

Regular

Tuesday, July 16, 2024 5:30 PM

Administration Building, 360 Colborne Street, Saint Paul, Minnesota 55102

1. **CALL TO ORDER**

2. **ROLL CALL**

3. **APPROVAL OF THE ORDER OF THE MAIN AGENDA**

4. **RECOGNITIONS**

5. **PUBLIC COMMENT**

6. **APPROVAL OF THE ORDER OF THE CONSENT AGENDA**

7. **APPROVAL OF THE MINUTES**

7.A. Minutes of the Regular Meeting of the Board of Education of June 18, 2024

7.B. Minutes of the Special Meeting of the Board of Education of June 18, 2024

7.C. Minutes of the July 9, 2024, Special Meeting
re: Supt Search RFPs & Resolution

8. **COMMITTEE REPORTS**

9. **FUTURE MEETING SCHEDULE**

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

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

10. **SUPERINTENDENT'S ANNOUNCEMENTS**

11. **ACTION AGENDA ITEMS**

11.A. **Consent Agenda**

11.A.1. Gifts

11.A.1.a. Highland Park Senior High School Gift
Acceptance of \$8,000.00

11.A.1.b. Gift Acceptance from The Thielen
Foundation

11.A.1.c. Highland Park Senior High School Gift
Acceptance of \$8,000.00

11.A.2. Grants

11.A.3. Contracts

11.A.3.a. Amherst H. Wilder Foundation to Continue
Achievement Plus Programming with SPPS - Three
(3) Schools'. (Leanna Brandsness)

11.A.3.b. Approval of an Employment Agreement with Sheet
Metal Workers International Association, Local 10, to
Establish Terms and Conditions of Employment for 2024-

2027

11.A.3.c. Approval of an Employment Agreement with United Association of Plumbers, Local Union No. 34, to Establish Terms and Conditions of Employment for 2024-2027

11.A.3.d. Contract Amendment #6 for DLR Architects for the Hidden River Middle School Renovation and Addition (Project # 3140-20-02)

11.A.3.e. Equipment Acquisition Award for Bruce Vento Elementary - New Construction Project (Project # 1020-22-01)

11.A.3.f. Contract Amendment #2 for BTR Architects the Cherokee Heights Elementary School Building Systems Replacements (Project # 2070-23-01)

11.A.3.g. Contract Award for Plumbing Lead Remediation at Highwood Hills Elementary (Project # 9009-25-02)

11.A.4. Agreements

11.A.4.a. Community Action Partnership Head Start and St. Paul Public Schools Memorandum of Understanding

11.A.4.b. Approval to Create a Cooperative Sponsorship between Como Park Senior High School and Harding Senior High School for Girls Tennis.

11.A.5. Administrative Items

11.A.5.a. Monthly Operating Authority

11.A.5.b. Human Resource Transactions

11.A.5.c. Facilities Department FY24 Purchases

11.A.5.d. Facilities Department FY25 Purchases over \$175,000

11.A.5.e. Settlement of Insured Claim

11.A.6. Bids

11.A.6.a. Phase Gate Approval of the FY25 Fire Safety Program at Belvidere Early Learning, E-STEM Middle School, Early Childhood Hub West, and Hubbs Center (Project # 0652-25-01): Gate #4 - Contract Award

11.A.7. Change Orders

11.A.7.a. Change Order #7 for Veit & Company for the Bruce Vento New Construction project (Project # 1020-22-01)

11.B. **Further Items That Require Board Action**

11.B.1. Policy Update

11.B.1.a. THIRD READING: Policy 501.02: Student Vehicle Use: Parking on School Premises, Patrols, Inspections, and Searches

11.B.2. Board Sustainability Advisory Committee

11.B.2.a. Board of Education Resolution

11.B.3. Onward SPPS Updates with Facilities Long-term Planning Board of Education, Crossroad Calendar Transition and Benjamin E. Mays School process to change program focus.

11.B.3.a. Resolution-Crossroads Calendar 7.16.24

11.B.3.b. Resolution - Ben Mays Afrocentric program 7.16.24

11.B.3.c. Resolution 5-Year Plan Version 1

11.B.4. FY 26 Long-Term Facilities Maintenance and Related Financing Plan

11.B.4.a. **BAI - FY26 Long-Term Facilities Maintenance (LTFM) Revenue Program Submittal to Minnesota Department of Education (MDE) and Resolution**

11.B.4.b. FY26 Long Term Facilities Maintenance (LTFM) Revenue 10 Year Projection to the Minnesota Department of Education (MDE).

11.B.4.c. FY26 Long Term Facilities Maintenance (LTFM) Expenditure 10 Year Plan to the Minnesota Department of Education (MDE).

11.B.4.d. Statement of Assurances for the 10 Year LTFM plan for Superintendent signature.

