

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

**SPECIAL MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
Saint Paul, MN 55102
July 9, 2024
4:00 p.m.**

MINUTES

I. CALL TO ORDER

The meeting was called to order at 4:03 p.m. by Chair Henderson.

II. ROLL CALL

Board of Education: J. Vue, H. Henderson, U. Ward, C. Franco, Y. Carrillo, C. Allen,
E. Valliant

Administration: Superintendent Thein, J. Jonassen , K. Thao, DT. Sager, A.
Collins, J. Turner, S. Gray Akyea, D. Payne, B. Vang, X. Yang

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: It was moved by Director Henderson, and seconded by Director Ward, to approve the order of the agenda. It passed by acclaim

IV. Presentation Discussions of Superintendent Search Firm Finalists

A. BWP & ASSOCIATES (The full presentations can found in the BoardBook)

QUESTIONS/DISCUSSION:

- Director Henderson - We have about ten minutes for questions, let's keep it to one to two questions each. Whoever is ready can go first,
- Director Vue - My question is, typically the candidates that you placed, how many years of experience do they have in terms of maybe administration, or even in superintendent role?
 - That varies by the position and the school district. If you are a much smaller school district, you might be looking at someone who is entering in their first superintendent seat. In a large school district, you are one of the top 1% in terms of your student enrollment in the country, you're going to look for someone with substantial experience, not only at the district level, but maybe also at the superintendent level. It doesn't mean that you can't find terrific people new comers that haven't had extensive leadership experience. They're oftentimes Associate Superintendents or the Chief to the school district moving forward, and so we don't want to say that that some people will be considered based that they haven't been superintendents, but my bet is that the majority of people you'll see will be sitting superintendents.
 - I'd like to add-on that, of the 16. Superintendent searches in larger district, like yourself. They all have had a track record of a superintendent experience and also being able to move the needle on student achievement. Your system is complex enough is not a good place to learn on the job, and that's where it becomes more rarefied in the sense of the competition but you're counting on us to find those people that again are going to be able to lead you as a board and you going to need that type of experience. It's also management, it's also instruction, it's also working with the board.
- Director Valliant – I have a very deep and thoughtful question. Okay. So, I'm going to ask them one question and you have to answer that, but it'll just tell you how my brain works a little bit and

then we'll ask my real question. So, my question is on the slid where it said 01 person plan and preparation and it says keyboard question, but it has a picture of a clarinet, that broke my brain and I cannot stop thinking about it. So, the second question is, what's the average length of time for a superintendent stay at a district, and what's the average length of time that the Superintendent that you have placed have stayed in the placement or that you help placed.

- I would say that our record is very good on that. In fact, with many of the superintends in the district I was mentioning are still there. I would say the nationally in your larger districts, the tenor of the superintendent is a tad smaller but I think it's unique for each situation. Our people stay and I can give you just a lot of examples on that but again, each situation I think is unique. Anyone else like to add to that?
- To be a little bit more specific across all districts, about 95% of our candidates complete their first contract and about a 90% move on to second contracts with their district. Our goal is not to find someone who's here today and gone tomorrow but someone I'd like to say who's going to plant perennials. So that they can watch it grow the next year.
- I would just add, with regard to instituting change and transformation in school systems, we know that the research show that it takes a good 3 to 5 years to start seeing the results and the more consistency of leadership in the top that you have, the Board and superintendency because often is the dynamic duo within a school system, you're going to have better outcomes and better long, lasting results for our students. So, as a city of the superintendent, I think not only from what BWP can provide in terms of that coaching support to the perspective candidate, it's going to be absolutely critical of the Board, to find ways that they are supporting that superintendent, because you actually hold a lot of keys to the longevity of superintendency because that is your sole employee and that relationship that you build will attract and anchor a superintendent more so than anything else.
- We'd like to think in closing that the work that we do together and the processes that we implement help you to end up with the right person so that you want them to stay and ultimately, that's our goal.
- Director Carrillo - Does BWP have any relationships outside of the ones that you described, where you recruit any relationships with any foundations or philanthropic, related think tanks that you may be able to pull in that we should know about or that you could disclose right now?
 - The Harvard institute of they have an Urban Superintendent Institute, and we're very familiar with that. You all are familiar with the Great City Schools, that also is a network. There are a couple other groups that we know that are involved with urban superintendent development. So we use that network. Sometimes not in their first placement, but in their second placement because they've had that training so them. We take advantage of all of these things and the searches as we talked about were looking for a verified group. We need that type of network to help us sort out so that we can find people that have that track record that isn't going to cause you of anything having a hard time, selecting what the best candidates going to be.
- Director Henderson - We do have time for more questions, otherwise we'll close, take some time and come back.

