

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

June 14, 2016

I. CALL TO ORDER

The meeting was called to order at 4:04 p.m.

II. ROLL CALL

PRESENT: Mr. Vue, Ms. Vanderwert, Mr. Schumacher, Mr. Marchese, Ms. Ellis, Mr. Brodrick, Superintendent Silva, Ms. Cameron, General Counsel and Ms. Polsfuss, Assistant Clerk

Ms. O'Connell arrived at 4:26 p.m.

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Mr. Marchese moved approval of the order of the Main Agenda as published. The motion was seconded by Ms. Ellis.

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Vanderwert	Yes
Mr. Schumacher	Yes
Ms. O'Connell	Absent
Mr. Marchese	Yes
Ms. Ellis	Yes
Mr. Brodrick	Yes

IV. NEW BUSINESS

A. Action on Non-Renewal of Probationary Teachers

The purpose of the meeting was to ask the Board of Education to approve the non-renewal of probationary teachers. This process is done on a yearly basis.

The Data Privacy Act prevents discussion of individual data so only summary data was discussed. Applicable State Statutes are:

- MN Statute 122A.41 (Cities of the first class) applies to Saint Paul Public Schools. It defines the probationary period as the first three years of consecutive employment. during the probationary period, an annual teaching contract may or may not be renewed for any reason. Subd. 4(b) states "a probationary teacher is deemed to have been reemployed for the ensuing school year, unless the school board gives written notices before July 1, of the termination of employment. Therefore all non-renewed teachers must be notified prior to July 1.

SPPS may non-renew for any reason, however, common reasons include:

- Budget - vacancies are fewer than needed to place current staff.
- License - not fully licensed for the position which they hold
- Performance - not meeting expectations (effective instruction, class room management, team work/professional behavior)

- Some combination of the above and/or other relevant reasons may include training.

This year there are a total of 45 employees recommended for non-renewal (all are teachers). Of the 45, nine choose to resign prior to the recommendation for non-renewal going to the Board. 40 were non-renewed for performance/license issues, 5 were due to the budget reductions. The 45 constitute 6.68% of the total probationary teacher population. This is basically flat when compared to previous years 13-14 6.64%, 14-15 6.42%. Further breakdown shows on the Gender and Ethnicity impact: 68% were female 31% male; eight were African American, seven Hispanic, 30 Caucasian. These figures reflect the on-going challenge SPPS is faced with in the first three years in its efforts to make the teaching population reflect the District's population.

All teachers recommended for non-renewal are notified in writing and given the option to meet with the Assistant Superintendent to discuss the reasons for the non-renewal. Assistant Superintendents then make their recommendations to the Superintendent.

Over the past year 19 probationary teachers recommended for non-renewal were supported through the Peer Assistance and Review Program. These teachers worked with a PAR Consultation teacher who provided significant coaching and mentoring during the school year. Both the PAR consultant and the principal evaluated the teachers and the PAR consultant made a recommendation for non-renewal to the PAR Board which then provided recommendations to the Superintendent.

Teachers not served by PAR received a minimum of two observations which are reviewed with the teacher and the teacher is provided assistance if not meeting standards of effective teaching. Supports include mentors and professional development.

QUESTIONS/DISCUSSION:

- How many were bumped because of no seniority? Is it first in first out? Response: None of these teachers have tenure. Yes, it is first in first out. The five non-renewals due to budget were bumped by more senior people and were within the music area. It was noted there will be people who may decide to retire over the summer so positions may become available in that process.
- What are the qualifications of PAR consultants? Response: The PAR positions are posted broadly and any teacher can apply. There is a years of service within SPPS requirement, there is an interview process with SPFT and SPPS staff, recommendations from principals can be made and there must be a letter(s) of recommendation. There is also an evaluation of each applicant with the PAR team. The probationary teachers have indicated they want a PAR to be in their area of expertise. The District tries to keep the PAR team balanced and well rounded.
- How often does a probationary teacher get evaluated? Response: The first year they are provided with a mentor. Most have a PAR reviewer in the second year and in the third year the Assistant Superintendents will have done observations of each of the teachers.
- What kind of support do they get from the PAR? Response: During the second year they will have one week of observation by their PAR based on goals they have set up, there will be a debriefing during this observation. The following week the teacher and the PAR have a coaching and planning session. After that they get about 1 to 1.5 hours of contact with their PAR each week. SPPS does a survey every year, results show satisfaction with the PAR program has gone up each year over the last 6 years.
- There seems to be a lot of "problems with classroom management" non-renewals. SPPS needs to be careful that it is supportive of the new teachers. The first years are difficult with building relationships between the district, staff, students and parents. Need to be sensitive that teaching is a tough job. SPPS's history has been to make decisions about probationary teachers that are very strong. It needs to be more sensitive and offer additional support and understanding both from the District and SPFT.
- The probationary period is three years? Is there extra probationary time? Response: Yes, with completion of a Waiver of Tenure a teacher can be allowed a fourth year. This requires agreement from the union.

MOTION: **Mr. Brodrick moved the Board of Education approve the non-renewal of the teachers listed for non-renewal on the HR Transactions List of June 14, 2016. The motion was seconded by Ms. Vanderwert.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Vanderwert	Yes
Mr. Schumacher	Yes
Ms. O'Connell	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Mr. Brodrick	Yes

V. ADJOURNMENT

MOTION: **Mr. Marchese moved the meeting adjourn, seconded by Ms Ellis.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Vanderwert	Yes
Mr. Schumacher	Yes
Ms. O'Connell	Yes
Mr. Marchese	Yes
Ms. Ellis	Yes
Mr. Brodrick	Yes

The meeting adjourned at 4:35 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
Marilyn Polsfuss
Assistant Clerk,
St. Paul Public Schools Board of Education