11.B.4.e. PMA Presentation

11.B.4.f. Resolution to approve the District's FY26 Long Term Facilities Maintenance 10 Year plan and stating official intent to proceed with and authorizing the issuance of not to exceed \$34,000,000 General Obligation facilities maintenance bonds, not to exceed \$35,000,000 full-term Certificated of Participation, and not to exceeds \$15,000,000 General Obligation school building bonds for the purposes of the betterment of facilities within SPPS.

12. **INFORMATIONAL AGENDA ITEMS**

13. **BOARD OF EDUCATION**

13.A. Information Requests/Responses and Items for Future Agendas

13.B. Board of Education Reports/Communications

14. **ADJOURNMENT**

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

REGULAR MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
Saint Paul, MN 55102, and

Available Streaming Online at www.spps.org/boe and Saint Paul Cable Channel 16

June 18, 2024
5:30 p.m.

MINUTES

1. CALL TO ORDER

The meeting was called to order at 5:30 p.m. by Halla Henderson, Chair.

2. ROLL CALL

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

C. Long, General Counsel; S. Dahlke, Assistant Clerk

Director Henderston also noted the recognition of the new installation of the tribal flags seen behind the Board on the dais. Today In alignment with St. Paul Public Schools (SPPS) Achieves Initiative SPPS recognized and honored Minnesota's eleven indigenous nations with the installation and dedication of their tribal flags. This recognition included the traditional protocols of smudging and a song dedicated to honoring ALL flags and who the flags represent with the acknowledgement from SPPS retiree, Jerry Dearly of the Lakota nation. This honoring initiative was led by the late John Bobolink, the St. Paul Indian Education staff and American Indian Parent Advisory Committee on behalf of all our students, families and community.

3. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Henderson moved approval of the order of the main agenda. The motion was seconded by Director Valliant.

The motion was approved by roll call vote:

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

5. PUBLIC COMMENT

1. **Willa Cienian** Capitol Hill Music Programs
2. **Eliza Johnson** Capitol Hill Music Program
3. **Mohamed Mohamed** Adams Spanish Immersion
4. **Sarah Bober** Elementary Librarians
5. **Rochelle Pereira** Proposed Budget and Music Programming

- 6. Peter Hendricks Central High School-Extracurricular Allocation for 2024-25
- 7. Michelle Wall Academic programming plans and budget for 2024-25
- 8. Earl Milton Split grade level classrooms at Adams Spanish Immersion
- 9. Aisha Williams Bullying
- 10. Jonah Grussing Capitol Hill Music Programs
- 11. Shana Dobie Institutional racism in SPPS
- 12. Khulia Pringle School Climate

6. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Henderson moved approval of the Order of the Consent Agenda with items 3A - Active Employee Life Insurance with Securian Financial; 3F - Contract with Golden Grand Home Care LLC for 1:1 Nursing Services; 3H - Request to Sign Contract with Blazerworks for Contracted Special Education Staffing Support; 5L - Rights & Responsibilities Handbook Revisions for SY2024-25, which were pulled for separate consideration. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

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

7. APPROVAL OF THE MINUTES

- A. Minutes of the Regular Meeting of the Board of Education of May 21, 2024
- B. Minutes of the Special Meeting of the Board of Education of June 11, 2024

MOTION: Director Henderson moved approval of the Minutes of the Regular Meeting of the Board of Education of May 21, 2024, and the Minutes of the Special Meeting of the Board of Education of June 11, 2024. The motion was seconded by Director Ward.

The motion was approved by roll call vote:

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

8. COMMITTEE REPORTS

- A. Minutes of the Committee of the Board Meeting of June 11, 2024

At the Committee of the Board Meeting on June 11, 2024, Superintendent Thein welcomed everyone to the meeting and noted it was an exciting week with the last day of school and excitement for the summer break.

The first presentation focused on Policy 816 - Environmental Health and Safety. The discussion from the Board on this information focused on further details for the threshold for indoor air quality, the timeline for finding and fixing water issues and coordination with Saint Paul Water Services for lead testing. This presentation also focused on the issue of air quality and asthma rates for schools and communities located near interstate corridors. Further questions

included information on the timeline for tree planting, as well as the current work to protect our students now and into the future.

The second presentation included information on the 2024 Legislative Session Update. Questions and further requests for information included details on the cell phone policy, the Medicaid reimbursement program, and VPK seats and budgeting in SPPS. Further details and discussion also focused on the allocations for free school lunch.

The third presentation was the SPPS Administrative Response To The 2023-2024 Latino Consent Decree (Lcd) Parent Advisory Council (PAC) Annual Report to the Superintendent and Board Of Education. Discussion from the Board and families included a request for further details on the benchmarks noted within the presentation, the plan to include an understanding of the history of the people within curriculum as opposed to nations overall, and the meeting schedule with families regarding curriculum. Further discussion also focused on the staff and teachers who will be teaching the curriculum, professional development for educators, the importance of the PAC and families in this work, and information on the implementation of the new curriculum and timeline. Families requested details on the sustainability of the process to ensure there is continuous improvement, professional development for educators to teach cultural appreciation, as well the importance for students to be represented in the classroom. Board members also noted questions about communications to families and the PAC about standards, as well as a thank you to the parents and families for their participation and voice.

