

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION
December 16, 2014

I. CALL TO ORDER

The meeting was called to order at 5:30 p.m.

II. ROLL CALL

PRESENT: Mr. Brodrick, Mr. Vue, Ms. Carroll, MKs. Doran, Ms. Seeba, Mr. Hardy, Superintendent Silva, Ms. Cameron, General Counsel and Ms. Polsfuss, Assistant Clerk

ABSENT: Ms. O'Connell (Illness)

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Mr. Hardy moved the Board approved the Order of the Main Agenda. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

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

IV. PUBLIC COMMENT

- J. Nathan - Increasing College Readiness Project Results a District/Charter Collaboration)
- STUDENTS
- Brittany - Increasing College Readiness and the value of AP classes in improving writing abilities
 - R. Ali (Charter student) -- Increasing College Readiness and the value of AP program in preparing for college success
 - A. Daugherty – Battle Creek – Student equity and respect among students & teachers
 - M. Rogers – Battle Creek - Mainstreaming special ed students & value of mentoring to students
 - K. Lopez Hernandez –Battle Creek - Special Ed mainstreaming
 - M. Garcia –Battle Creek - Special Ed student inclusion, equal access and equal opportunity for all students
 - K. Phillips – Gordon Parks - PSEO program and the value of the program in making college ready
 - G. Carter-Lofton – Value of PSEO program and college readiness
 - Kenrick Smith - Central – The value of inclusion in mainstream classes
 - Tyrone – Value of mainstream classes and college readiness
 - S. Berg & L. Black - Murray – The value of having iPads for research and after-school work especially for visual learners
- OTHERS
- J. Sommerville – ELL AMAO reports – SPPS did not meet minimum requirements, how is District planning to meet standards

- G. Thaw Moo - Requested action on Karen issues brought up in listening sessions
- N. Giusti – Equity and inclusion for students including special ed students
- R. Patterson – Racial equality and importance of SPPS addressing it openly
- S. Marchese – iPad purchase and mainstreaming issues
- V. Owens Hayes – Support of Superintendent and District's work on equity and inclusion
- T. Carter – Partnering to bring about outcomes needed for children and challenge to community to continue the work on inclusion and opportunities to secure change
- D. Binns – Support work of SPPS and willingness to bring community into the schools, inclusion of special education students
- S. LaChappelle – Thanks to SPPS for the courage to address inequities and exclusions
- M. Vega – Thanks for collaboration with LCD and value to Latino students in making progress in their education
- L. Shellenberg & M. Johnson – SEAC – Value of mainstreaming special education students and need for love and support for all students
- M. Sylvester – Value of inclusion for special education students and need for additional support in classrooms
- Dr S. Bartley - Support for efforts to eliminate racial achievement gap and mainstreaming students
- M. Shimon – Work in schools on racial equity vision and efforts taken to carry the work forward
- M. Anderson - support for racial equity work and efforts SPPS Foundation is making to address equity through programs they sponsor
- K. Sall – How iPad implementation has gone at Eastern Heights and how teachers have embraced the use of iPads and SPPS apps
- R. King & J. Larsen - Personalized learning and value to students
- M. Murphy & L. Nunez – Integration of personalized learning into classrooms
- B. Zick – Superintendent's Tweet

V. RECOGNITIONS

BF 29932 Acknowledgement of Good Work Provided by Outstanding District Employees

1. **Amy Ensign**, an English teacher at Johnson High School, recently earned her National Board Teacher Certification. National Board Standards are achieved through the four components of the certification process: a content knowledge assessment, reflections on student work samples, classroom video and analysis and documentation of the teacher's impact as a teaching professional.
2. **Mary Frances Clardy**, a teacher at Obama Elementary, was appointed to the Minnesota Board of Teaching by Governor Mark Dayton. Her term began on November 14. The Minnesota Board of Teaching establishes and maintains licensure standards and requirements, approves institutions and licensure programs and establishes and enforces the Code of Ethics for Minnesota teachers.
3. **Nurse Mary Tomes** of SPPS was recognized as the Minnesota School Nurse of the Year by the School Nurse Organization of Minnesota. She is currently working with Early Childhood Special Education and serves as a coach to elementary school nurses.
4. Five SPPS school nurses have obtained the additional qualification of School Nurse Certification. Certification assures a national standard of preparation, knowledge, and practice. National Certification shows a commitment to the profession. Students' benefit from being in the care of a Licensed School Nurse with exceptional understanding of the link between health and learning. These five nurses include:
 - **Todd Anderson**, Washington Technology Magnet
 - **Jessica Lux**, Jackson Preparatory
 - **Sally Schmaltz**, Saint Paul Music Academy
 - **Dawn Swanson**, Nurse Coach and non-public schools
 - **Donna Wente**, Cherokee and Riverview

MOTION: Ms. Carroll moved that the Board of Education recognizes the staff acknowledged above for their contributions and outstanding work. The motion was seconded by Ms. Seeba.

