

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota**

**SPECIAL MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
Saint Paul, MN 55102**

June 11, 2024

4:00 p.m.

MINUTES

I. CALL TO ORDER

The meeting was called to order by Halla Henderson, Chair, at 4:01 p.m.

II. ROLL CALL

Present:

Director Allen, Director Franco, Director Valliant, Director Henderson, Director Ward, Director Vue, Superintendent Thein

Director Carrillo arrived at 4:03 p.m.

Chuck Long, General Counsel; Sarah Dahlke, Board Secretary

III. APPROVAL OF THE AGENDA

MOTION: Director Henderson moved approval of the Order of the Agenda. The motion was seconded by Director Allen.

The motion was approved by roll call vote:

Director Allen	Yes
Director Carrillo	Absent
Director Franco	Yes
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes

IV. NEW BUSINESS

Superintendent Thein then introduced Pat Pratt-Cook, Executive Chief of Human Resources, to provide information. She noted there are two groups of staff noted for non-renewal – individuals based on performance, and individuals based on budgetary reasons. There are a total of 85 licensed educators recommended for non-renewal, with 26 based on performance, 19 who have resigned prior to the recommendation to the Board, and 49 individuals who are recommended for non-renewal based on budgetary reasons.

She then provided the background on this item, including the annual process, PAR mentors, length of service for those identified teachers and demographics.

QUESTIONS/DISCUSSION:

- Director Allen requested information on the number of non-renewed teachers who were SUTR residents.
- Director Vue requested a breakdown of those non-renewed for performance, and those non-renewed due to budget.
- Director Carrillo requested information on comparative data and further details on resignations and the process.
- Chief Pratt-Cook noted that the team is working to ensure each vacancy is captured for a minimum disruption to buildings and employees, as well as the second round of the interview and select process. The team is also working to contact those individuals who are being recommended for non-renewal due to budget reductions. Director Henderson then requested information on the timeline for all individuals to receive that notification and the process for calling and contacting each, as well as principals. Chief Pratt-Cook also noted an overview of the number of positions slated for non-renewal when the process first started and the gradual reduction in that number, as well as the process for reapplication through the candidate pool for those released in good-standing.
- Director Franco requested information on the number of those from that gap from the initial number of non-renewals from natural attrition or resignations.
- Director Ward requested information on the process for meeting with the Board and Administration, and if the process for non-renewals is the same as for tenured teachers. Response: The recommended individuals for non-renewal do meet with assistant superintendents, whereas tenured teachers are granted rights to a hearing regardless of reason.
- Director Valliant requested details on the number of teachers leaving Hidden River and plans to replace them at that site.
- Director Vue requested information for those non-renewed due to performance issues and the process for them to possibly re-apply to SPPS.
- Director Allen provided her personal experience, and encouraged Administration to think about those educators who may be a better fit at a different school or program, as opposed to losing them to another district, and working with principals to find a better fit for that educator.
- Director Allen requested information on the process for applying to different positions and the layoff list. Chief Pratt-Cook also provided further details on the non-licensed staff whose positions were eliminated and terminations. She also noted there were 13 tenured teachers within different bargaining units who returned to the teacher ranks.
- Superintendent Thein noted this is a tough decision because every reduction is a person, and to have 3300 teachers and end with 1% of them on this list is a credit to Chief Pratt-Cook and her team.
- Director Vue directed a question to General Counsel if a vote was necessary since some staff had not been notified yet, and the vote will be the notice to those affected.

MOTION: Director Henderson moved to approve the Human Resources Transactions List for the Non-Renewal of Probationary Contract employees. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:
Director Allen Yes

Director Carrillo	Yes
Director Franco	Yes
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes

V. **ADJOURNMENT**

MOTION: It was moved by Director Henderson to adjourn the meeting. It was seconded by Director Allen.

The motion was approved by roll call vote:

Director Allen	Yes
Director Carrillo	Yes
Director Franco	Yes
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes

The meeting adjourned at 4:30 p.m.

Prepared and submitted by
Sarah Dahlke, Assistant Clerk