

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

**December 18, 2012**

**I. CALL TO ORDER**

The meeting was called to order at 5:52 p.m.

**II. ROLL CALL**

PRESENT: Ms. Carroll, Ms. Doran, Ms. Seeba, Mr. Hardy, Ms. O'Connell, Mr. Brodrick, Ms. Street-Stewart, Superintendent Silva, Mr. Lalla, General Counsel and Ms. Polsfuss, Assistant Clerk

The Chair asked for a moment of silence to honor the children and adults killed in the Sandy Hook Elementary School shooting. She also acknowledged the bravery of teachers, staff and first responders who saved and comforted so many others.

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

A. Order of the Consent Agenda

**MOTION:** Ms. Carroll moved approval of the Order of the Consent Agenda with the exception of Item B-17: Request for Permission to Extend the Requisition with Haberman Company from \$70,000 to \$110,000 - A Funding Obligation Being Met by Two Grants Already Received by Saint Paul Public Schools; Item E-1: Discharge of S.B. and Item E-6: Approval of New Rate of Pay for Substitute Teachers which were pulled for separate consideration. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

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

B. Order of the Main Agenda

**MOTION:** Ms. Carroll moved approval of the Order of the Main Agenda as published. Ms. Seeba seconded the motion.

The motion was approved with the following roll call vote:

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

**IV. APPROVAL OF THE MINUTES**

A. Minutes of the Regular Meeting of the Board of Education of November 13, 2012

- B. Minutes of the Special Board of Education Meeting for a Public Hearing on the Pay 2013 Tax Levy – December 4, 2012
- C. Minutes of the Special Closed Board of Education Meeting on Superintendent Evaluation - December 11, 2012

**MOTION:** Ms. Carroll moved approval of the Minutes of the Regular Meeting of the Board of Education of November 13, 2012, of the Special Board of Education Meeting for a Public Hearing on the Pay 2013 Tax Levy, December 4, 2012 and of the Special Closed Board of Education Meeting on Superintendent Evaluation - December 11, 2012. Ms. Doran seconded the motion.

The motion was approved with the following roll call vote:

Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Yes
Ms. O’Connell	Yes
Mr. Brodrick	Yes
Ms. Street-Stewart	Yes

## V. COMMITTEE REPORTS

### A. Committee of the Board Meeting of December 4, 2012

The first agenda item was a **Middle School Transitions Update**. The goal in the Middle Grades Transition is to create consistent, quality middle school programming throughout the district with common grade configurations and period schedules. More detail will be provided in the Superintendent’s Report.

The meeting moved on to an **Update on Transportation** that provided staff estimates for transportation for the 2013-14 school year. School start times have been projected for 2013-14 and there appear to be few changes. There will be 26 fewer buses and costs will be reduced by approximately \$291,000. Key differences from previous years that have led to these results are:

- All schools move to 6.5 hours/day except Washington which remains at 7.5 hours/day.
- All elementary students (PreK-5) have one-half mile transportation
- This is the first time planning has been done with Areas and Regions as part of the equation.

Additional details will be provided in the Superintendent’s Report.

A brief discussion on the **2013 Pay Levy** was held noting key developments since the initial levy presentation in September that include:

- Voters approved the SPPS referendum ballot
- The Minnesota Department of Education has issued a new calculation for the levy with the latest adjustments, including the new referendum
- The new State authorized levy shows a 10% increase in total levy over Pay 12 and
- SPPS limited their levy to the referendum increased or 6.1% honoring the Board’s promise to “hold the line” on levy.

It was proposed the Board certify \$133,719,340 or a 6.1% increase over Pay 12 or the amount of the levy increase.

Staff provided a report on **SSSC Monitoring: Achievement & Equity VisionCard (Part 2)** outlining data that has become available since the initial report earlier in the fall. This will also be reported out in the Superintendent’s Report.

**RECOMMENDED MOTION:** That the Board of Education accept the report.

The motion was approved with the following roll call vote:

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

There was no Policy Update. The work session involved a discussion on student recognition and discussion on primary elections and the election contract.

The meeting recessed for the Public Hearing on the Pay 2013 Levy.

The meeting reconvened with a presentation by the American Indian Parent Advisory Committee on their **Resolution of Concurrence**. This report is required as part of the Minnesota American Indian Education Act of 1988. It is an important tool for parents of American Indian students as it informs the Board of the recommendations made by the Indian Education Parent Committee Advisory Council to improve the learning outcomes of American Indian students and to strengthen relationships with families. They brought forward the following key issues for discussion. They provided action steps and goals in each area of concern.

1. Student Racial Identification – there are inaccuracies in racial identification of American Indian students and parents have struggled to get the district to correct their child's race in the system.
2. Indian Education Programming - many parents are confused about the various programs and services available to them through Indian Education and American Indian Studies and it is difficult for American Indian families and the Parent Committee to assess the effectiveness of Indian Education programs. Additionally, there was a perception that Indian Education professional staff may not always be welcomed into the SPPS schools to work with American Indian students.
3. Attendance - American Indian students have the poorest attendance rate of all racial/ethnic groups in SPPS.
4. Academics - a high proportion of American Indian students are not meeting grade-level expectations at all grades and American Indian parents and students are often not aware of their poor academic status until it is too late to pass the class, pass the grade or graduate.
6. Graduation - American Indian students have the lowest graduation rate of all racial/ethnic groups in SPPS.

The Administrative response is expected in January or February at which time the Resolution will be finalized, signed and submitted to the State.