The motion was approved with the following roll call vote:

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

VI. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Ms. Seeba moved approval of the Order of the Consent Agenda with the exception of Items D1 - Extension of Joint Use Agreement at Chelsea Heights and E2 - Establishment of the Unclassified Position of Human Resource Project Consultant for Independent School District No. 625 and Relevant Terms and Conditions of Employment which were pulled for separate consideration. Mr. Hardy seconded the motion.

The motion was approved with the following roll call vote:

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

VII. APPROVAL OF THE MINUTES

- A. Minutes of the Regular Meeting of the Board of Education of November 18, 2014
- B. Minutes of the Special Meeting of the Board of Education for a Public Hearing on the Pay 15 Levy on December 2, 2014

MOTION: Ms. Seeba moved approval of the Minutes of the Regular Meeting of the Board of Education of November 18, 2014 and the Minutes of the Special Meeting of the Board of Education for a Public Hearing on the Pay 15 Levy on December 2, 2014 as published. The motion was seconded by Ms. Carroll.

The motion was approved with the following roll call vote:

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

VIII. COMMITTEE REPORTS

- A. Committee of the Board Meeting of December 2, 2014

The initial discussion was an update on the St. Paul Promise Neighborhood. The project currently focuses on academic goals of early childhood to ensure children are ready for Kindergarten and on Elementary reading to ensure children are reading at proficiency by the end of 3rd grade. It also has a family and community focus to improve housing stability rates, to increase access to healthy food and to increase engagement in public decision making processes.

The Administrative Response to the Latino Consent Decree (LCD) was provided and this year the focus was on the LCD recommendation to update, review and evaluate the LCD Program Implementation Guide. Administration indicated SPPS is committed to supporting the Latino students in its schools and it acknowledged the legal basis for this recommendation. They provided three areas to address this recommendation.

1. Implementation of an effective training program to educate Latino/Hispanic parents.
2. Establishment of a steering committee to guide the review process to the desired results, outcomes and recommendations. And,
3. Revision of the timeline and phases #2 and #3 in order to create a plan for full implementation of the LCD Implementation Guide that directly results in positive outcomes for the students and families.

RECOMMENDED MOTION: That the Board accept the Administrative Response to the LCD.

The motion was approved with the following roll call vote:

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

Staff then provided information on a Start Time Pilot with Johnson Senior High for 2015-16 to study the implementation of an 8:30 a.m. start time and use of Metro Transit to get students to and from school.

Johnson was selected for the pilot for several reasons:

- The school aligns best with current Metro Transit routing capacities
- The principal has previous experience working with Metro Transit
- The Aerospace and Engineering program (city-wide program) will offer an opportunity to see implications of a Metro Transit partnership within a city-wide articulation.

The meeting ended with a Board Work Session that included a Board Check-In, a review of the forms and timeline for the Superintendent's upcoming review, a discussion on officer positions in 2015 and an update on EMID.

MOTION: Mr. Hardy moved the Board accept the report on the December 2, 2014 COB meeting and approve the minutes as published. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

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

IX. SUPERINTENDENT'S REPORT

A. SPPS Trash, Recycling & Food Waste Collection Program

New recycling efforts on the part of SPPS includes a single stream opportunity, expanded food waste collection and reduced trash production. A goal has been set at a 60% recycle rate by 2020, the State goal implemented by Ramsey County.

SPPS produces 4,200 tons of trash per year (8.4 million pounds of trash). The cost with 0% recycling would be \$816,000; cost with the current rate of 34% is \$733,000. At 60% SPPS would pay \$633,000. In Ramsey County the public pays 70% in taxes for trash.

