

**INDEPENDENT SCHOOL DISTRICT NO. 625**  
**Saint Paul, Minnesota**  
**MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION**  
**March 18, 2014**

**I. CALL TO ORDER**

The meeting was called to order at 5:33 p.m.

**II. ROLL CALL**

PRESENT: Mr. Vue, Ms.Doran, Ms. Seeba, Mr. Hardy, Ms. O'Connell, Mr. Brodrick, Superintendent Silva, Mr.Lalla, General Counsel.

Ms. Carroll arrived at 5:40 p.m.

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

**MOTION:** Ms. Carroll moved approval of the Order of the Main Agenda with the addition of a Resolution Regarding Minnesota Minimum Wage to New Business. Ms. O'Connell seconded the motion.

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

**IV. PUBLIC COMMENT** (Time Certain 5:35 p.m.)

- B. Zick – Winter school closures

**V. RECOGNITIONS**

**BF 29603.** Acknowledgement of Accomplishments of SPPS Students

St. Paul high school students have achieved some great results this year and the following students deserve mention from competing in the MN Urban Debate League-- **Yassin Ahmed** of Como Park High School - becoming the first student of color to win the prestigious Rosemount Round Robin debate tournament. Yassin and his debate partner **Stryker Thompson** also placed in quarterfinals at the State Tournament - the first time in their school's history that they have placed at the tournament.

**Ayaan Natala** and **Tiana Bellamy** of Central High School for becoming only the second African American women team in the country to qualify for the Tournament of Champions, taking place in Kentucky this spring.

**Dan Bannister** and **Ian Dill** of Highland Park High School for placing in semi-finals at the MN State High School Debate Tournament; Dan Bannister also placed as 1st speaker at the tournament.

**BF 29604.**      Recognition of Schools, Teams, Individuals and Coaches in Our Saint Paul Public Schools That Have Won Athletic Awards and Championships

1. Murray Middle School - Girls' Basketball Team - City Champion
2. Washington Technology Magnet - Wrestling Team - Middle School City Champion
3. Central High School - Girls' Basketball Team - City Champion
4. Central High School - Boys' Nordic Ski Team - City Champion
5. Central High School - Boys' Swim Team - City Champion
6. Central High School - Wrestling Team - City Champion
7. Highland Park Senior High School - Gymnastics Team - City Champion
8. Highland Park Senior High School - Girls' Nordic Ski Team - City Champion
9. Johnson Senior High School - Boys' Basketball Team - City Champion

**MOTION:**                      **Mr. Hardy moved the Board of Education recognize the students, teams, schools and coaches above for their contributions and outstanding work. Ms. O'Connell seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

The Superintendent recognized a troop of Boy Scouts attending the meeting.

**VI. APPROVAL OF THE ORDER OF THE CONSENT AGENDA**

**MOTION:**                      **Ms. O'Connell moved approval of the Order of the Consent Agenda with the exception of Items E-1 Establishment of the Unclassified Position of Custodial Supervisor for Independent School District No. 625 and Relevant Terms and Conditions of Employment, E-4 Reactivation of the Deputy Chief Job Classification for Independent School District No. 625 and Relevant Terms and Conditions of Employment and E-5 Request for Title Change which were pulled for separate consideration. Mr. Hardy seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

**VII. APPROVAL OF THE MINUTES**

A. Minutes of the Regular Meeting of the Board of Education of February 18, 2014

**MOTION:**                      **Ms. Carroll moved approval of the Minutes of the Regular Meeting of the Board of Education of February 18, 2014. The motion was seconded by Ms. Seeba.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes

Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

**VIII. COMMITTEE REPORTS**

A. Committee of the Board Meeting of March 4, 2014

At the March 4, Committee meeting the Board received a presentation on the SSSC 2.0 with the end of approving the strategic plan it represented. The Goals remain the same as those of the original SSSC plan (Achievement, Alignment and Sustainability) however, the new plan has five focus areas:

- Racial equity transformation
- Personalized learning
- Ready for college and career
- Pre-K-12 programs with connected pathways
- Systems that support a premier education.

Director Hardy requested action on the SSSC 2.0 be held until the presentation during the Superintendent's report. The consensus was to hold action until after the report on SSSC 2.0.

Special Education then presented an update on Special Education at the Secondary Level followed by a presentation to the Board on the General Fund Budget Rollout Plan and the budget time line for the FY 15 process.