B. JG CONSULTHING (The full presentations can found in the BoardBook)

QUESTIONS/DISCUSSION:

- Director Henderson – We have time for a few questions. Let's keep it to one to two questions each. I want to start. I'm going start with just one question, specifically around community engagement and the tactics that you have used to engage the new stakeholders, including family, students, staff and as well as the broader community during figure processes. What would you continue and how would you envision supporting the board during that work?
 - I'm going to ask my team to respond first and then I'll chime in if necessary. - I've participated in several in several cities and leading these forums along with Elton Frailey, and we will come to community events, we will come to large groups and even in certain particular communities. They wanted us to do a small group setting, and so we participate, it's interactive and we try to get input from everyone and it's very organized

and we do all the work. We compile the information, and then we present to you for consideration.

- I would add that too from our perspective and our experience there are multiple communities. There are internal communities as well as external communities, so certainly we would want to reach out to parents and community members and folks in the in the larger business community. Also working with community centers with faith, leaders and then internally certified and classified and school site leaders as well.
- Director Henderson - Board members send me additional questions?
- Director Franco - Have you done any searches in Minnesota or the upper Midwest? Can you talk about if you have, then, what that kind of strategies did you use to immerse into the community and understanding what those needs would be on your end?
 - That's a fantastic question. Thank you. So, we have as I mentioned earlier in the presentation, we're a well-rounded search firms, we conduct searches for other executive level positions of the other school district partner in Minnesota historically has been Minneapolis. We conducted executive level searches on behalf of that school system during the past 10 years now. In other states, across the US, I mentioned earlier, we're currently representing 23 states from East Coast to West Coast and we're pretty much in ever stayed in between. Our best practices are really a baseline, so with our experiences in the skills set of this team, we're not going to deviate much from what has worked during the past 10 years because our success rate has proven it to work well. I will tell you that no one...
 - I just want to add that we know your demographics and we know that your diversity and I've done seminars in English and Spanish. We also know that you have a large immigrant population from all over the world. And we'll find a way to make that work with our technologies as necessary.
 - The only thing I'll finish with is that you know your community very well, so we're going to defer to your expertise and your guidance on who we should meet with and as mention, both internally and externally. Your understanding of the local community, and what is needed and what you hope for long-term and short-term. We're going to defer to your expertise, but our best practices are very pre-scripted, and we're going to share our baseline experiences with your collaborative input and feedback before we do anything.
- Director Ward – If you can share and if you are aware of this off the top, which executive level searches you all since with from Minneapolis?
 - The one that I was most closely aligned to was the Chief Technology Officer, but again, this was probably in our year 2 or year 3 of service as an organization, so it's been quite some time. You are probably also keenly aware that leadership changes quite often in public education. So, I would need to go back and look at the tape to determine if that individual is still in that role. But we did have success by representing the organization.
- Director Carrillo- In your recruitment process, are you when you cast that wide net, what kind of organizations do you reach out to? I'm guessing there's a lot of professional organizations that you rely on, is there other foundations or organizations that you rely on as a way to reach into for potential candidates? Who are those? Can you disclose that?
 - What we've discovered is that there's a huge need right now out of the 78 members in the council of Great City Schools, there's only 10 districts that have the same superintendent since the pandemic, so as part of the Michael Casserly Institute of the council, we started an institute that you can't apply for you have to be recommended, then we take 10 people at a time and teach them the art science of being an urban superintendent. We start with board relations, media and politics, labor relations performance management, operations, academics and ethics and equity. We have now, 20 people that have gone through the program, and we're recruiting for the third one because this is a unique set of experiences and also being in the big city of St. Paul with the media, it's a different job than being a suburban superintendent. So we prepare people for this. We also recruit everywhere else you because there's just very out of those 78 members that are now superintendents, there's only about 60 of them that being an urban superintendent was their first superintendency so we have found the need to