Roles and responsibilities have been established within SPPS to make this happen:

- Custodians - ownership, oversight and knowledge of the process in their buildings
- Kitchen Supervisors - ensure kitchen area recycling and support for cafeteria monitors.
- Principals or their designees - knowledge of the system and support of the recycling program as needed along with designation of cafeteria sort line monitors.
- Facilities/ESG - track data, arrange contracts, manage haulers, educate the students and staff, help with problem areas, fix ergonomic and pick up issues, ensure payment for services, promote recycling and partnership opportunities.

SPPS has established a number of partnerships crucial to the effort:

- Ramsey County Environmental Health Department - solid waste expertise during RFP process, two public entity innovation grants (\$150,000 +) and BIZ Recycling Grant (recycling containers at \$100,000 +).
- Grants Department
- Nutrition Services
- Custodial Services
- Principals and school staff and
- MN Pollution Control Agency - Green Corps.

At this time, the highest performing school performance is an average 49.66% recycling rate (50.34% trash, 35.19% food waste and 14.47% mixed recycling). The 60% goal would average out at 30% trash, 32% food waste and 28% mixed recycling.

Next steps included the establishment of a waste hierarchy moving down from reduce, reuse, recycle, compost, waste-to-energy to landfill as the last resort. The focus will be on reduce and reuse (will require purchasing guidelines) and student/staff engagement with sustainability liaisons and Green Teams.

QUESTIONS/DISCUSSION:

- How long is it taking schools to understand all of the systems and when will bins and collection areas be in place? Response: The District has made significant efforts to get there. Staff have found the small improvements are the most difficult. SPPS tries to capture most food waste but as meals are widely dispersed with many programs it is a challenge. Student groups have been providing great support. All buildings were not designed with trash and recycling in mind. Each school must develop the best program to meet its requirements.
- Can incentives be offered among schools to see who gets to goals first. Response: Incentivizing is a great idea but probably not feasible. Pride in buildings is a main driver along with the sense of accomplishment.
- It was suggested that schools achieving 75% would have a Board member serve lunch. It was suggested that manning the receiving bins might be better.

B. Personalized Learning and iPad Update

Personalized Learning's mission is to transform the teaching and learning experience at SPPS to be student-centered, customizable and technology-enriched in order to meet the diverse needs of all students.

Infrastructure is on track for caching server installation at all Year 1 schools and working on Year 2 schools. The server for expanding capacity of Mobile Device Management (MDM) is in place and staff is addressing network bandwidth issues with Century Link, Cisco and Apple and also addressing YouTube status.

Parkway, Eastern Heights, OWL, Humboldt, Central, Murray, Galtier, Johnson and Como Senior have completed orientation and handout. AGAPE, Linwood Upper and Lower will hold family orientations before winter break. Staff provided a chart show secondary and elementary school status noting enrollment, Apple ID status and User Agreement status.

The Apple ID process has been modified somewhat with PreK-5 having classroom Apple ID accounts (the new kiosk model) and a streamlined SPPS registration process has been developed for Grades 6-12 with Apple IDs set up through an iPad app on a dedicated iPad device.

Professional development is available in several formats:

- Additional sections of "Establishing a 1:1 Environment" course for Year 1 teachers are offered in January and on-line.
- Teachers can schedule drop in PD with Apple specialists
- Core Apps classes are being offered by Apple specialists
- iPad Cafe sessions are offered with choice built in
- On-site support follow up will occur in March and April
- "Establishing a 1:1 Environment" course for Year 2 teachers will be offered April through August
- Summer "Personalized Learning in a 1:1 Environment" Institutes are being scheduled
- Technology integration in all Division of Academic Services PD will be offered
- A growing set of resources is available at personalizedlearning.spps.org

The Central iPad handout was led by the Genius Squad and assisted by the National Honor Society. The Johnson Genius Squad members assisted in enrollment classrooms and distribution as well as prep of iPads. Genius Squad students are now an integral part of all iPad events.

Staff presented a chart indicating measures of success:

<u>Indicator</u>	<u>Evidence</u>
Closing technology gap	<ul style="list-style-type: none"> * Student handouts in progress - 6500 students * Wireless upgrades are on schedule
Preparing teachers	<ul style="list-style-type: none"> * Year 1 teacher device handout is complete * 1:1 iPad environment course attended by 1,627 teachers * OPL teacher resource website created
Personalizing learning through technology	<ul style="list-style-type: none"> * Moodle course introducing PL district-wide in progress * Instructional departments reviewing curriculum and instruction to integrate PL.