**MOTION: Ms. Street-Stewart moved the Board of Education accept the report of the December 4, 2012 Committee of the Board meeting. The motion was seconded by Ms. Carroll.**

The motion was approved with the following roll call vote:

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

## VI. RECOGNITIONS

**BF 29226**      Acknowledgement of Good Work Provided by Outstanding District Employees and Departments

1. **Superintendent Valeria Silva**, for receiving the Summit Leadership Award, at the Summit for Courageous Conversation 2012 conference. The Summit Leadership Award is presented to an administrator who skillfully and courageously establishes an equity/anti-racist culture and climate in schools and who enables all staff and students, especially those of color, to feel their power and achieve at higher levels.
2. **Jean Ronnei**, Director of Nutrition and Custodial Services, has recently been elected as Vice President of the School Nutrition Association (SNA.) SNA is a national, non-profit professional organization representing more than 55,000 members, who provide high quality, low-cost meals to students across the country. SNA is recognized as the authority on school nutrition and has been advancing the availability, quality and acceptance of school nutrition programs as an integral part of education since 1946. Jean is the current Education Chair. She will begin her term as VP starting July 2013, President-elect 2014 and President 2015.
3. **Janet Lowe**, a school nurse and the District's third-party billing coordinator, received a Nurse of the Year Award from the March of Dimes. The March of Dimes celebrates Nurse of the Year winners in 15 categories and Janet was selected in the category of Public Health/School Nurse. Nurse of the Year winners all display great leadership skills and have made significant contributions to their community and to the profession of nursing.
4. **Stephen Abenth**, fourth grade teacher at Highland Park Elementary, for being recognized by the National Milken Foundation as a highly innovative teacher who integrates technology and hands-on learning into each lesson. The award was presented as a "surprise" on November 9th during an all-school assembly to celebrate student achievement. Dignitaries attending the event included U.S. Rep. Betty McCollum, Mayor Chris Coleman and state Education Commissioner Brenda Cassellius.
5. In a surprise recognition, Mr. Anderson from the Saint Paul Public Schools Foundation presented a proclamation from Mayor Coleman proclaiming December 18, 2012 as Jean O'Connell Day in recognition of her efforts in achieving the passage of the Strong Schools Strong Community Referendum for St. Paul Public Schools.

**BF 29227**      Acknowledgement of Accomplishments of SPPS Students

1. The following students have been named as National Merit Scholarship semi-finalists: They include **Evan Denis, Noah Ellis, Nils Larsson, Brian Petkov** and **Emily Syverud** from Central Senior High School and **Benjamin White** from Highland Park Senior High School.

About 16,000 students across the U.S. have been named semifinalists in the 2013 National Merit Scholarship Program and will compete for some 8,000 scholarships to be awarded in the spring. The students, who were chosen from among 1.5 million juniors who took the preliminary SAT test in 2011 represent less than one percent of U.S. high school seniors.

**MOTION:**      **Mr. Hardy moved the Board of Education recognize and congratulate SPPS employees, director and students noted for their contributions and outstanding work. Ms. Street-Stewart seconded the motion.**

The motion was approved with the following roll call vote:

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

## VII. PUBLIC COMMENT

- L. Latham - School bus bullying and harassment
- Tim Rowell – L'Etoile Du Nord change in start time
- Kevin – Farnsworth Aerospace -- Bus & school safety, science fair issues
- Bob Zick – Treatment of employees

## VIII. SUPERINTENDENT'S REPORT

### A. Middle School Transition Update

The Superintendent indicated the goal in Middle Grades Transition is to create consistent, quality middle school programming throughout the district. Common grade configurations and period schedules have been established with new or revised curriculum for increased academic rigor. The application process is being developed in collaboration with Student Placement and the Office of Career and College Readiness in an effort to make the process easier for families and more efficient for the district. SPPS and the SPFT are collaborating to ensure the right licensure for middle school teachers.

The Assistant Superintendent for Middle Schools then began the update. He stated the rationale and goals are:

- That all SPPS middle schools are the community's first choice
- That strong relationships are created
- That a system of transitional programming is established
- That an academically rigorous experience is provided and materials are relevant
- That a comprehensive parent engagement plan is established and
- That site staff are empowered to improve professionally.

Decisions that have been put in place for the 2013-14 school year are: 1) all elementary schools will become K-5 district wide, 2) all 7-8 middle schools will become 6-8 district wide, 3) sites that are currently 7-12 will become 6-12 district wide and 4) all current fifth and sixth grade students will be transitioning to middle school next year with the exception of the K-8 sites.

The daily period schedule will be a seven period day plus advisory time. 6<sup>th</sup> graders will transition between classes and will be taught by a 6<sup>th</sup> grade team. There will be a consistent curriculum with life skills in advisory. Teacher teams of middle school staff licensed and trained by content will support student learning. Standards based grading will begin in 2014-15. Transition supports will be provided for all students.

A variety of communication efforts will be made so families are aware of the changes. Community and site-based events will be and have been held to this end. Short-term efforts include letters to fifth and sixth grade parents; information is being worked on to be provided at the January Parent Fair and direct mailing contact with families in areas A & C. Long-term efforts include an advertisement film about what is going on in middle schools and a direct phone call marketing campaign.

Student Placement is working on the application process for 2013-14. The on-time application deadline is February 15, 2013. Current seventh grade students will be grandfathered to their current schools and will only need to apply if they decide to change schools. 5<sup>th</sup> and 6<sup>th</sup> graders need to note the deadline date in their application process.