help, look at every place to prepare people for these positions. That's kind of where I spend the rest of my time in this work. James, you want to add to that?

- Yeah, I think for us, where we shine the brightest in comparison to our colleagues is that we're not relying on advertising or just you know your standard fare of networks, we do a really incredible job of recruiting and what I often say poaching. The superintendents who aren't necessarily looking to leave their current post. So, we're looking for folks who aren't running from something, but rather running towards something. A Dr. Scribner has first-hand experience that he was in a very good place, when I recruited him for his last placement and wasn't necessarily looking to leave that post to go work for the wonderful Fort Worth independent school district. So, we're actively out there in front of superintendents every day I can tell you for myself and these two gentlemen, we're hustling we're at conferences, we're engaging with superintendents in person. We're traveling quite a bit around the country. We have representation in all those other organizations, but once we have that leadership profile established in the north star that's really going to be our guidepost to recruit talent candidate that most alien with what you're looking for your next superintendent, so no stone goes and turn with the organizations. We're well attuned to all of them, but it's really about the best fit in what you're looking for according to those attributes and characteristics.
- If I may add, James and Board, James is quite persuasive. He's absolutely right. I was happy in my eighth year at Phoenix Union High School district when he reached out to me about this opportunity in Fort Worth, but I would say that that's an example of not only us focusing on the formal networks the Double ASA or the National Association of Educators or Allies, but also Chiefs for Change some of the trade organizations, but also the informal networks, what you probably already know and what certainly is the case is that there's only one or two degrees of separation between any quality superintendent who could fit the needs of St. Paul Public Schools and our network, we will find a good slate of candidates to present to you and James's technique with the videos are very telling and you'll be able to distill down to the individual who you want to be the person.
- D. Henderson: We do have time for more questions, otherwise we'll close, take some time and come back.

C. **RAY & ASSOCIATES** (The full presentations can found in the BoardBook)

QUESTIONS/DISCUSSION:

- Director Henderson – I want to be mindful of time, we have about 15 minutes for questions. So, lets kick it off.
- Director Carrillo - I was curious to know what your average timeline is for searching for a superintendent and from the moment that you start until the final placement is made.
 - I'm certainly happy to weigh in on that, but Karen or Clint. Do you want to do you want to take that one?
 - We have a great deal of flexibility. We like to say we can be as responsive to whatever the board needs and we have done that. You want to spend enough time, but not too much time having the posting out there. That's really where most of your time could to accumulate and I would say you would want that out about like 4 to 6 weeks, you would want to have the posting out there. With that in mind you could do from beginning to finish about 4 months in, but we've had very tight timelines, and then we've had some pause in between, so really, we can be as responsive and customize whatever the Boards need. We have the resources and the experience to flex either way. We have an example of a timeline for you in the proposal. We have that in the different stages, which essentially is the same thing that we discussed right now in our presentation. So you could have that to look at to so you can visualize what we're proposing or what we could do for you.
- Director Valliant- Mine is more of a comments slash last feedback for you all, specifically Dan. I would discuss this after this but I also want to say it now that you hear it. You made two mistakes, when you were talking about the Spanish language, you mistake on as Mexican and you also mispronounced Kaying's name as Kylene, and by there being two such mistakes in like 10

minutes that came across strongly as microaggressions. You talked a lot about diversity and equity and inclusion; however, it really feels like there is a bit of a lack of awareness about personal bias and a lack of cultural competency and cultural sensitivity, especially given the diversity of our school district. Honestly, I kind of check out after those two things occurred and I'm telling you this now for you, personal reflection and professional reflection around how those types of things show up and affect people. I did not want to discuss that after all that you all left because I thought it was important that I let you know.