QUESTIONS/DISCUSSION:

- Are there written expectations on use of iPads for frontline teachers? Are they based on the level of comfort, interest, ability of the teacher? Response: SMAR is the model being used for implementation. Administration is not looking for drastic redirection of curriculum in the early months, what is being done is to look for substitution and modification in the work to make learning a more dynamic experience. There are no rigid expectations as it is most advantageous to see teachers and students grow together. Colleagues move colleagues to improve along with meeting student and family expectations. PD will be provide with differentiation in levels of ability and understanding. There is a plan but it is not being forced on teachers. There are plans and expectations on the use of the device in the classroom but the device is another tool and it is not to be denied to students.
- A Board member stated she wanted to be sure this is following the equity plan and that administration is doing all they can to make sure teachers are using the tool in the best interest of their students. Concern was expressed about not having expectations or in having it run a natural course as the equity issue too important for delay.
- Are iPads going home over the summer? Response: SPPS has no plans at this point. Both models have been looked at. The steering committee is looking at options and will make the decision soon.

- With schools already implemented, has staff gone back to see if concerns or needs are there? Response: Yes, the teams have gone back to schools often. The embedded PL staff in the schools is a great conduit in developing conversations and as a resource for future rollouts. There is ongoing conversations between PL staff and the schools. Staff are testing boundaries and seeing how far they can push themselves.
- CASPER – some students indicate they are being locked out? Response: CASPER is the mobile device management tool for Apple devices. It provides a view into the devices themselves. The Device Services Team is working on managing issues through additional configurations.
- It was noted that some people feel the rollout of iPads happened too quickly, is that so? Response: The Deputy Chief of Technology Services stated that as he had moved into his position he had gathered views of the system and a history of district as a basis for future decisions. The decision to shift from one platform to another was made in order to change instruction and learning to a more personalized level. The new platform was a better choice, Apple is a good partner and this effort puts a device in each individual's hands. The primary question was "how long does the District want to wait to do this - right now or in XX years. Every individual must answer that on their own. SPPS is a cutting edge district so it moved forward on the iPad plan. As the program moves forward there will be a need to make adjustments on the fly to meet issues as they arise. As an example, the Kiosk Model is new to the district and to Apple so it is a new innovation that simplified the process.
- Are rollout and post rollout reviews being done? Will principals, teachers and students from Year 1 help with Year 2 rollouts? Response: There is an after action review at the end of every day of every single event. Documentation is looked at and used to modify the process to improve implementations. There is a continuous review cycle to determine next steps. Staff have found no challenge that has not been overcome so SPPS will move forward with the Year 2 rollout. There are also several surveys used to obtain feedback and input on what teachers and students want/need.
- What is being done in working with family and students to set expectations on their responsibility for the device. Response: The way the iPads are set up, a "home-owned" iPad cannot be used at school and there are specific expectations on use of school iPads. The Acceptable Use and Rights and Responsibilities Handbook explain access to the tool and expected behaviors in order to build ownership/responsibility with the student. A digital citizen class on how to be a good digital citizen along with care and maintenance of iPads needs to be built into the curriculum and PD classes.
- Regarding PD and the staff who are on the leading edge in the district, how are/will those staff be used in helping to change the culture from centralized top down development to a peer-to-peer approach. What is administration doing to facilitate that support? Response: There are a myriad of things being done. SPPS is trying to be flexible and building capacity within the buildings. Current learning targets are around how to build capacity within buildings and how Tech TOSAs are highlighting high levels of use in order to broaden out into the larger group. This is being done internally using district tech experts and tech TOSAs to build capacity. SPFT is also interested in highlighting the abilities of excellent teachers and how strengths can be developed to grow within the schools.
- A Board member asked to see some of these efforts in presentations and/or on the website. Response: Twitter is one way to get information out in a hurry. Chat groups are being utilized to share information and develop resources along the way to expand knowledge within the district.
- What has been done on how to support parents of the younger kids? Response: Family Engagement is working on a series of workshops and seminars for parents on security, proper use of technology, how to work with other community agencies and how to keep technology safe. Information will be available at the School Choice Fair.
- How can parents provide academic support at home, what resources will be available for those who want to be more involved in their student's personalized learning? Response: Staff is also working with individual schools to do school-specific programs and with parent advisory councils to provide hands-on experience so they get a feel for what technology can do. The Office of Family Engagement is always open to suggestions on how to expand

offerings to parents. There are also parent resources on the website. As rollouts happen at schools, the parent liaison is always part of the kick-off event. Parents are offered insight into how to make decisions and rules on use of the iPad. There are two layers; the first focuses on safety, security and handling of the iPad. The second layer is how to use the tool at home to provide support with homework or use of tools at home to guide a student's work at home.