Two buildings are currently in the building redesign process, Parkway Montessori and Community Middle School. HR is working on staffing with a focus on training and certification; a leadership team is being assembled. Program accreditation is being explored with the American Montessori Society to assist in opening Parkway. Community connections are being established.

The Principal from Highland Park Middle School provided insights into her experience with the middle school transition and what Highland has been doing to make the transition as effortless as possible for incoming students.

The Principal of Parkway Montessori and Community Middle School provided a status update on the on-going work to open the school.

QUESTIONS/DISCUSSION:

- Standards base grading what needs to be in place and why was 2014-15 selected for the start time. Response: Standards based grading will be fully launched across the district under the SSSC plan. Administration is working to effectively coordinate this change across all schools. They are working in partnership with teachers in moving “grading” of students to that of achieving standards rather than A-F grades. Students must achieve to standards and completion of assignments is part of those standards.
- Concern was expressed about bringing 6<sup>th</sup> graders into the new model and the potential for safety, bullying, etc. Response: At Highland, WEB (Where Everyone Belongs) Leaders take it upon themselves and are required to mentor ten kids in grades 6 or 7. WEB Leaders go through an intensive training session and they lead lessons on transitions and talk about how students can advocate for themselves. The WEB Leaders provide lessons during advisories such as demonstrations of bullying that is a powerful experience of kids showing other kids what it feels like to be bullied and what to do in such situations. It is one of the most powerful lessons provided by WEB Leaders.
- There are nuanced differences among the three Montessori schools, can you update us on how the ideal model of the middle school will look. Response: The conversations are on-going at all three sites, particularly Nokomis and J.J Hill. Crossroads has been primarily with the principal at this point. Conversations have been pretty similar at all three sites. They all want it to be quality Montessori middle school – not only Montessori by name but by the academic approach and the quality of education instructors are giving. There is concern across the board on the structuring of grades, whether a mixed grade format and how 6<sup>th</sup> grade will be handled.
- Parkway – Parent involvement starts on January 17, can parents sign up at the Parent Fair for the family involvement at the school? Response: Yes, a mailing will be done to families and information will be available at the booth to enlist parent involvement and sharing of information.
- Please provide additional information on the life skills offerings for the middle schools. Response: Administration has not decided on curriculum at this time. The Department of College and Career Readiness, that houses the counselors, is studying models. Significant input in this area needs to be gathered and studied prior to making that final call.
- What does WEB stand for? Response: Where Everyone Belongs.
- The comment was made that there are similar programs to WEB in other middle schools. Older kids have pride in their school and they know what is expected and share that with new students to become part of the culture. It is leadership training for the students who can volunteer and in some cases are asked to participate.

B. SSSC Monitoring: Achievement & Equity VisionCard (Part 2)

Staff provided background on the VisionCards and then presented the Achievement VisionCard results for school year 2011-12. Only areas not covered in the August presentation of results were discussed though data was presented for all. This presentation was an abbreviated version of that provided at the COB meeting two weeks earlier.

- 1) With respect to Proficiency, Growth and Achievement results are mixed because of the multiple measure being looked at. Overall improved in math growth, 3<sup>rd</sup> grade reading and some reductions in the indicators of MCA growth. Some overall reductions in the area of MTAS proficiency (an alternative assessment) have also been seen.
- 2) The next areas of measure are Capstone measures (graduation/college readiness measures). These are graduation measures in math, reading and writing as well as the

ACT and AP tests. Generally, there was improvement in four measures: GRAD reading and writing, AP/IB pass rates and graduation rate.

- 3) In terms of Equity, the first measure is percentage gaps (performance gaps between white and race/ethnic groups) and there was improvement in two areas: GRAD writing and graduation, both of which saw improvement in Achievement as well. The other equity measure looks at disproportionality ratios, how many times more likely a student was to experience a specific outcome than the group with the lowest percentage. Vision levels are unchanged from last year. Even in the areas of suspensions, the area that has had the most conversation, the district still wants to look at the equity or disproportionality among the groups.
- 4) **Graduation rates** are now calculated differently utilizing the “NGA (National Governors Association)” rather than the NCLB rate for state and national accountability. The NCLB rate produced much higher numbers (90% for SPPS in 2011). The NGA Rate is similar to the SPPS four-year cohort rate that has been calculated for years but is not the same, so the trend line was “reset.” This is also known as the “Regulatory Adjusted Cohort Graduation Rate.” This area has shown a lot more acceleration toward what the District wants to see.

The NGA rates is calculate by taking the number of graduates who receive a regular or advanced diploma in four years in the original 9<sup>th</sup> grade cohort for the graduating class plus transfers in or out.

**NGA Graduation Rate** (Vision is >80% graduating in four years) – **4-year adjusted cohort completion rate** was at 57% in 06-07 and is at 64% for SY 10-11 (23% are continuing high school, 6% have dropped out which is an improvement area and 7% are unknown). The four-year graduation rate is steadily increasing. **NGA Graduation Rates** show a gap of 27%. As four-year graduation rates have increased, gaps have decreased and are now at Baseline compared to Intervene in 09-10 and Concern in 10-11.

The report then moved on to spotlight **Racial Equity Work**. Capacity has been built for district and site leadership and is transitioning to school-wide implementation for all sites January through June 2013. Community, district and schools are collaborating in the development of culturally responsive teaching practices.

The current status of the racial equity work show:

- Training has been underway for some time for the school board, the cabinet with a district-wide equity transformational plan in progress along with department equity plans.
- School sites show 9 Beacon schools, 26 school sites in Phase I (E-Teams working with larger staff) and 24 school sites in Phase II (established E-Teams in Fall, 2012.)