- I really appreciate that. That's a courageous conversation that we need to be able to have. I would hope that my history and my experiences and reputation say something different, but I appreciate that conversation and acknowledge that both of those things I could have done better. The idea, again is that we appreciate it and we learn to grow and grow with and from each other and again, I appreciate your willingness to share that with me. I can do better.
- Director Vue- I think I heard something about this organization being emerged or inquired by another organization. Can you say more about that and how it might impact your operations?
 - Absolutely, Ryan. Would you like to talk a little bit about that?
 - Yeah, I'd be happy to speak to that. I'll just maybe respond in a in a phase type conversation is. The center for effective school operations, also known as CESO, started to an exclusive partnership with Ray Associates many months ago I won't quote exactly what that looks like and what happened then recently is we had the opportunity of the center for effective school operations, which is headquarters in Northeast Minneapolis, acquired Ray Associates as of as of July 1st and as a result, that is now why I'm on the presentation as well as to making sure that we show the importance of not only regionally but also knowing St. Paul's cool has been one of the most important school districts in this state having an influence of why we are here making sure that you're the next search for superintendent goes really, really well, so yes, that happened recently to disclose even more details, people at Ray Associates not only that provided the RFP, but not only that had been the organization for many, many years, including the present, have all been acquired in that transaction and the things that Rays has done well for many, many years we're going to continue to do. The main reason for the acquisition is to provide. Now, we're a wraparound service, which CESO's been able to do since 2006 again, continuing to build multiples division as a result. For example, our finance team is about 20 sole members deep with about 10 former CFO of school districts on it, some of the best here in the state of Minnesota and things like that, where we now have, we can offer resources not only in the same Paul schools, but if you just take the Minneapolis, St. Paul corridor 46 metro districts. I think we're in close to 40 of them just here locally and of course, like I said, have moved across about 35 states in this country. Besides, what homemade states that Ray has already been a part of as well did that answer the question?
 - I think so thank you, Ryan.
- Director Henderson – If there are no more questions, if not than thank you.

D. Deliberations

- Director Henderson - Next is the discussion of search firms by the board. And I'm going to open it up to folks? If you can either take them 1 / 1, make any kind of popcorn, but let's try to keep on task where we can.
- Can I make a suggestion?
- Director Henderson - what's your suggestion that we?
- let's talk about one search firm at a time.
- Director Henderson - I think that's what I suggest and you take it down one time to, Do we want to start with the one that's freshest on our mind or start at the very beginning of BWP?
- Director Vue - Start with the one that we just finished.
- Director Henderson - Ok, Ray & Associate immediate, thoughts, things that you have more questions about things that seem interesting or things that are concerns.