- SPPS is well into the second year of appropriations of referendum technology funds. How is SPPS doing in terms of total use of monies so far against the total amount of money citizens gave for technology? How will that play out over the next four to five years of this referendum and how will SPPS sustain efforts after the referendum runs out? When will the Board see a report on current and projected funding out into years three onward and then plans for long-range support of the effort? Response: SPPS has a long-range plan for the eight years of the referendum on how money would be utilized. Administration will provide that plan. Once the referendum runs out, it is expected costs will be covered internally the same manner used for books and other materials. It will become part of the fabric of SPPS's budget. The beginning stages require the greatest funding to cover purchase of devices, training, roll out costs and development expertise. Administration wants to make sure they are being fiscally responsible in the use of the funding. Administration is currently looking at a re-projection of the multi-year budget as there have been changes (i.e., platform). Last year SPPS spent only \$6 million of its \$9 million referendum allocation. The current year budget is \$12 million as a result. Finance is keeping close watch to ensure SPPS remains within the budget available so there is no over spending of funds.
- Can Administration bring the Board a projection on how funds are being budgeted out over time including auxiliary expense that might arise such as the bandwidth issue, etc. Response: All of administration is concerned about funding granted by the community. \$9 million is the part of the referendum devoted to PLTT. Staff will plan to add a presentation to the January agenda on how monies are being spent. A separate fund was established and a program to track expenditures on both the academic and IT level was added to the budget process. Taxpayer dollars are being monitored.

C. SPPS 2014 Accomplishments

The Chief Executive Officer provided a summary of district accomplishments for 2014:

- Increased four year graduation rates
- Saw healthy MCA increases in third and fifth grades
- Launched the Strong Schools, Strong Community 2.0 Strategic Plan
- Increased academic rigor for students receiving Special Education services
- Held enrollment steady during an enormous district-wide transformation
- Increased educational equity and reduced the digital gap through introduction of iPads for all students
- Enhanced communications for all audiences

She went on to enumerate the Superintendent's accomplishments in each of the management areas she was evaluated on.

1. Strategic Leadership

- Aligned the organization and budget to best utilize available resources, maintained steady enrollment during a year of transition, provided \$6.6 million in additional funding to schools and implemented Personalized Learning in a 1:1 Learning Environment
- Successfully completed phase one of the SSSC strategic plan and launched phase two
- Continue to lead the transformation of SPPS into a racial equity district

2. Instructional Leadership

- Demonstrated academic improvement
- Achieved an overall increase of 1% point from 2013 on Spring 2014 Reading MN Comprehensive Assessments

- Had multiple schools with a 5 percentage point or higher increase on Reading MCA proficiency from 13 to 14
 - Had a noticeable grade level and student group increase from 12-14 on Math MCA
 - Saw an increase in graduation rates from 68% in 2012 to 73% in 2013 with significant increase for specific student groups
 - Enhanced educational excellence and equity
 - Developed a new summer school model
 - Saw the District awarded a Youth Career Connect grant
 - Developed new academic program at Galtier Elementary
 - Implemented the Focus on Freshman Initiative in order to keep 9th grade students on track
3. Cultural and Relational Leadership
 - Addressed equity in attendance, suspension and behavior across grade levels
 - Launched the Bus Suspension Task Force
 - Engaged staff, students and families in development of a gender inclusion policy
 - Offered leadership opportunities to students to broaden and deepen their digital learning experiences (e.g. Genius Squad)
 - Expanded Freedom School to more sites and students
 - Raised more than \$14 million in state and federal grants, the 2nd highest total raised in one year at SPPS
 4. HR Leadership
 - Continued working with TC2 project to increase opportunities for staff of color to pursue teaching careers
 - Added key members to the district leadership team and Superintendent's cabinet
 - Developed and launched a new MDE-approved teacher evaluation process
 - Successfully negotiated and settled 18 labor contracts
 5. Managerial Leadership
 - The Facilities Master Plan is entering Phase 3 of the four Phase Plan and is on track for completion by target date
 - Completed 43 construction projects over summer vacation
 - Continued to maintain extremely favorable bond ratings (even with the change in bond rating structure)
 - Successful implemented Phase 1 of the transition to "Pay as you Go" levy
 - Streamlined multiple revenue streams to support a single technology ecosystem
 6. Communications Leadership
 - Increased the number of schools regularly visited
 - Increased employee input through Sharing with the Superintendent
 - Provided a high level of community engagement around changing school times
 - Online opportunities created for stakeholder feedback
 - Maintained a leadership presence across the community