This work requires a system shift and utilization of adaptive solutions and change (i.e., focusing less on suspensions and more on suspendable behaviors). In this area first quarter suspension have decreased this fall for the second consecutive year, reflecting decreases in suspendable behavior. Suspensions are down 44% from last year. The largest decreases have been among African American and American Indian student groups though inequities remain. Suspensions have decreased for behaviors where suspension is not recommended; last year they made up almost one-quarter (23%) of suspensions, this year they represent 14%. This is a good example of an “adaptive piece” because it examines what is happening in the schools, what the conversations are and what “wrap around” plans are in place so that when suspensions are not recommended the students are not being removed from the school site. There is still a need to continue to address disproportionality in this area.

#### QUESTIONS/DISCUSSION:

- The graduation rate, does SPPS track rates for alternative graduations? Can this rate be tracked over time? Response: Yes and No. We can track those students who get

degrees through the Hub Center. It is much more difficult to get information on students who leave the system. That has to be obtained through MDE.

- It is heartening to hear suspensions are down 44% however, here is a two-part question, (1) can you address, unequivocally and in public, if there is or is not a zero tolerance for suspensions in place. And, (2) I want to hear more elaboration on what we are doing as a district, to make sure that while we are focusing on suspendable behaviors that we are not keeping students who are exhibiting suspendable behaviors in the classroom or allowing them to cause disruption in that classroom or in the hallways where our SROs are located. Response: I can assure you the administrators who are in charge of suspension are looking at each suspension using the "Rights and Responsibilities Handbook." They are very clear on what are suspendable behaviors. There are still a small portion of suspensions that are not recommended which have been done; this has resulted in one-on-one conversations to reaffirm the process. The students have different needs and we need to learn how to address them. There is no direction that if suspension is required that administrators are not supposed to suspend. There is also work in that area of where a suspension is not recommended, where the district is working with adults to look at the environment in terms of what happens during reentry into the classroom so the student involved is supported but also that the other students are supported and not disrupted. The district is looking at gray areas that may have been missed but most importantly, the work is how to create the supportive environments and environments where talk is about positive behavior and supporting positive behavior. The notion of zero tolerance is not in our language, it does not exist and it is a matter of perception that needs to be addressed when it surfaces. When we look at suspendable behaviors, it is taken very seriously. Part of what is being done is looking at the behaviors and what conditions are creating those behaviors in the students and creating suspension. In looking at the reductions in suspension or dismissal rates, it is about looking at what is being done when kids are suspended and they come back, that there is a plan set up for them. The actions around the behaviors are still the same; the change is in looking at how to prevent further actions and repeating the actions. This is where there have been many decreases in the suspensions, the re-suspension of the same student for the same behavior. That is really the change looked at, so that when kids come back into school they own their behavior, they understand what happened with the behavior and how they can prevent it personally. When you look at the data 62% reduction in suspensions in Special Ed and 44% district-wide it really speaks to how we are working through student behaviors and working to ensure it is not repeated. It puts the responsibility on both the student and the system.
- What I heard in the conversation is that we are working with OUR employees to address suspendable behaviors and working on proper reentry into classrooms. What I have not heard is what we are doing to work with other adults in our buildings, the SROs and other adults in the buildings who are commissioned to help students make better choices. Response: SROs are only in middle and high schools. They are there to create relationships and to allow the students to have a connection with the police in a positive environment as well as to provide an additional measure of safety within the schools. They work and are directed by the principal of the school. They only intervene at the discretion of the principal so it is important to note they are working in partnership with the school and are not making decisions outside of the leadership of the school. When the intervention occurs, the principal and school leadership are involved the entire way.
- What about training? Response: There has been a lot of work done over the past few years with SROs to build better relationships with the students. SPPS does not want to criminalize behaviors. There is a strong effort with regard to this. The work with the police department has become more refined, when we ask an SRO to become involved in a situation, what used to be an automatic disorderly conduct citation and the student being brought to the detention center and potentially charged, now requires the approval of the Juvenile Sergeant and Commander before a student can be taken to the detention center. What happens more commonly now is that the SRO takes the student home and has a discussion with the parents about inappropriate behavior and then works with the family to bring the student back into the classroom where they belong to further their education. Members of the police department have also been brought into the equity training being done in the district.



- The recommendation was made that as we communicate this out to the public a clickable footnote be provided with something in print giving some of the detail that has been verbalized. Say these numbers are like this because of these partnerships, we are doing these things, explain the SROs, and what other adults in the buildings who are not direct school employees are responsible for.

#### C. Referendum Update: Technology Implementation

The Deputy of Schools and Business Operations provided a brief update on the Personalized Learning Through Technology Project. He indicated the project's end result would be to:

- Engage every learner in the district
- Individualize learning plans and practices
- Provide learning landscapes without restrictions or walls
- Provide an active triad of support for students – teachers, families and the community
- Provide authentic learning that is extended beyond the classroom

He provided a platform mock-up to give Board members an idea of what such a thing might look like to allow navigation within a design to utilize various capacities

The next steps include:

- Four implementation action teams (curriculum, infrastructure, engagement/outreach and professional development) will be formed. The application deadline is January 18, 2013.
- A steering committee will be appointed by the Superintendent
- Selection of a platform vendor will be made through the RFP process
- A "Visioning Day 2013" will be scheduled early in 2013. This will be an event to show and share platform capabilities and what can be done with teaching and learning platforms

