

**INDEPENDENT SCHOOL DISTRICT NO. 625**  
**Saint Paul, Minnesota**  
**MINUTES OF THE SPECIAL MEETING AND SPECIAL CLOSED MEETING OF THE BOARD OF**  
**EDUCATION**  
**January 31, 2012**

**I. CALL TO ORDER**

The meeting was called to order at 7:03 p.m.

**II. ROLL CALL**

PRESENT: Mr. Brodrick, Ms. Street-Stewart, Ms. Carroll (arrived at 7:09), Ms. Doran, Ms. Seeba, Mr. Hardy, Ms. O'Connell, Superintendent Silva, Ms. Polsfuss, Assistant Clerk

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

**MOTION: Ms. Seeba moved approval of the order of the agenda as published. The motion was seconded by Ms. Doran.**

The motion passed on the following roll call vote:

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

**IV. APPROVAL OF THE MINUTES**

A. Minutes of the Regular Meeting of the Board of Education of January 17, 2012

**MOTION: Ms. Street-Stewart moved approval of the Minutes of the Regular Meeting of the Board of Education of January 17, 2012 as published. The motion was seconded by Ms. Doran.**

The motion passed on the following roll call vote:

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

**BF 28884 HR ISSUES**

The Superintendent stated she was making the following recommendations for personnel changes in order to move the District at an accelerated pace toward closing the achievement gap and making sure all students are succeeding at high levels.

1. That Michael Baumann be appointed to the new position of Deputy of Schools and Business Operations. This will focus on creating a seamless integration and coordination of central operations (budget, facilities services, health and safety, transportation, food and nutrition, human resources and technology) that support learning and achievement with the development and accountability of principal leaders on behalf of students. Mr. Baumann is working on his provisional superintendent's license and once that is complete the position title would probably change to Deputy Superintendent. This change would result in a savings of \$19,000.
2. That Jacqueline Statum Allen, currently on staff to assist with strategic planning, be given the title of Interim Executive Director of Finance, overseeing both the budget and comptroller functions. This would be a interim position so there can be a posting with a competitive process for the permanent position.
3. That three promotions of existing leadership team members be made:
  - Matt Mohs from Director to Executive Director,
  - Dr. Omeiefe Agbamu from Director to Executive Director and
  - Dr. Darlene Fry from Assistant Director to Director

It was noted in these three cases the scope and importance of the work, the impact on students and the caliber of leadership they provide warrant the title adjustments.

**QUESTIONS/DISCUSSION:**

- Is Mr. Baumann's appointment interim? Response: No, this is not an interim appointment but a permanent one.
- Is administration becoming bloated and more expensive? Response: No, there is a savings of \$19,000.
- Is this putting too heavy a burden on Mr. Baumann? Response: No, it is not thought so. With the assistance of the very experienced Assistant Superintendents and his expertise, this should work well.
- How long will Ms. Allen's interim appoint last and what about the position she currently occupies? Response: Her appointment is on an interim basis until the position can be posted, interviewed for and filled. The results of this process will determine what is done about her current posting.

**MOTION: Ms. Carroll moved the Board of Education approve the personnel/position changes as outlined in the 1/31/12 memorandum from Superintendent Silva. The motion was seconded by Ms. Street-Stewart.**

The motion passed on the following roll call vote:

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

**VI. CLOSED BOARD MEETING ON NEGOTIATION STRATEGIES**

The Board Chair stated the remainder of the meeting would be conducted as a closed meeting for the purpose of a discussion on negotiation strategies, as is permitted by Minnesota Statutes Section 13D.05, Subdivision 3(a). I request that all persons leave the room except for members of the Board, Superintendent Silva and staff directly involved in the discussion on this matter.

**MOTION: Ms. Carroll moved the meeting be closed for the purpose of considering labor negotiation strategies. The motion was seconded by Ms. Street-Stewart.**

The motion passed on the following roll call vote:

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

## VII. ADJOURNMENT

**MOTION:** Ms. Carroll moved the closed meeting return to an open meeting and that the meeting adjourn. Motion seconded by Ms. Doran.

The motion passed on the following roll call vote:

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

The meeting adjourned at 8:55 p.m.

Respectfully submitted by,  
Marilyn Polsfuss  
Assistant Clerk

January 31, 2012

**MEMORANDUM**

TO: Board of Education Directors  
FROM: Valeria Silva  
Superintendent of Schools  
RE: Motion to Adopt Personnel/Position Recommendations

That the Board of Education adopt the Superintendent's recommendations and in connection therewith:

1. Establish the following Superintendency positions and associated salary ranges, effective February 1, 2012:

<u>New Title</u>	<u>2011-2013 Salary Range</u>
Deputy, Schools and Business Operations	\$165,000 - \$175,000 With \$700/month vehicle allowance
Executive Director English Language Learner Programs	\$100,689 - \$126,275
Executive Director Finance	\$100,689 - \$126,275
Executive Director of Title 1/Funded Programs	\$100,689 - \$126,275

2. Appoint the following individuals to the following Superintendency positions:

Deputy, Schools and Business Operations	Michael Baumann
Executive Director English Language Learner Programs	Omeyefe Agbamu
Executive Director Finance	Jacqueline Allen
Executive Director of Title 1/Funded Programs	Matthew Mohs

3. Discontinue the following Superintendency positions, effective on the date shown:

<u>Title</u>	<u>Effective Date</u>
Chief of Schools	February 1, 2012
Chief Business Officer	February 1, 2012

4. Establish the following Saint Paul Supervisors' Organization position and associated salary grade:

<u>Title</u>	<u>Grade</u>
Director, Office of College and Career Readiness	31

5. Promote the following individual to the following Saint Paul Supervisors' Organization position effective February 1, 2012:

Director, Office of College and Career Readiness	Darlene Fry
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6. That the 2011-13 Terms and Conditions of Professional Employment for the Members of the Superintendency and the 2010-11 Saint Paul Supervisors' Organization agreement be amended to comply with the foregoing.