The CFO indicated in looking ahead, SPPS would

- Continue to support to develop and maintain welcoming and safe school communities
- Continue to work to reduce digital gap as a means of reducing achievement gap
- Continue academic gains through increased PD
- Further reduce education disparities (suspensions, absences, etc.)
- Create new avenues to hear student input
- Improve proactive communication with the community

The Superintendent stated transformation requires flexibility and work to improve areas where shortcomings occur. She then moved on to elaborate on the changes that had occurred in the district during her administration.

D. Human Resource Transactions

MOTION: Ms. Carroll moved the Board approve the Human Resource Transactions as published for the period November 1 through November 30, 2014. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

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

X. **CONSENT AGENDA.**

MOTION: Ms. Carroll moved approval of all items on the Consent Agenda with the exception of Items D1 - Extension of Joint Use Agreement at Chelsea Heights and E2 - Establishment of the Unclassified Position of Human Resource Project Consultant for Independent School District No. 625 and Relevant Terms and Conditions of Employment that had been pulled for separate consideration. Ms. Doran seconded the motion.

The motion was approved with the following roll call vote:

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

A. Gifts

BF 29933 Gift Acceptance from the Heart of America Foundation

That the Board of Education authorize the Superintendent (designee) to allow American Indian Magnet School and Saint Paul Music Academy to accept this gift from The Heart of America Foundation to aid in the support of student achievement.

B. Grants

BF 29934 Request for Permission to Accept a Grant from the Carton Council of North America

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Carton Council of North America to support milk carton recycling and other green initiatives in SPPS; and to implement the project as specified in the award documents.

BF 29935 Request for Permission to Submit a Grant Application to the Ecolab Foundation

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Ecolab Foundation for funds to support AVID and Academy of Information Technology at Humboldt Secondary; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 29936 Request for Permission to Submit a Grant Application to the Minnesota Department of Transportation to Make it Safer for Students to Walk and Bike to School

That the Board of Education authorize the Superintendent (designee) to submit an application to the Minnesota Department of Transportation to make is safer for students to walk and bike

to school; to accept funds, if awarded; and to implement the project as specified in the award documents.

BF 29937 Request for Permission to Submit a Grant Application to the McNeely Foundation

That the Board of Education authorize the Superintendent (designee) to submit a grant to the McNeely Foundation for funds to support Where Everybody Belongs (WEB) at Hazel Park Preparatory Academy; to accept funds, if awarded; and to implement the project as specified in the award documents

BF 29938 Request for Permission to Accept a Grant from the Greater Twin Cities United Way

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Greater Twin Cities United Way to support capacity building and planning among the SPPS departments that provide Early Childhood Screenings; and to implement the project as specified in the award documents.

C. Contracts

D. Agreements

BF 29939 Request for Permission to Enter into a Memorandum of Agreement (MOA) between Saint Paul Public Schools (SPPS) and the Saint Paul Public Schools Foundation (SPPSF) in Support of New Lens Urban Mentoring Society

That the Board of Education authorize the Superintendent (designee) to enter into a MOA with the Saint Paul Public Schools Foundation to support the work of the New Lens Mentoring Society at eight sites for SY 2014/2015; and to implement the services as specified in the agreement.

BF 29940 University of Wisconsin River Falls (UWRF)/Cincinnati Montessori Secondary Teacher Education Program (CMSTEP) as part of Parkway Montessori and Community Middle School Teacher Certification Program for FY15 and FY16

That the Board of Education authorizes the Assistant Superintendent to provide funding for 20 Parkway staff members to attend this training.