#### QUESTIONS/DISCUSSION

- A request was made that SPPS be sure to involve students and representation from alternative schools and to reach out to the community not currently connected with technology for their input.
- A request was made that a clerk be included in the group for the steering committee. Response: Administration has already notified teachers, principals and partners and provided information in backpack communications to reach specific parents, clerical and paraprofessional groups. It was stated the desire is to involve the broadest group of stakeholders to create a shared vision and to take shared action. The intention is to obtain multiple perspectives in order to create this together.
- It was noted administration has created connections with the Miami-Dade School District. They are further along in implementing this process than SPPS. SPPS can gain much knowledge from their development efforts.
- Concern was expressed about signing a vendor for the platform and the timeline for purchasing a platform from vendor. How will that affect implementation action teams? Response: The timeline for selection of a vendor has started. Condition setting requirements have been set for the RFP process and that RFP process has been activated. Vendor selection is critical so knowledge of how the platform development will proceed is there and the design/development process can begin. A platform is needed in order to build and design information technology applications. Until the platform is selected, design will be held up. SPPS is in a position to grant a contract or extend the timeline further.
- There seems to be a public expectation that the community will see something different in schools next year. How soon does the Board need to move on platform approval? Response: January 2013.
- SPPS is not doing this alone. SPPS needs to be aware the library system in St. Paul is, in a similar fashion, building similar capabilities within the library to allow greater work force development and public access to information. SPPS is not doing this alone, there are several entities moving in similar directions. SPPS needs to keep this in mind and look for opportunities to share/work with other relevant systems.

#### D. Transportation Update

The Deputy for Schools and Business Operations stated the purpose of the briefing was to inform the Board of the staff estimates for transportation for the 2013-14 school year.

School start times have been projected for 2013-14, earlier than ever before. There will be are fewer buses and costs will be reduced by approximately \$291,000. Key differences from previous years that have lead to these results are:

- The District will be six months ahead on schedules
- All schools move to 6.5 hours/day except Washington which remains at 7.5 hours/day.
- All elementary students (PreK-5) have one-half mile transportation
- This is the first time planning has been done with Areas and Regions as part of the equation. Redesigning school choice.

The three-tier system will continue. First pick-up for Tier 1 is 6:30 a.m., Tier 2 – 7:30 a.m. and Tier 3 – 8:30 a.m. Dismissal will be for Tier 1 – 2:00 p.m., Tier 2 – 3:00 p.m. and Tier 3 – 4:00 p.m.

Route trips will normally not be longer than 45 minutes in length for both a.m. and p.m. For the 7:30 tier there will be 327 a.m. route trips and 292 p.m. route trips. 8:30 start – 285 a.m. route trips and 322 p.m. route trips. For the 9:30 start – 300 for both a.m. and p.m. route trips. These numbers do not include route trips for out of district special education placements, students experiencing homelessness, care and treatment or afternoon Extended Day learning.

A chart was provided showing new schools and schools with a schedule adjustment and a cost comparison and contracted buses for 2009-10 through 2013-14. Looking at effects of plan over time, looking at implementation changes as plan evolves over time, looking at balance of costs and serving families and optimizing student learning. In 2013-14, this will reset baseline of where students go and costs of transportation that will again change over time.

#### QUESTIONS/DISCUSSION:

- Protocol for transportation on heavy snow days, such as last week. What is the process for contacting parents? Response: The decision on closing schools is up to each school district. Every day of school is fundamental for the students. The process starts with district transportation staff are out driving the city to assess how streets are. This establishes if buses can move students. The news is notified only if schools are closing. Social media is being utilized for notification of families. The public needs to be educated on the process. It comes down to the final decision being that of the parents to decide if their children should go to school or not. SPPS coordinates with other districts in factors affecting decisions.
- Additionally there is an internal and external communication process that looks at safety factors such as road conditions with the expectation a recommendation whether to stay open or close will be made by 4 a.m. in the morning.
- If a route is not going to be covered, what is the protocol? Response: The transportation command and control center communicates with schools and families. This area does need to tighten up.
- Does school do the calling or does transportation? Response: ; The school does the calling.
- What is a significant enough event? Response: It is about the travelability of the roads, temperatures/wind chills all for the safety of students. Urban districts have other considerations that impact closing because of their students population.
- Fewer changes in start times are great. Will there be additional changes in times in the future? Response: As the system stabilizes, will there still be small changes in start time.
- Might there be a chance to narrow gap between Tier 1 and 3 in future? Response: SPPS is working with advisory parent teams to work on having secondary students moving to a later start (9:30). There will still be students starting at 7:30. It is thought SPPS can do 45 minutes in between tiers. The goal is to minimize changes – the end

vision would be a system where continuity would be no changes. The difficulty is in trying to keep in balance.

- Schools with a one hour plus change, why? Response: The routing process looks at each school and the cohort of students attending and tries to balance what will operate efficiently and safely while still supporting the school. This is looked at through an equity lens as well. It comes down to the right solution for each school -- will it work?

E. Recommendations for Personnel/Title Changes

QUESTIONS/DISCUSSION:

- Will this increase payroll? Response: Dr. Wilcox-Harris is a title change; the remaining changes fill in from below and do not represent additions.