Administration provided an update on the status of various negotiations that are underway. A Policy Update was provided covering two procedures under development (Access to Public Data and Access to Data for Data Subjects) and two new policies that are being worked on (a Sex and Gender Inclusion Policy and an Intellectual Property Policy).

The meeting closed with a Board work session that included a check-in for Board members, a discussion on the upcoming Board meeting content, establishing locations for three Listening sessions and member assignment to District Councils.

**MOTION: Mr. Hardy moved the Board accept the report on the March 4 COB meeting and approve the minutes for that meeting as published. Ms. O'Connell seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

**IX. SUPERINTENDENT'S REPORT**

A. Recognition of 3M

The Superintendent recognized 3M and some 3M employees who have provided significant support to SPPS (Ms. Barbara Kaufmann, Ann Sequist, Mr. Streeper, Kimberly Price and Rick Rosetter) for their work in partnership with St. Paul Public Schools. She acknowledged their contributions to bringing community partners together to support St. Paul's children. The partnership between 3M and SPPS touches students at all levels within the district, elementary students through rigorous engineering curriculum and engaging in after school STEM programs, middle school students who are building wind turbines and going to STEM

summer camps and high schools students are competing in science fairs and working in 3M labs along side 3M scientists and various grades competing in robotics competitions from design through competition. 3M also provides volunteers, real world experience through the STEM program, teacher professional development (TWIST Program), field trips, summer camps, in-kind contributions, as well as leaders and leadership to guide SPPS in developing future scientists.

**MOTION: Ms. O’Connell moved the Board of Education recognize 3M and Barb Kaufmann for their incomparable support to SPPS over the years. Mr. Brodrick seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O’Connell	Yes
Mr. Brodrick	Yes

Mike Newman from Travelers was also recognized for their support to SPPS.

**B. SSSC Monitoring: Partnership VisionCard**

Administration noted the card has nearly all the same measures as last year, providing consistency in measuring the areas that have improved and have not. A number of the metrics - Truancy and Neglect, On-time Kindergarten Applications, Certified Partners and School Marketing - have been calculated in new ways to make their results more easily comparable over time. In cases where trends are presented, the revised calculations have been applied to the previous year as well. A new measure has been added for after-school programming (21st Century Learning Community) and the presentation of Multimedia and Multilingual Communications continues to evolve as SPPS reaches out in new ways.

Areas measured were:

1. Parent/Community Engagement

- Parent Academy – Vision is 2,736+ (10% of low-income families). This area is at Progress with 2,482 parents having participated in the academy as of winter 2013.
- Parent Academy Impact – measured by parent academy participants who:
  - Know how to help their child prepare for MCA test (Vision is 90%) – spring 2012 was at Baseline, fall 2013 was at Intervene.
  - Have the understanding and ability to navigate the public school system (Vision is 90%). Spring 2012 was at progress, fall 2013’s measure was at Baseline.
  - In both instances, there is improvement in understanding from the survey taken as they come into the Academy and when they leave the Academy.
- Truancy & Neglect (the percent of students referred for attendance issues whose case did not reach court petition as of March 2014 – Vision is >90%). SY 12-13 was at 93%; SY 13-February 2014 the measure is 95%.

2. Removing Barriers

- On-Time Kindergarten Applications as percent of total projected seats (not including Pre-K student continuing to K; Vision is 90%)
  - 2013 was at 91% (Vision); 2014 was at 83% (Progress) (there was a 23% increase in Pre-K which affected Kindergarten applications).
- 100% of all grant dollars received were aligned to SSSC.
- Early Childhood & Family Education (ECFE) and 21<sup>st</sup> Century Learning Community (CLC) Participation. Vision is no race/ethnic group more than 10% points less in share of ECFE or 21<sup>st</sup> CLC population compared to K-12. A chart provided

measurements for Asian American, African American, Latino, Caucasian, American Indian and Other.

- Number of Partners Certified to Serve Students in a Given Area per 1,000 students as of 3/1/14. Area A = 5, Area B = 8, Area C = 9, Area D = 17, Area E = 9 and Area F = 7.