- Director Ward- I have the same concerns that you did. I think that referring to Spanish, as Mexican was off putting and that was not a phonetic mispronunciation of our board administrator's name like which you could reasonably make like that was very different so that was off-putting. I didn't love how business speak they were. I did appreciate the early on in the presentation they seemed to focus a decent amount on community engagement that did seem to be an important part of the thrust of their presentation. I did think it's notable that different firms had different approaches to the kinds of candidates I think they're going to bring to the table. This one said that they have like an existing pool of candidates that's really strong others were more along the lines up, other one is like we don't have a pool of candidates, we're going to go out and find people. So, this is a different that I see. Oh, under headquartered in Minneapolis, I mean that's something.
- Director Henderson - I would echo those sentiments. I think for context as well. Firms were given the expectation that they would only have 20 minutes to present and we went 40 minutes. I think which was a lot both in terms of the amount of time that they were speaking at us versus actually giving us space to deliberate or think about what it is that we needed to know. I am personally engaged with that level of business heavy kind of talking over you not necessarily here to tell you to understand what is that you need or logical to tell you what it is that they know I would have concerns about how they would engage with us and support.
- Director Allen- I'm going to echo everyone and I have those very same concern. Especially because they kept emphasizing that they were the experts and one of the things that people can hired at in this on this board is making it clear that the whole community as experts, parents are experts of their children, students are experts at their own destiny. We have educational experts, but we have a lot of other experts too and so that things stood out along with the other microaggression. I'm a person who is really into energies and things and unfortunately, the sister on the screen seemed like she was tokened in that space to me, but it didn't seem like she genuinely fit in there. The fact that the lead guy when he was introducing didn't get room for them to even introduce themselves. That kind of play the role in it. I'm always digging into my great network of school board members across the nation and this was one of the absolute No on the list. They have bad reviews, with bad experiences or weren't happy with it. There's like 4 or 5 people in the thread that were angry with Ray & Associates.
- Director Valliant – I just want to say “No”
- Director Vue - I just want to lead with my question is that they recently just got acquired, I'm not say that's always a red flag, but that sends a message that something that organization has suddenly ended and something new is beginning. When it comes down to it, I just don't want the learning curve of that organization happening in our time.
- Director Ward - Yeah, my thought around that and the CESO thing was, CESO is providing services that are not search services. There are services for systems more for executive services. I'm not interested as a board member in approving us going into a relationship with CESO, where they would get a foot in the door and then start lobbying to do that and to get you know services that we already have here with our executive team. It gives me a lot of pauses, so regardless of whether they're based on Minneapolis, it just seems like it's not a good match in terms of what their ultimate goal is, which is to kind of pump up the network like the wraparound surfaces. Yeah, we're going to wrap around while maybe we don't want to be wrapped around by them.
- Director Henderson – Any last thought?
- Director Franco – I agreed with everyone. When I heard the Mexican thing, I was wondering if I should say anything. Then I'm really happy that you spoke. Thank you for speaking out. D.H – Ok, then Ray & Associate is a “No”. I do think that we can provide this feedback to them.
- Director Henderson - Next was JG, any thoughts?
- Director Carrillo - It's the James Garrett show. It's James Garrett and his talents and while I appreciated the candidness of the responses, it seemed like he was the expert and everybody else was there to dance to his tune, which if James Garrett was a really good fit for who we were culturally and it's just not the right fit, but that's just my gut feeling and that's literally more of a gut feeling and also to just noticing the interactions that they had as a team. It seemed like there was a lot of talking over not really coordinating. Again, nice ties but to me there's a certain amount of relationship in it, especially talk about how we do it and we believe in our system like that, answer

your question which kind of gave me pause and made me think, are we really in this to just prove you right in your recruiting system or are you here to listen to what we need?