**MOTION:** Ms. Street-Stewart moved the Board of Education adopt the Superintendent's recommendations and in connection therewith Appoint the following individuals to the following Superintendency positions with an effective date of December 18, 2012: Director of Leadership Development - Marsha Baisch; Assistant Superintendent Middle Schools - Steven Unowsky; Assistant Superintendent Academics and Technology Innovation - Kate Wilcox-Harris; Interim Chief Academic Officer - Matthew Mohs and Interim Director of Funded Programs - Cheryl Carlstrom. The motion was seconded by Ms. Carroll.

The motion was approved with the following roll call vote:

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

F. Human Resource Transactions

**MOTION:** Ms. Street-Stewart moved the Board of Education accept the Superintendent's Report and approve the Human Resource Transactions for the period October 26 through November 29, 2012. The motion was seconded by Ms. Carroll.

The motion was approved with the following roll call vote:

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

**IX. CONSENT AGENDA**

**MOTION:** Ms. Doran moved approval of all Consent Agenda items with the exception of Item B-17: Request for Permission to Extend the Requisition with Haberman Company from \$70,000 to \$110,000 - A Funding Obligation Being Met by Two Grants Already Received by Saint Paul Public Schools; Item E-1: Discharge of S.B. and Item E-6: Approval of New Rate of Pay for Substitute Teachers which were pulled for separate consideration. Ms. Carroll seconded the motion.

The motion was approved with the following roll call vote:

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

Mr. Brodrick  
Ms. Street-Stewart

Yes  
Yes

A. Gifts

**BF 29228** Gift Acceptance from Bonnie Marsh

That the Board of Education authorize the Superintendent (designee) to allow Central High School to accept a monetary gift from Bonnie Marsh to be used as designated. The total gift of \$7,000 will be deposited into the Central High School intra-school account, 19-210-000-000-5096-0000.

**BF 29229** Request for Permission to Submit Letters of Support to the Kennedy Center Alliance for Arts Education Network for the Nomination of the SPPS Board of Education for the Alliance for Arts Education Network Award

That the Board of Education authorize the Superintendent (designee) to submit the application to The Kennedy Center Alliance for Arts for the purpose of nominating the SPPS Board of Education for the Alliance for Arts Education Network Award; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29230** Gift Acceptance from Saint Paul Federal Credit Union

That the Saint Paul Public Schools Board of Education authorize the Superintendent (designee) to allow Como Park Senior High School to accept this gift from the Saint Paul Federal Credit Union. The total of the gift of \$38,75912 will be deposited into the Intraschool fund, 19-212-291-000-5096-0000.

**BF 29231** Request for Permission to Accept a Gift from Target for All District Kindergarten Students in Amount of \$47,925

That the Board of Education authorize the Superintendent (designee) to accept the gift of books and book bags for all kindergarten students, valued at \$47,925, from Target Corporation. The books will be distributed to kindergarten students the week prior to winter break. Target is a strong partner of the district, and their goal is to provide materials that children and families can enjoy together to promote reading during "out of school time."

B. Grants

**BF 29232** Request for Permission to Accept a Grant from the 3M Foundation

That the Board of Education authorize the Superintendent (designee) to accept a grant from the 3M Foundation for funds to implement a mentoring program at Battle Creek Middle School; to accept funds; and to implement the project as specified in the award documents.

**BF 29233** Request for Permission to Submit a Grant Application to the Air Force Association Foundation Educator Grant - Farnsworth

That the Board of Education authorize the Superintendent (designee) to submit the application to The Air Force Association Foundation for the purpose of promoting aerospace education activities in the areas of STEM and Math educational topics; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29234** Request for Permission to Submit a Grant Application to the Air Force Association Foundation for Johnson Senior High School ROTC

That the Board of Education authorize the Superintendent (designee) to submit the application to The Air Force Association for the purpose of teaching students to explore space with model rocket launches; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29235** Request for Permission to Submit a Grant Application to the Air Force Association Educator Grant

That the Board of Education authorize the Superintendent (designee) to submit the application to The Air Force Association for the purpose of increasing the knowledge of special education students in the areas of aerospace, engineering and STEM related topics; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29236** Request for Permission to Submit a Grant Application to the Bremer Foundation

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Bremer Foundation for funds to ease the transition of high-needs and homeless students as they enter middle school; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29237** Request for Permission to Submit a Grant Application to the CVS/Caremark Foundation

That the Board of Education authorize the Superintendent (designee) to submit the application to The CVS/Caremark Foundation for the purpose of literacy development with special education students at Bridge View School; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29238** 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 Ecolab Foundation for funds to support Humboldt High School student's participation in AVID, robotics and community building; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29239** Request for Permission to Submit a Grant Application to the Education Minnesota Foundation for Excellence in Teaching and Learning

That the Board of Education authorize the Superintendent (designee) to submit a grant to Education Minnesota Foundation for funds to support Central High school student's Spanish language development; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29240** Education Minnesota Foundation Classroom Grant Submission for Journeys Secondary School

That the Board of Education authorize the Superintendent (designee) to submit the application to Education Minnesota Foundation for the purpose of supporting self-regulation and self-reflection discovery for at-risk students at Journeys Secondary School; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29241** Future Farmers of America Foundation Legacy Club Grant - Humboldt

That the Board of Education authorize the Superintendent (designee) to submit the application to The Future Farmers of America Foundation for the purpose of increasing FFA student chapter at Humboldt; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29242** Request for Permission to Submit a Grant Application to the Great Lakes Higher Education Guaranty Corporation

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Great Lakes Higher Education Guaranty Corporation for funds to work with underserved students from Humboldt High School to increase skills in math and reading, participate in career and college readiness sessions and attend Family Engagement Evenings; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29243** Request for Permission to Accept a Grant from the Meadowlark Foundation

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Meadowlark Foundation for funds to implement a leadership program at Johnson Senior

High School; to accept funds; and to implement the project as specified in the award documents.