### 3. Communications, Marketing and Outreach

- Direct Contacts (Vision = 4,000/year): 2013 was at Vision with 4,144 at 246 events. 2014 is at Progress, 3,679 at 225 events this will increase as move into summer events.
- 54 Parent Advisory Committee meetings and 42 district-sponsored parent meetings have also been implemented over the past year.
- School Marketing (Vision = 100%) is at Baseline (67% or 43/64 schools). This area is school-initiated outreach through calls, emails, texts and community events as of 3/1/14.
- Multimedia/Multilingual Connections
  - Facebook: 466 likes in 2013, 2,900+ likes in 2014.
  - Twitter: SPPS\_news had no account in 2013, 2014 has 1,200+ followers; SPPS\_SuptSilva had 288 followers in 2013 and 2,250+ followers in 2014.
  - Video: 200,000+ views of 100+ videos, including 45 school-specific videos
  - Digital Family Contacts: Email addresses for 55% of family contacts (28% for families with language other than English). Text-capable cell phone number for 70% (39% for families with language other than English) of family contacts.
  - E-Newsletters: 1,123 subscribers. Open rate never lower than 27% (industry standard average is 21%). Click rate never lower than 39% (industry standard average is 13%).
  - Page views (compared to 3/1/12-1/28/13): +13% (to 2.9 million) on [www.spps.org](http://www.spps.org) and [staff.spps.org](http://staff.spps.org). +17% (to 8.9 million) on school-specific sites.

### QUESTIONS/DISCUSSION:

- Under removing barriers, are these geographic partners? It appears there is uneven representation among the various areas. Response: Some of the partners represent citywide partners (Girl Scouts, Boy Scouts, and Big Brother Big Sisters) and some that support the specific area. Partners offer a service that meets the needs of schools they go through a certification process that introduces them to SPPS expectations of its partners. There are currently 300 certified partners and SPPS continues to certify partners to ensure specific supports for the schools.
- The Parent Academy serves an important service for the district. Can vision be moved higher than 10%? Response: When initially piloted SPPS kept the vision at 10% of families qualifying for free and reduced lunch so it was a manageable number. SPPS has been able have an academy in every school in the district with some having two. This number has challenged the district's ability for transportation and other services. Efforts are being explored to increase capacity through coordination with community partners.
- Parent Academy graduate numbers, some families attend the program once, some more than once. How are you addressing the people who do it twice and those who are being missed? Response: The 10% was set to be able to reach the audience within a manageable number. The reality is each class is ideally 30 and is taught in the native language so there is the challenge of finding language speakers who have received leader training. SPPS has needed to train support personnel to meet those needs. Academy has been done in coordination with Freedom School over past years. The goal for next years has not yet been set.
- Now that approaching 10%, can see an annual arc? Yes. The more important features are the participation in College-Ready Program where SPPS is starting to see these parents at events they have not attended before so they are becoming more comfortable in participating in district efforts. Also important is maintaining quality in the program overall.

- Is there a list of partners who work with SPPS, can it be provided to the Board along with which schools are being impacted by which partnerships in order to assess equity across the district? Response: Yes, that can be provided. The information is on the Partnership website.
- Most Board members who have participated in the Parent Academy graduations have found it rewarding. It was notable how many of former graduates are now part of the active teaching community for the academy in order to bring the benefit to other parents.
- The Community appreciates SPPS reaching out and involving other partners, do you need more suggestions on involvement? Response: Yes, connections have primarily been through word-of-mouth. That is how transportation issues have been addressed as well as providing support through conversations, etc. for the program.
- How can SPPS provide recognition on a regular basis for other partners? Response: That is an area that needs to be addressed. SPPS would like to provide a recognition luncheon or something of that sort, perhaps in cooperation with Sprockets. A survey is being sent out to find out how partners view their experience and where improvements could be made. There is a monthly newsletter to partners that provides some recognition for them.
- As SPPS expands and deepens the Parent Academy, how is it incorporating equity work in the program? Response: staff is now working on moving into that phase to work with parents, to train them. As trainings become available, parents have participated. The program tries to align facilitators by language or race so those conversations are happening to some extent now. A number of academy facilitators have been trained in equity, as they are staff members.
- Marketing and outreach, pages viewed. Are people going directly to school sites? Were individual school videos at the site? Response: Video started with schools where SPPS wanted to increase enrollment, it is now moving out to other schools and then into the updating process. The websites are a continuous work in progress. Communications has increased capacity to monitor, support and update websites for the schools. Schools appreciate the support, as many do not have the ability or capacity to do it.