E. Administrative Items

BF 29941 Approval to Pay 2014-15 Portion of Contract for the SPPS Legislative Liaison

That the Board of Education approve the generation of a purchase order covering the 2014-15 payments to the SPPS Legislative Liaison per the contract.

BF 29942 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 January 5, 2015, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

BF 29943 Monthly Operating Authority

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

General Account	#627144-629386	\$81,231,811.90
	#0000988-0001053	
	#7000941-7000995	
	#0000327-0000360	

Debt Service	-0-	\$0.00
Construction	-0-	<u>\$6,888,182.26</u>
		\$88,119,994.16

Included in the above disbursements are 3 payrolls in the amount of \$53,734,033.07 and overtime of \$249,736.66 or 0.46% of payroll.

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 March 14, 2015.

F. Bids

BF 29944 Bid No. A206317-A Bus Garage Renovation at 261 Chester
That the Board of Education of Bid No. A206317-A Bus Garage Renovation at 261 Chester to Corval Group for the lump sum base bid of \$1,704,455.00.

BF 29945 Bid No. A206493-A Partial Flooring Replacement at Rondo Education Center
That the Board of Education of Bid No. A206493-A Partial Flooring Replacement at Rondo Education Center to Schreiber Mullaney for the lump sum base bid plus alternate no. 1 for \$447,056.00.

BF 29946 CONSIDERATION Bid No. A206547-A Flooring Replacement at Humboldt Senior
That the Board of Education to authorize an award of Bid No. A206547-A for the flooring replacement at Humboldt Senior to Schreiber Mullaney Construction for the lump sum base bid of \$177,890.00.

CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 29947 Extension of Joint Use Agreement at Chelsea Heights
Director Brodrick expressed concern about the future of the site as a community recreation center for that area of the city. The BAI indicates the agreement will continue on a month-to-month basis through June 20, 2015. Is this an indication of tenuous relationship with the City in this area? Response: Definitely no SPPS has a very good relationship with the City. The rationale of doing a month-to-month agreement is that SPPS needs to look at sites as a package and needs to align locations and resources in order to create one piece in order to work with the City in all those areas. There is no intention of making a decision on that particular site. The Facilities Department has taken on the task of looking at everything the District and City does at the joint- use facilities. It has mapped out details on joint-use sites and is in conversation about coming up with an equitable and fair sharing of responsibilities for the sites. This plays into the Facilities Master Plan in that is grounds what is being done and allows time to put details together.

MOTION: Ms. Carroll moved the Board of Education recognizes the continuation of the joint use agreement at Chelsea Heights with the City of Saint Paul through June 30, 2015, and all other terms and conditions of said agreement remain constant. The motion was seconded by Mr. Hardy.

The motion was approved with the following roll call vote:

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

Ms. Seeba
Mr. Hardy

Yes
Yes

BF 29948 Establishment of the Unclassified Position of Human Resource Project Consultant for Independent School District No. 625 and Relevant Terms and Conditions of Employment

Director Brodrick asked for clarification on what this position will do and if the position was really needed? Response: The Executive Director of Human Resources stated SPPS has lost several long tenured resources and lost the institutional knowledge of those people. This has made SPPS aware it does not have a good process for capturing what their work processes were. There is a need to add consistency on a day-to-day basis and to begin some transformational work as a HR department. Key pieces the position will address will be development and implementation of a new employee on-boarding process and development of a HR dashboard to communicate and track what key performance indicators are and how the department is doing against those measures. Some of those measures would include such things as the average turnaround time to fill a position, efforts to increase diversity and establishing an on-going succession plan for the district. The position is within the adopted HR budget as they are utilizing budgeted funds from currently existing positions that have not been filled. The addition of this position was recommended in the HR evaluation.

Director Brodrick asked to meet with the Executive Director of HR to get a more in-depth understanding of what this position will do.

MOTION: Ms. Carroll moved the Board of Education of Independent School District No. 625 approve the establishment of the Human Resource Project Consultant job classification effective December 16, 2014; that the Board of Education declare the position of Human Resource Project Consultant, as unclassified; and that the pay rate be Grade 22 of the 2014-2015 Professional Employee Association standard ranges. Ms. Doran seconded the motion.