**BF 29244** Request for Permission to Accept a Grant from the Peace Maker Foundation

That the Board of Education authorize the Superintendent (designee) to accept a grant from the Peace Maker Foundation for funds to implement research-based strategies in third and fourth grade classrooms based on needs identified by classroom teachers at Linwood-Monroe. School; to accept funds; and to implement the project as specified in the award documents.

**BF 29245** Request for Permission to Accept a United Health HEROES Grant

That the Board of Education authorize the Superintendent (designee) to accept a grant from UnitedHealth for funds to implement Steps Toward Change, a student led, obesity awareness service-learning project at Humboldt Secondary School; to accept funds; and to implement the project as specified in the award documents.

**BF 29246** Request for Permission to Submit a Grant Application to the U.S. Environmental Protection Agency (EPA) - Office of Environmental Education

That the Board of Education authorize the Superintendent (designee) to submit a grant to the U.S. Environmental Protection Agency (EPA) – Office of Environmental Education for funds to provide professional development for science teachers; to accept funds, if awarded; and to implement the project as specified in the award documents.

**BF 29247** Request for Permission to Submit a Grant Application to the Weesner Foundation to Support Transportation Expenses Related to the Wolf Ridge Environmental Learning Center Environmental Program

That the Board of Education authorize the Superintendent (designee) to submit the application to The Donald Weesner Foundation for the purpose of funding transportation expenses for students to attend the Wolf Ridge Environmental Learning Center; to accept funds, if awarded; and to implement the project as specified in the award documents.

C. Contracts

**BF 29248** Request for Permission of the Board of Education to Enter into a Contract with NFL Play 60 FitnessGram

That the Board of Education authorize the Superintendent to enter into an agreement with NFL Play 60 FitnessGram.

**BF 29249** Ramsey County Elections Contract

That the Board of Education approve the election contract for period January 1, 2013 through December 31, 2016.

D. Agreements

**BF 29250** Request for Approval to Enter into Partnership Agreements with Post Secondary Preparation Agencies

That the Board of Education authorize Superintendent Valeria Silva to enter into agreements with the above post-secondary preparation partners for the school year 2012-2013.

E. Administrative Items

**BF 29251** Approval of Employment Agreement Between Independent School District No. 625 and Minnesota School Employees Association, Representing Classified Confidential Employees Association

That the Board of Education of Independent School District No. 625 enter into an Agreement concerning the terms and conditions of employment of those classified confidential employees in this school district for whom the Minnesota School Employees

Association is the exclusive representative; duration of said Agreement is for the period of July 1, 2012 through June 30, 2014.

**BF 29252** Approval of Employment Agreement Between Independent School District No. 625 and International Union of Operating Engineers, Local No. 70, Exclusive Representative for Custodians

That the Board of Education of Independent School District No. 625 enter into an agreement concerning the terms and conditions of employment for International Union of Operating Engineers, Local No. 70; duration of said Agreement is for the period of July 1, 2012, through June 30, 2014.

**BF 29253** 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 3, 2013, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

**BF 29254** Monthly Operating Authority

That the Board of Education approve and ratify the following checks and wire transfers for the period October 1 – October 31, 2012.

(a) General Account	#511492-513319	\$49,180,940.13
	#3017088-3017165	
(b) Debt Service	-0-	-0-
(c) Construction	-0-	\$3,878,642.02
		\$53,059,582.15

Included in the above disbursements are payrolls in the amount of \$34,296,223.42 and overtime of \$138,343.00 or 0.40% of payroll.

(d) Collateral Changes 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 18, 2013.

F. Bids

**BF 29255** Bid No. A155006-K Interior Renovation at the Sheridan School Building, 525 N. White Bear Avenue

That the Board of Education authorize award of Bid No. A155006-K for construction of interior renovation at the Sheridan School building to Construction Results Corporation for the lump sum base bid plus alternates no. 1, 2, 3, 6 and 8 for \$566,200.00, plus unit prices #1 through #8.

**BF 29256** Bid No. A155175-K Renovation of Prosperity Heights School for L'Etoile Du Nord French Immersion Program, 1305 Prosperity Avenue

That the Board of Education authorize award of Bid No. A155175-K for construction of renovation at Prosperity Heights Elementary School to support the L'Etoile Du Nord French Immersion program to the lowest responsible bidder, CM Construction Company, Inc. for the lump sum base of \$1,064,400.00.

**CONSENT AGENDA ITEMS PULLED FOR SEPARATE CONSIDERATION**

**BF 29257** Request for Permission to Extend the Requisition with Haberman Company from \$70,000 to \$110,000 – a funding obligation being met by two grants already received by Saint Paul Public Schools.

Director Hardy asked what this would do for students. Response: Administration indicated SPPS had secured \$150,000 in grant funds that were designated to the enrollment campaign to work toward increasing enrollments to SPPS. Haberman was contracted with to develop advertising and marketing for the campaign. The approach was subsequently rearranged

increasing the funding for advertising. This is simply a rearrangement of how the funds were used, not additional funding, and since it was over \$100,000 it requires Board approval.

**MOTION:** Ms. Carroll moved, seconded by Mr. Brodrick, that the Board of Education authorizes the Superintendent (designee) to requisition appropriate funds from two existing grants to the District; and implement the project as specified in the award documents.