#### C. Presentation of SSSC 2.0

The current SSSC goals continue under SSSC 2.0:

- Goal 1: Achievement for all students
- Goal 2: Alignment of school programs
- Goal 3: Sustainability to optimize classroom resources and academics

The five SSSC 2.0 focus areas are:

- **Racial equity transformation** – this will involve changes to practices and systems, lead to valuing and investing in all students and employees as well as an examination of personal racial beliefs.
- **Personalized learning** – will establish personalized learning as a way SPPS educates all students. It will provide more technology tools to schools and students to help them learn. As part of this, SPPS is designing an effective, sustainable plan for giving all students access to a mobile device on which they can view and access the Digital Platform. This will also enhance teachers' ability to meet each student at their level of interest and ability by better responding to students' voices and choices. By harnessing this technology, teachers can engage students in ways that make them want to learn while allowing students to learn at their own pace. The new Digital Platform is being rolled out to 9<sup>th</sup> grade teachers this summer. SPPS is working closely with teachers to design the curricular content that will be available to teachers' to use on the Digital Platform. They are the curricular content experts and are critical to the development of the Platform. A process for curriculum vetting and purchase through OTLL, OPL and the IT Governance Council is under development.
- **Ready for college and career** – SPPS will continue to provide students with the academics, resources and experiences to make them competitive in a post-secondary environment by:

- Ensuring middle school students start planning for high school and beyond by providing effective programs and resources. Middle school students will start to experience college-prep activities so they start thinking early about their goals for college and beyond.
- Increasing opportunities for students to earn post-secondary credit by improving high school programs, ensuring students meet college entrance requirements and succeed in college.
- Expanding existing and developing new career and technical education (CTE) programs that prepare students for competitive careers that are in high demand.
- And,
- Making grading, scheduling and graduation requirements consistent across all schools with one common course catalog across all secondary programs.
- **Excellent PreK-12 programs with connected pathways** – this will expand cultural, language and specialized programs. It will ensure programs have clear pathways from elementary through high school and provide opportunities to enroll in challenging classes for all students no matter which school they attend. SPPS will continue to look at how it can expand pre-kindergarten programs to even more children in St. Paul.
- **Systems that support a premier education** - in order to achieve this, SPPS must establish a stable financial system and effective operational practices to make sure students and teachers have the resources needed to succeed in and outside the classroom. Under SSSC 2.0 SPPS will continue to:
  - Attract and retain students and families through strategic marketing and improved customer service.
  - Build an exceptional workforce by better supporting and valuing employees.
  - Make sure SPPS school buildings are equipped to meet the learning needs of students.
  - Adopt financial and operational practices that are efficient and effective (money used wisely). A strong financial system also mean SPPS can better support a high-quality teaching pool.
  - Use and refine a system to hold SPPS accountable to its strategic goals and the community through continued monitoring of progress through VisionCards, which would be revised to align with SSSC 2.0, focus areas.

Next steps are to hold general and topic-specific information sessions with students, families and the community and continue meetings with district partners and community organizations. A plan will be developed for SSSC 2.0 monitoring and reporting (VisionsCards) and work with district teachers, administration and other staff on implementation.

**QUESTIONS/DISCUSSION:**

- It was suggested a survey be done when families leave the district in order to find out **why** they are leaving in order to address any issues. Response: That data is available.
- Will the Board see what new measures are being implemented for the VisionCards? Response: Yes, when Administration presents the vision levels all of the measures will be presented as well.
- Appreciation was expressed that the school start time timeline was put out as an example so parents understand work is being done in that area.

**RECOMMENDED MOTION: That the Board of Education adopt the Strong Schools, Strong Communities (SSSC) 2.0 Strategic Plan and approve the three goals and five focus areas that are components of the plan.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes

Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

D. Human Resource Transactions

**MOTION:** Ms. O'Connell moved that the Board approve the Human Resource Transactions for the period February 1, 2014 through February 28, 2014 as published. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

X. **CONSENT AGENDA**

**MOTION:** Ms. Carroll moved approval of all of the Consent Agenda Items as published with the exception of Items E-1 Establishment of the Unclassified Position of Custodial Supervisor for Independent School District No. 625 and Relevant Terms and Conditions of Employment, E-4 Reactivation of the Deputy Chief Job Classification for Independent School District No. 625 and Relevant Terms and Conditions of Employment and E-5 Request for Title Change which were pulled for separate consideration. Mr. Hardy seconded the motion.