The motion was approved with the following roll call vote:

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

XI. OLD BUSINESS

BF 29931 Board Final Approval of Pay 15 Levy

The Chief Financial Officer indicated she was presenting the Pay 15 levy proposal to the Board for final certification. She went on to say school levy authority is established in law. School budgets are a combination of State, Federal and local funding, including the voter approved referendum. The Pay 15 levy funds the 2015-16 school year.

The Pay 15 Levy Ceiling is as follows:

	Certified Pay 14	Pay 15 Levy Ceiling	Difference
General Fund Levy	\$91,272,110	\$96,574,604	\$5,302,494
Community Service Levy	3,457,227	3,435,950	(21,277)
Debt Service Levy	40,327,197	36,396,560	(3,930,637)
Total All Levies	\$135,056,534	\$136,407,114	\$1,350,580
Percent Change			1.0%

The CFO reviewed a few examples of the estimated tax impact of this proposal on various property values.

The Pay 15 levy supports:

- The continuation of the SSSC 2.0 strategic plan of achievement, alignment and sustainability.
- Continued referendum commitments
- A reduction in long term debt
- Maintenance of high bond ratings and
- Compliance with Federal and State obligations.

Administration's recommendation is that the Board of Education approve the recommendation to certify the Pay 15 levy in the amount of 4136,407,114, a 1% increase over the Pay 14 levy.

QUESTIONS/DISCUSSION:

- The Board extended their thanks and complimented the CFO and the finance staff on their excellent work.
- The Board recognized several important actions that have or will help SPPS financially. The reduction in issuance of bonds by going to "pay as you go" will reduce long term debt and is a benefit to St. Paul taxpayers. The aggressive focus on putting more money into schools and classrooms for the benefit of students. The commitment to pension funds and a thanks was extended the various metro area entities for implementation of the fiscal disparities act.

MOTION: **Ms Seeba moved the Board of Education approve the recommendation to certify the Pay 15 levy in the amount of \$136,407,114, a 1% increase over the Pay 14 levy. The motion was seconded by Mr. Vue.**

The motion was approved with the following roll call vote:

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

XII. NEW BUSINESS

BF 29949 Report on Superintendent's Evaluation

The Board Chair stated the Board of Education of Saint Paul Public Schools had evaluated Superintendent Valeria Silva on her goals and performance in the following leadership competencies:

- Strategic
- Instructional
- Cultural
- Relational
- Human Resources
- Managerial
- Communications

She went on to say the Board has given the Superintendent an overall rating of satisfactory for the calendar year 2014.

The Chair then continued with a reading of the following statement:

Superintendent Silva has continued to show strong leadership in the implementation of the strategic plan, Strong Schools, Strong Communities 2.0. Under her leadership, the plan is

moving the district in the right direction of aligning human and district resources within the approved budget to increase academic performance for all students.

As we work together in 2015, we look forward to supporting Superintendent Silva as she continues to use her identified strengths and identified areas to improve to lead our district in raising all students' achievement.

We further support her leadership in implementing the Board approved Racial Equity Policy to increase racial equity in our schools and community, focusing especially on the academic performance of our students of color.

We will develop strategies with her to strengthen relationships and communications with our students, families, employees and community stakeholders.

The Board will be moving forward in renewing the Superintendent's contract.

XIII. BOARD OF EDUCATION

A. Information Requests & Responses

Director Hardy made a statement on his reaction to the Superintendent's Tweet following the decision of the jury in Ferguson, MO. He indicate the Board had created and implemented its Racial Equity Policy and expects the Superintendent to enact that policy. He stated he welcomed the message from a leader who is recognized nationwide for her work in bring racial equity to an institution historically unfavorable to American Indian and other races and he stated he was incensed to receive requests to fire the Superintendent for her sharing a message from her heart.

B. Items for Future Agendas - None

C. Board of Education Reports/Communications - None

XIV. FUTURE MEETING SCHEDULE

A. Board of Education Meetings (5:30 unless otherwise noted)

- January 6, 2015 (Annual Meeting) – 5:00 p.m.
- January 20
- February 17
- March 17
- April 21
- May 19
- June 23
- July 21

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

- January 13, 2015
- February 10
- March 3
- April 7
- May 5
- June 9
- July 21

XV. ADJOURNMENT

MOTION: Mr. Brodrick moved the meeting adjourn, seconded by Ms. Carroll.

The meeting adjourned at 10:00 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