The motion was approved with the following roll call vote:

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

**BF 29258** Discharge of S.B.

Director Hardy indicated he had pulled this so it could be voted upon separately.

**MOTION:** Ms. Carroll moved, seconded by Ms. Seeba, that the Board of Education finds, concludes and directs: 1) That S.B. did engage in the conduct set forth in the Superintendent's recommendation to the Board of Education for the discharge of S.B.; 2) That such conduct by S.B. constitutes inefficiency in teaching, insubordination, and conduct unbecoming a teacher as set forth in the Superintendent's recommendation to the Board of Education for the discharge of S.B.; 3) That the Superintendent's recommendation for the discharge of S.B. is adopted by the Board of Education; 4) That S.B. be discharged from her employment as a teacher; 5) That the Clerk of the Board of Education provide S.B. with a written statement of the cause of such discharge; 6) That S.B.'s discharge shall take effect thirty (30) days after the Clerk of the Board of Education provides S.B. with a written statement of the cause of such discharge; and 7) That S.B. remain on administrative leave with pay until the effective date of her discharge.

The motion was approved with the following roll call vote:

Ms. Carroll	Yes
Ms. Doran	Yes
Ms. Seeba	Yes
Mr. Hardy	Abstain
Ms. O'Connell	Yes
Mr. Brodrick	Yes
Ms. Street-Stewart	Yes

**BF 29259** Approval of New Rate of Pay for Substitute Teachers

Director Hardy indicated he had pulled this in order to recognize that SPPS is doing more for substitute teachers and to recognize and thank the substitute teachers for the work they do for the district.

**MOTION:** Ms. Carroll moved, seconded by Mr. Hardy, that the Board of Education of Independent School District No. 625 establish recommended tiered rates of pay for substitute teachers ranging from \$110 to \$120 per day effective as of December 18, 2012.

The motion was approved with the following roll call vote:

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



Mr. Brodrick Yes  
Ms. Street-Stewart Yes

**X. OLD BUSINESS**

**BF 29225**      Certification of Pay 13 Levy

**MOTION:**                      **Director Street-Stewart moved the Board of Education certify the Pay 2013 Property Tax Levy at \$133,719,339.63, an increase of 6.1% over Pay 2012. Director Carroll seconded the motion.**

The motion was approved with the following roll call vote:

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

**XI. NEW BUSINESS**

**A. Report on Superintendent Evaluation**

The Board of Education of St. Paul Public Schools, ISD #625, has evaluated Superintendent Valeria Silva in the following leadership competencies: Strategic, Instructional, Cultural, Human Resources, Managerial and Communications.

We have found that the Superintendent has met or exceeded expectations in each competency. Her leadership during the successful referendum campaign and throughout the second year of Strong Schools, Strong Communities strategic plan implementation is moving the district down a path of success.

We are pleased with her dedication to racial equity in our schools and community. The tightly focused goals around achievement, alignment, and sustainability continue to convey the combination of urgency and commitment that characterize her leadership style and her value to our community.

We look forward, in 2013, to supporting Superintendent Silva as she continues to use her identified strengths to lead our district in raising student achievement. We support her as she makes improvements in identified leadership areas and in building talented teams to help all students achieve at the highest levels. We will work with her to strengthen relationships and communications with our students, families, employees and community.

**MOTION:**                      **Ms. Seeba moved approval of the Superintendent's Evaluation. Ms. Carroll seconded the motion.**

The motion was approved with the following roll call vote:

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

**B. Project Labor Agreements**

1. PLA for Window Replacement at Harding Senior High School, 1540 E. Sixth Street, St. Paul, MN – No PLA will be used.

**BF 29260**

PLA for Interior Renovation at the Parkway School Building, 1363 Bush Avenue, St. Paul, MN

**MOTION:** Ms. Carroll moved the Board of Education accept Administration's recommendation to utilize a Project Labor Agreement on the Interior Renovation at the Parkway School Building, 1363 Bush Avenue, St. Paul and that no Project Labor Agreement be used with the Window Replacement at Harding Senior High School, 1540 E. Sixth Street, St. Paul. Ms. Doran seconded the motion.

The motion was approved with the following roll call vote:

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

## **XII. BOARD OF EDUCATION**

### **A. Information Requests & Responses**

1. Request was made for an update on initial results of home visit campaign by teachers and how it is working.

### **B. Items for Future Agendas - None**

### **A. Board of Education Reports/Communications**

1. Reports on the CGCS will be made in January.
2. A brief report was made on the MSBA Delegate Assembly. Legislative resolutions were presents and voted on. Reports were made on state funding and the Education Task Force recommendations.

## **XIII. FUTURE MEETING SCHEDULE**

### **A. Board of Education Meetings (5:45 unless otherwise noted)**

- January 15, 2013 – Annual Meeting (6:00 p.m.)
- January 22
- February 19
- March 19
- April 16
- May 21
- June 4 - Special Meeting (Non-Renewals) – 4:00 p.m.
- June 18
- July 16
- August 20
- September 17
- October 15
- November 12 - Special Meeting (Canvass Votes) – 4:00 p.m.
- November 19
- December 17

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

- January 15 (6:30 p.m.)
- February 5
- March 5

- April 2
- May 7
- June 11
- July 16
- July 30
- September 10
- October 1
- October 29
- December 3

**XIV. ADJOURNMENT**

**MOTION:** Director Brodrick moved the meeting adjourn. Director Doran seconded the motion.

The motion was approved with the following roll call vote:

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

The meeting adjourned at 9:21 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