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

A. Gifts

**BF 29605** Authorization to Accept Gift of personal Protective Equipment from 3M That the Board of Education authorize the Superintendent (designee) to accept the 3M donation of safety items to support district-wide needs.

**BF 29606** Acceptance of Gift from Travelers to the AVID Program That the Board of Education authorize the Superintendent (designee) to accept this monetary gift for the AVID program.

B. Grants

**BF 29607** Request to Accept a Grant from the Capitol Region Watershed District for Rain Garden at Chelsea Heights Elementary That the Board of Education authorize the Superintendent (designee) to accept a grant from the Capitol Region Watershed District and to implement the project as specified in the award documents.

**BF 29608** Request for Permission to Partner on a Grant Application to the Headwaters Social Justice Fund



That the Board of Education authorize the Superintendent (designee) to partner on a grant application with the Chicano Latino Affairs Council to the Headwaters Social Justice Fund to provide college and career-readiness activities to Latino students at Humboldt High School; to accept funds, if awarded; and to implement the project specified in the award documents.

**BF 29609** Request for Permission to Pursue Playground Remodel with KaBoom  
That the Board of Education authorize the Superintendent (designee) to pursue its collaboration with the KaBoom organization to fund the design and construction of a new playground at Saint Paul Music Academy; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29610** Request for Permission to Accept a Grant from Metro Educational Cooperative Service Unit  
That the Board of Education authorize the Superintendent (designee) to accept a grant from Metro Educational Cooperative Service Unit for funds to support academic improvement and increased achievement using differentiated instruction, to interrupt practices of marginalization of special education students, particularly African-American males and to increase student's performance by double digit gains through the implementation of iPads to support learning in the areas of reading, writing and calming; to accept funds; and to implement the project as specified in the award documents.

**BF 29611** Request for Permission to Partner on a Grant Application to the Minnesota Office of Higher Education's Intervention for College Attendance Program (ICAP)  
That the Board of Education authorize the Superintendent (designee) to partner on a grant application with the Chicano Latino Affairs Council to the Minnesota Office of Higher Education to provide individualized tutoring and mentoring, field trips to two and four year college and trade school programs, college fairs and a learning group for Latino students at Humboldt High School; to accept funds, if awarded; and to implement the project specified in the award documents.

**BF 29612** Request to Submit an Application for a Public Entity Innovation Grant to Ramsey County  
That the Board of Education authorize the Superintendent (designee) to submit a request to the Ramsey County Public Health Public Entity Innovation Grant program; to accept the grant if awarded; and to implement the project as specified in the award documents.

**BF 29613** Authorization to Accept a Ramsey County Public Entity Innovation Grant for Groveland Elementary Recycling Improvements  
That the Board of Education authorize the Superintendent to accept a Public Entity Innovation Grant for Groveland Elementary Recycling Improvements from Ramsey County Public Health; to accept funds; and for the Superintendent (designee) to execute the Grant Agreement with Ramsey County.

C. Contracts – None

D. Agreements

**BF 29614** 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  
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, 2013 through June 30, 2015.

**BF 29615** 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 2013-2015

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, 2013 through June 30, 2015; and approve and adopt the related Memoranda of Agreement.

E. Administrative Items

**BF 29616** Recommendations for Exclusion of Students in Non-Compliance with Minnesota Statute 123.70 Health Standards: Immunizations

That the Board of Education excludes the named students from school effective March 27, 2014, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

**BF 29617** Monthly Operating Authority

That the Board of Education approve and ratify the following checks and wire transfers for the period January 1, 2014 – January 31, 2014.

(a) General Account	#611087-613088	\$49,866,893.35
	#0000471-0000538	
	#7000508-7000562	
	#0000112-0000133	
(b) Debt Service	-0-	\$33,205,426.88
(c) Construction	-0-	\$1,070,173.14
		<u>\$84,142,493.37</u>

Included in the above disbursements are 2 payrolls in the amount of \$35,577,745.78 and overtime of \$206,537.40 or 0.58% of payroll.

(d) Collateral Changes	
Released:	None
Additions:	None

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 June 30, 2014.

F. Bids

**BF 29618** Request for Proposal No. A202384-K Contract for District-Wide Food Waste Management Services

That the Board of Education authorize award of Request for Proposal No. A202384-K contract for district-wide food waste management services for a three-year period beginning May 1, 2014 to the best value proposer Barthold, Inc. for an estimated annual cost of \$85,000.00.

