniors and one of the big things hearing consistently is the lack of closure, and know not permanently closed, but real conversations about what graduation could look like, and we won't be able to gather in mass amounts. The closure and importance to think of ways to bring closure to the senior class of 2020.
- Director Kopp shared that the virtual environment has allowed her to be in contact with educators and families and appreciate good things during this time, and challenges and take them to problem solve and can be brought to district staff. Thanks for continuing to be in touch and connected. She shared her connection with an ECFE teacher who teaches from her home and connecting with students and families, and the excitement and joy of an ECFE learner showing their teacher their favorite toy, and also the support for parents. She is so grateful that early education staff are out there building relationships and continue building relationships during this unsettling time, so valuable, speaks to the talent and compassion of staff. Also heard wonderful things about tech services and support. Thank you for your patience and compassion and doing good work, make us all so proud. She also shared her experience on social media and seeing the amazing things happening in buildings, and a special thank you to Frost Lake and Battle Creek Middle, who have shown their teachers and educators are doing really cool things that are smart, compassionate, full of love, and thanks for welcoming us into your school. She also noted for parents and students and community members to continue to send emails and show the great things that make us all so proud.
- Director Marchese appreciated Director Kopp's observations and share her interest in hearing from staff and folks in buildings who are on screens and working with students, and to keep the Board informed of progress.
- Director Ellis noted that she attended at the Highland Park Parent Teacher Association meeting, and there were questions around graduation, and families wanted to help to be a part of the solution and finding ways to honor and celebrate our students at this point of their educational journey. There are a lot of emotions for our seniors during this time. She was also a member of the Ethnic Studies stakeholder meeting, and noted the attendance and discussion on potential curriculum, and PD and training for staff. She has also done virtual calls with students in the district, and the differences in what elementary school students, middle school students, and high school students are feeling during this time. She also recounted her time at the School Board Members of Color meeting with other directors, and the opportunity to check in with others and support each other and students of color across the state and nation. Flexibility and thoughtfulness for our families. She is waiting to see the

number of meals being delivered, and has questions on the sustainability of the meals program, and can we continue to do that, and will there be partners that help us to do that. We have taken this on, and wonder about being able to sustain that long-term. Thanks SPPS for all your work - our educators, TAs, nutrition services, bus drivers, Stacy Koppen at Nutrition Services, Kathy Kimani.

- Director Foster noted opportunities to log into social media in this time has been hilarious. Thanks to everyone. Keep spreading love, joy and hope. We will continue to work on improving every day and we are all learners, and let's continue to be helpful to one another.
- Chair Xiong reported on the follow-up from the Emergency Meeting of March 19th regarding public comment process and provided an update on that topic to review and discuss the process going forward during this new normal. We will keep our public comment as it currently is from the guidelines established at the August 2015 Board of Education meeting. Maintaining guidelines about online submissions of public comment to the Board of Education, and find that option at www.spps.org/boe. The guideline states that we are recommending for all comments to be submitted by 5pm to be distributed to the Board prior to the meeting. The date of the meeting and comment topic submitted was also reviewed and shown online. The public comment procedure from the Emergency Meeting and ways to submit public comment were also reviewed. Thanks to Director Allen and Director Kopp and the team for their work.
- Chair Xiong also thanked all clerical and administrative support staff in our district for National Administrative Support Week.

C. Board of Education Reports/Communications

XI. FUTURE MEETING SCHEDULE

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

- May 19
- June 9 (Special – Non-Renewals)
- June 23
- July 21
- August 18
- September 22
- October 20
- November 17
- December 15
- January 5, 2021 (Annual)
- January 19
- February 23
- March 23
- April 20
- May 18
- June 22
- July 20

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

- May 5
- June 9
- August 5 (Wednesday)
- September 8

- October 6
- November 10
- December 8
- January 5, 2021
- February 9
- March 9
- April 6
- May 4
- June 8
- August 10

XII. ADJOURNMENT

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

The motion was approved by roll call vote:

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

The meeting adjourned at 9:30 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