- Director Henderson - know, notice in some more things. I also noticed they use Presea, so that's an immediate no for me and that's a joke for the audio folks. They're all based in Texas, which is not inherently bad, okay, but they also have very very close connection to the council of the Great City Schools and that sort of philosophy of how like the board the superintendent relationships at work. One of the people is the superintendent's and superintendent residents for the council of Great City Schools. Another one was the superintendent at Fort Worth, which is heavily heavily connected to students focused governance. Yeah, they call Loan Star Governance there and I notice that they kept reiterating that they're fairly set in the practices right which doesn't necessarily sound flexible and collaborative partner as much as maybe we're looking for and I also thought it was notable that they have done executive level searches for Minneapolis and Minneapolis didn't go back to them. So yeah, those are things that I noticed.
- Director Allen – Mine are pretty similar, also the fact that they had worked ten years ago with Minneapolis and Minneapolis didn't go back to them. The council Great City Schools piece was concerning to me and then it just felt very Texas and when I think of Texas, I think of the indoctrination that comes out of curriculum from Texas, so that concerns me all the time.
- Director Henderson - I think that it was telling to me that they had to like scrape, to find a connection to not just Minneapolis, to the Midwest and one of the criteria that I think we all shared or like expressed for the beginning of this was a desire for someone to come in and be able and have an understanding of at the very least Minnesota, which is its own specific breed, but then even more so Saint Paul, and if you can't come in like yes, we can share and we can connect you with the right people and we can we understand what it is to be here, but it's also not entirely our job to have all of them all of the answers for the search room, we need them to be able to comment and also hit the graphic. So that was my big no for them. I think the council was a flag. I think a director of failure to have around the where the people in the faces and the foundation that you're getting information and connection from was really telling.
- They didn't really answer any of the questions.
- Director Henderson - the way that they answered it saying, "we're going train people to be superintendents, to be able to come into the space" and that's fine if that's your philosophy, but I don't know that we need people to be like exactly the right people train from them to see the next suit.
- Director Franco – I agreed with all of y'all
- Director Carrillo - this is just an aside for all the firms that this is a certain degree and I want to I think maybe we need to give them all feedback. I felt very tender to around people with color, hypox and just like they're just throwing these terms out there that makes us happy and I don't really care for that.
- Director Allen– Like how they say the they can translate in all of our languages but reverted to a lot of the languages.
- Director Ward - I think I think there's a little bit of that where it's like it's not realistic and it's not tied to like our reality and instead of they could just focus on, we're going to get to learn you and work with work with your community but it's more about like you know, care about us because we speak the right words and that bothered me. Both the last two, Ray Associates, especially but James Garrett did the same thing as kind of like the throwing turns, and that was a little off putting.
- Director Vue - I do want to say there's something appealing about using data-driven approach to unapologetically search for candidates bringing the best people here. I do have a soft spot for Texas. I went to high school in Texas, granted, there were some students driving around in their trucks with the confederate flag on it. I don't agree but I understand. I think that Director Carrillo, I mean Texas and Minnesota is like the battle for the soul of America right there and it just it just isn't a fit for who we are here and I just leave it at that.
- It's not that we don't like Texas, but it is just not a good fit for us here.
- Director Henderson - Last one, and then we can actually hopefully come to the decisions, BWP.
- That's that was the best one okay.