**BF 29619** Request for Proposal No. A202384-K Contract for District-Wide Municipal Solid Waste and Recycling Services

That the Board of Education authorize award of Request for Proposal No. A202384-K contract for district-wide municipal solid waste and recycling management services for a three year period beginning May 1, 2014 to the best value proposer, Walters Recycling & Refuse, Inc. for an estimated annual cost of \$700,000.00.

**BF 29620** Bid No. A202801-K Partial Window Replacement - Four Seasons Elementary

That the Board of Education to authorize an award of Bid No. A202801-K, Partial Window Replacement, Four Seasons Elementary to Val Pro Windows, LLC for the lump sum base bid plus alternates no. 1 through 4 for \$198,454.00.

**BF 29621** Bid No. A202818-K Flooring Replacement at Highland Middle School  
That the Board of Education to authorize an award of Bid No. A202818-K, Flooring Replacement at Highland Middle School to MCI, Inc, dba Multiple Concepts Interiors for the lump sum base bid plus alternate no. 1 for \$230,400.00.

**BF 29622** Bid No. A202974-K, Ventilation System Replacement at EXPO Elementary

That the Board of Education to authorize an award of Bid No. A202974-K, Ventilation System Replacement at EXPO Elementary to Corval Constructors, Inc for the lump sum base bid plus alternates no. 2, 4, 5 and 7 for \$3,760,202.00.

**BF 29623** Bid No. A202988-K Flooring Replacement - Humboldt Secondary  
That the Board of Education to authorize an award of Bid No. A202988-K, Flooring Replacement at Humboldt Secondary School to Schreiber Mullaney for the lump sum base bid of \$289,890.00.

**BF 29624** Bid No. A203029-K, Interior Demolition, Humboldt Jr. High  
That the Board of Education to authorize an award of Bid No. A203029-K, Interior Demolition at Humboldt Jr. High School to Sterling Systems for the lump sum base bid of \$217,876.00.

**BF 29625** Bid No. A203239-K, Interior Renovations at Journeys Secondary School  
That the Board of Education to authorize an award of Bid No. A203239-K for interior renovations at Journeys Secondary School to Schreiber Mullaney for the lump sum base bid plus alternates no. 1 and 4 for \$480,023.00.

#### **CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION**

**BF 29626** Establishment of the Unclassified Position of Custodial Supervisor for Independent School District No. 625 and Relevant Terms and Conditions of Employment

Director Brodrick indicated he had pulled this item to ask two questions. How many staff members will this comprise and how are these additional supervisory positions supplement the current supervisory positions in place? Response: There will be no increase in FTEs, with a retirement, there were three custodial supervisors, this will add a fourth. They will report to the Assistant Director of Facilities.

SPPS already has the position of Custodial Supervisor. Response: It is taking those existing positions, adding another. The job was studied and upgrade to that particular title so incumbents will be upgraded to that level.

Therefore, it is elevating it with subsequent increase in pay. Response: There is one retirement.

So there will be the same number of Custodial Supervisors? Response: Yes, that work in particular considering the number of buildings SPPS has open from 5:00 a.m. to late evening it makes sense they can provide that kind of support and be liaison to maintenance staff and other staff in the buildings. There was a request to look at this particular title with the retirement and the study recommended an upgrade.

The aim of the position will not change? Response: What is in place today is a legacy title of Custodial and Nutrition Services Supervisor supported by three coordinators. The studies

revealed that because of the supervisory work given to those supervisors they become equivalent to current supervisors. With the addition of a fourth, it strengthens the responsibility and brings it to a manageable level.

So the people formerly Coordinators and becoming Supervisors? Are they providing supervisory support? Yes, they are now being provided with an appropriate title that reflects their responsibilities.

They will be doing the same thing but with a different title? Response: They will now be responsible for supervisory functions such as performance evaluation, day-to-day management of responsibilities and duties. This flattens the organization so they do direct supervision reporting to the Assistant Director of Facilities. The salary is being increased based on the change of title.

**MOTION: Ms. Carroll moved the Board of Education of Independent School District No. 625 approve the establishment of the Custodial Supervisor job classification effective March 18, 2014; that the Board of Education declare the position of Custodial Supervisor as unclassified; and that the pay rate be Grade 40 of the 2012-2013 Manual and Maintenance Supervisors' Association standard ranges. Ms. O'Connell seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

**BF 29627**      Reactivation of the Deputy Chief Job Classification for Independent School District No. 625 and Relevant Terms and Conditions of Employment

**BF 29628**      Request for Title Change

Director Brodrick indicated he would address both items. He expressed discomfort with doing this tonight due to larger change in the reorganization of the IT Department. The Board has not had an opportunity to speak as a Board on this extensive reorganization. He indicated he was looking forward to a Board discussion on IT reorganization but changing titles and creating a new position is putting the cart in front of the horse. He indicated he would vote no on these items.

Support was provided noting SPPS needs a person in charge of the overall management of the IT area. The Superintendent noted this change was critical to move SPPS to having someone over all of its technology to ensure the technology is secure, maintained and used appropriately and the ensure all systems work together and connect to provide efficient and strategic communication and access.

**MOTION: Ms. Carroll moved the Board of Education of Independent School District No. 625 approve the reactivation of the Deputy Chief job classification in the Superintendent Agreement for the new position of Deputy Chief, Technology Services effective March 18, 2014; and that the pay rate be the Deputy Chief salary range of the 2011-2013 Superintendent Agreement**

**AND**

**That the Board of Education of Independent School District No. 625 approve the title change for the Director, Technology Support Services in the Saint Paul Supervisors' Organization effective March 18, 2014; and that the pay rate and salary grade remain the same per the 2011-2013 Saint Paul Supervisors' Organization Agreement. Ms. O'Connell seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
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Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	No

**XI. OLD BUSINESS - None**

**XII. NEW BUSINESS**

**BF 29629      Resolution on Early Childhood Education**

It was noted this was an outgrowth of the Teacher Contract negotiations. Thanks were extended to everyone involved in getting approval of the Teachers Contract particularly Directors O'Connell and Seeba.

WHEREAS: Saint Paul Public Schools offers a high quality four year-old Pre-K program, and

WHEREAS: In President Obama's 2014 State of the Union address early childhood education was identified as a national priority, and

WHEREAS: Eighty-two percent (82%) of students who complete Saint Paul Public Schools' Pre-K program are ready for kindergarten, and

WHEREAS: The voters of Saint Paul overwhelmingly voted in 2012 to renew and expand the Strong Schools Strong Communities referendum, and

WHEREAS: A significant portion of that referendum was originally dedicated to support early learning, including providing all-day kindergarten to all Saint Paul children, and

WHEREAS: In 2013, the state legislature and governor dedicated new state funds to cover the cost of all-day kindergarten, and

WHEREAS: This increase in state funding creates an opportunity for the Saint Paul Public Schools to repurpose those referendum funds originally intended to fund all-day kindergarten, and

WHEREAS: The Board of Education is committed to the vital importance of high-quality early learning opportunities for Saint Paul children, therefore

BE IT RESOLVED: That the Saint Paul Public Schools will dedicate no less than six million dollars (\$6 million) per year of referendum dollars to the maintenance and expansion of early-learning programs in the Saint Paul Public Schools with the intent of maintaining the high quality of the current Pre-K program, reducing waiting lists and expanding access to early learning opportunities. This resolution shall remain in force for the duration of the Strong Schools Strong Communities referendum or unless repealed by the Board of Education.

**MOTION:                      Ms. Carroll moved the Board of Education accept the Resolution on Early Childhood Education. Motion was seconded by Mr. Brodrick.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes



Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

C. Project Labor Agreements

1. Como Park Senior High, 740 Rose Avenue West - Replacement of degraded running track  
**BF 29631** Murray Middle School - Pool area renovations
3. Nokomis Montessori Magnet School South, 525 White Bear Avenue North -- Partial roof replacement and associated other work
4. Washington Technology Magnet School, 1495 Rice Street -- Partial roof replacement & associated work
5. Wheelock Early Education - Roof replacement
6. Various (Bruce Vento Elementary, Student Placement Center, Wheelock Early Education, Randolph Heights Elementary & Barack & Michelle Obama Elementary) -- 2014 fire alarm system replacements

**MOTION:** Director Brodrick moved, seconded by Ms. Seeba, that the roofing work at Washington and Nokomis also utilize a PLA in addition to the Murray Middle School pool renovations.