- Director Allen- I agree. It felt like they were the right fit, they seemed there were people that were from here. They seemed to know the community even some of the other districts that they named, I like those superintendents. In my network of people, the last group was not even mentioned so out of a bunch of school board members say none of them have yet used it, and this is a thread specifically about school superintendent search. Yeah, these guys were brought up like three times and they were like “no” and one of them was a Minneapolis school board member. There wasn't really anything bad, but I thought they looked good to me. If I had a pick from these to three, I would say yes to this one, I will say there was a group that was in that thread that everyone was given an A+ but I don't think they submitted a proposal.
- Director Henderson - The things that I felt I liked about them and like maybe this isn't even a relevant aspect, but I was engaged, granted they were the first but like was engaged to endanger process. They had the clearest idea of what you may do from something like in various form, surveys are great, but we have always said that that's not entirely what we want us to look like. I think there's a question of how practical and how that will actually play out especially recipient timeline, that they suggested. But those are the places then that we need to be very clear about what it is that we expect how we expect it to be done and what our timeline as well. I think that no search firm is going to be perfect. They all had things that annoyed me. They all had things that I thought it would be interesting and things that I actually do but I think for me, at least they were the ones who felt the clearest in line with what we want to do and see.
- Director Carrillo - I'll say that the first thing one of the first things that I wrote was the tone was very man-centered but then I guess all of them were but the thing that I took away from them is that I felt like they're people you can work with, another group did not seem like people who could necessarily work with as much as they would suit or for you but see it done their way. I think there's a potential of and they didn't mention collaboration a lot. I also appreciated the fact that they knew about confidentiality in Minnesota and how that worked because I read all the proposals and the fact that they actually delineated the fact that, “hey, you know, it works a little different in Minnesota and we're going to have to adapt to that.” and so I appreciated that I appreciate the fact that they gave us options. I still have concerns; they answered my question fairly. You know candidly, they said yeah, we do work with them. You know, they mentioned Harvard. They sure didn't mention Yale and the Eli Road Foundation, but they could be out there you know, but I think I think we'll have transparency around and we can work with them,
- Director Ward - At the beginning, I think I had like a sort of like a bad like initial first impression whenever they came out and like I think the first person said, like I love all the stuff you're doing with DEI, that felt really disingenuous and I was like and then I started talking about like big Joe Gothard which I thought was interesting. I mean, yeah, these very large person but like I said, oh I guess this is going to be bad, but you know, like I think it definitely got better from that point and I came to feel as if they do genuinely, I have some of the same values that we're looking for and outlined a process that does seem really collaborate to me, that does highlight community engagement in the way that I think that we're looking for. I think far and away the best presentation.
- Director Henderson - Is there a desire to move forward to BWP?
- Director Vue - When they listed the districts that they recently served, Madison was on it. t so they're actually the search trying to show to mass and it bring something else into mind how Joe Gothard ran his course here, do we want some a firm that really just searches for people like him.
- I think out of all the firms they would tailor their search for what we're looking for or at least that's the impression I got. I think they would like really use community feedback and our feedback to create the search and if we're looking for someone that isn't exactly like what we've done before. Out of all of the group, I'm the most confident that they would be able to capture that.
- Director Franco – Looking at Minneapolis, I don't know their bored and what they were desiring over there, but maybe it is something that maybe is different than ours.
- Director Allen - I think they're processed due to some previous protests. I would say the names but they have some good. Joe was a good superintendent. So I guess I'm looking for somebody who is a good-hearted superintendent and that's what I'm seeing in the track record is that they're finding good people. I think that we can push them to find somebody who was a better fit for this specific board and the work that needs to get done in the city.

- Director Franco - I mean, they were the only ones that also talked about individual meetings with all the board members and so I think they will help the most profile. I will say I have like a more technical question just around like the budget associated with the search and I can't remember, but like reviewing the RFPS. I feel like they might have been the most expensive firm so just wondering how that plays and what are the line items in our budget around this is and then what that would look like in terms of the site expenses that will be billable for travel.
- Director Henderson - as the way that the resolution is received is there in half and I believe it says 65,000 no and more than 75,000 there are all three firm were underneath it.
- Director Henderson - there a desire to move forward with DWP,
- Yes!
- Director Henderson -are there any disagreement with that,
- Director Vue – I think it the one that most fits the board at this point
- Director Henderson - then if we're comfortable, we can move to amend the resolution to list BWP as the preferred vendor to support the superintendent search

V. Action to Approve a Superintendent Search Firm

MOTION: Director Henderson moved to approve BWP & ASSOCIATES as the Superintendent Search Firm as the preferred vendor to support the superintendent search. The motion 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

VI. Vote to Amend Resolution

BF 33893 RESOLUTION - Adopting a Saint Paul Public Schools Resolution Regarding Selecting Preferred Superintendent Search Firm and Authorizing Contract Negotiations

MOTION: Chair Henderson moved to amend the Resolution to list BWP & ASSOCIATES as the preferred vendor to support the superintendent search per the above roll-call vote of board members and was second 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

VII. ADJOURNMENT

Director Henderson moved to adjourn the meeting. Director Allen seconded the motion. It passed by acclaim.

The meeting adjourned at 7:16 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:

Xue Yang

Interim Assistant Clerk, St. Paul Public Schools Board of Education