Director Brodrick indicated he wanted to add the two roofing projects as the St. Paul Building and Trades Council were recommending PLAs on these two projects as well. Following extensive discussion,

The motion **failed** with the following roll call vote:

Mr. Vue	No
Ms. Carroll	No
Ms. Doran	No
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	No
Mr. Brodrick	Yes

**MOTION:** Ms. O'Connell moved the Board accept Administrations recommendation to utilize a PLA for the Murray Middle School pool renovations and no PLAs be utilized on the other listed projects. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	No

A request was made that the Board have a discussion regarding Project Labor Agreements in the near future.

**BF 29632** Resolution on Minimum Wage

Be it Resolved that the Saint Paul Public Schools supports an increase in minimum wage indexed to inflation consistent with the letter from the Saint Paul Public Schools Board to Minnesota Senators.

**MOTION:** Mr. Hardy moved, Ms. Carroll seconded, the Board of Education approved the resolution supporting an increase in minimum wage indexed to inflation consistent with the letter from the SPPS Board to Minnesota Senators. (Attached)

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

### **XIII. BOARD OF EDUCATION**

- A. Information Requests & Responses - None
- B. Items for Future Agendas - None
- B. Board of Education Reports/Communications  
The first Board Listening session was announced.

### **XIV. FUTURE MEETING SCHEDULE**

- A. Additional Board Meeting Scheduled

**MOTION:** Ms. Carroll moved the Board schedule a Closed Board of Education Meeting for Tuesday, April 8 at 4:00 p.m. for the purpose of Contract Negotiation. Additionally that the start time for the COB of the same date be moved to 5:15 p.m. Mr. Brodrick seconded the motion.

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O'Connell	Yes
Mr. Brodrick	Yes

- B. Board of Education Meetings (5:30 unless otherwise noted)
  - April 8 – Closed (Contract Negotiations) – 4:00 p.m.
  - April 15
  - May 20
  - June 10 – Special (Non-Renewals) – 4:30 p.m.
  - June 24
  - July 15
  - August 19
  - September 23
  - October 4
  - November 18
  - December 9 – Closed (Superintendent Evaluation)
  - December 16
- B. Committee of the Board Meetings (4:30 unless otherwise noted)
  - April 8 – 5:15 p.m.



- May 6
- June 10 – 5:00 p.m.
- July 15
- September 9
- October 7
- October 28
- December 2

**XV. ADJOURNMENT**

**MOTION:**                    **Mr. Brodrick moved the meeting adjourn. Ms. O’Connell seconded the motion.**

The motion was approved with the following roll call vote:

Mr. Vue	Yes
Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O’Connell	Yes
Mr. Brodrick	Yes

The meeting adjourned at 8:53 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



**Saint Paul**  
PUBLIC SCHOOLS

**Board of Education**  
360 Colborne Street  
Saint Paul, MN 55102-3299

**Independent School District 625**  
Telephone: (651) 767-8149 Fax: (651) 290-8331

March 14, 2014

Dear Minnesota State Senator:

As a member of the Saint Paul Public School Board we urge you to support the increase in minimum wage bill as put forth by the MN House. As board members of the most diverse school district in the state and with over 25,000 students that qualify for free and reduced lunch, we feel compelled to address this vital issue. We realize we are not legislators, but feel it is our charge to do whatever we can to help reduce learning gaps.

Minnesota can help lower the unacceptable gaps that exist by increasing economic stability for more Minnesota families. A 2011 Brookings Institute study states in its conclusion that, "*Our analysis suggests that boosting family income and maternal education will affect the school readiness of young children.*" A 2011 Stanford study suggests that more support for low-income families is needed to help close learning gaps that exist among our children. In August 2013 the Star Tribune reported in the past year that there is a strong link between household income, particularly during a child's preschool years, and children's academic performance. As little as \$1,000 more in annual income made a small but statistically significant improvement in children's school scores according to its editorial. The evidence is clear.

We have the opportunity to make a difference in the lives of children. Please stand with us and support the increase in the minimum wage (indexed to inflation) to help stabilize families' income and to improve learning readiness for students.

Louise Seeba,  
Director, Saint Paul Board of Education  
Mary Doran  
Chair, Saint Paul Board of Education  
Keith Hardy,  
Vice Chair, Saint Paul Board of Education  
John Brodrick  
Clerk, Saint Paul Board of Education  
Anne Carroll  
Treasurer, Saint Paul Board of Education  
Jean O'Connell  
Director, Saint Paul Board of Education  
Chue Vue  
Director, Saint Paul Board of Education