The fourth presentation focused on the Fiscal Year 2025 Budget Update. This presentation sparked robust discussion amongst the Board, with topics including the Board parameter regarding enrollment, and questions about East Early Childhood Hub and partnership with HeadStart. There was also discussion about the integration of recommendations from the Equity Committee and Safety and Sense of Belonging as a value, as well as a request for details on racial equity professional development. Information was also requested on the fund balance, total number of PreK seats year over year, a format for easier understanding of the relation of expense codes to program budgets, and breakdowns of Administrative budgets, including information about the UFARS standards. Board members also requested further information on iPad support budgets, expenses for textbooks versus books on iPads. The Board also noted the importance of information on budgetary decisions related to impacts to students in order to facilitate conversations in community. The Board also requested further information on partnerships and their continued work within SPPS.

Following adjournment, board members conducted a work session regarding Board Initiated Goals Governance.

MOTION: Director Ward moved to accept the report on the June 11, 2024 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Vue.

The motion was approved by roll call vote:

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

9. FUTURE MEETING SCHEDULE

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

- 2024
 - July 16
 - August 20
 - September 17
 - October 22
 - November 19

- o December 17

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

- 2024
 - o August 7 – Wednesday
 - o September 10
 - o October 8
 - o November 6 – Wednesday
 - o December 3

10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Thein thanked everyone for their attendance at the meeting and ensuring their voices were heard. He assured the community that the school board and Administration listen to every comment and take them seriously.

He also wished everyone a joyous Juneteenth tomorrow, where the end of the bondage of Africa-American citizens is celebrated and encouraged everyone to reflect and remember the trials and tribulations our Black citizens did and continue to endure.

He also noted that summer school will be starting soon, and approximately 13,000 students from SPPS attend this program. The funding is separate for this as well. The 13,000 students who attend summer school comprise the largest school district, other than SPPS, in Ramsey County. He noted that SPPS is a 24/7 operation, and we are open year-round to serve the community.

Director Valliant noted clarification on Juneteenth. It is the celebration of African-American families in Texas being made aware that the Black community had been freed and the bondage was over.

11. AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Consent Agenda

MOTION: Director Henderson moved approval of all items within the consent agenda withholding items 3A - Active Employee Life Insurance with Securian Financial; 3F - Contract with Golden Grand Home Care LLC for 1:1 Nursing Services; 3H - Request to Sign Contract with Blazerworks for Contracted Special Education Staffing Support; 5L - Rights & Responsibilities Handbook Revisions for SY2024-25 for separate consideration. Director Franco seconded the motion.

The motion was approved by roll call vote:

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

1. Gifts

BF 33848 Acceptance of Gift from Horace Mann School PTA

That the Board of Education authorize the Superintendent (designee) to accept the gift from Horace Mann School PTA.

BF 33849 Acceptance of Gift from Eric Dahlberg

That the Board of Education authorize the Superintendent (designee) to allow Murray Middle School to accept a monetary gift from Eric Dahlberg in the amount of \$5,000.00.

BF 33850 Acceptance of Gift from Open World Learning Community Parent Teacher Organization Donation

That the Board of Education authorize the Superintendent (designee) to accept the gift from Open World Learning Community Parent Teacher Organization.

BF 33851 Acceptance of Gift from West St. Paul Commercial Club Class of 2024 Scholarship Gift

That the Board of Education authorize the Superintendent (designee) to accept the \$7,500.00 gift from the West St. Paul Commercial Club and provide a letter of appreciation for the gift.

BF 33852 Acceptance of Gift of Donation from Rev. Dr. Darcel Hill

It is recommended that the Board approve the funds from Rev. Dr. Darcel Hill for MN STEM Partnership Program and Supplies for CFD Freedom Schools to code 19-005-505-321-5096-F45.

2. Grants

BF 33853 Request for Permission to Accept a Grant from the Sauer Family Foundation

That the Board of Education authorize the Superintendent (designee) to accept funds from the Sauer Family Foundation and to implement the project as specified in the award documents.

BF 33854 Request for Permission to Apply for Matching Funds from Literacy Minnesota

That the Board of Education authorize the Superintendent (designee) to apply for matching funds from Literacy Minnesota; to accept funds; and to implement the project as specified in the award documents.

BF 33855 Request for Permission to Submit a Grant to Allina Health

That the Board of Education authorize the Superintendent (designee) to submit a grant to Allina Health; to accept funds; and to implement the project as specified in the award documents.

3. Contracts

BF 33856 Active Employee and Early Retiree Health Insurance with HealthPartners

That the Board of Education approve a contract for employee health insurance coverage with HealthPartners, effective January 1, 2025.

BF 33857 Active Employee Short-Term and Long-Term Disability Insurance with MetLife

That the Board of Education approve a contract for employee disability insurance coverage with MetLife, effective January 1, 2025.

BF 33858 Active and Retiree Employee Dental Insurance

That the Board of Education approve a contract for employee dental insurance coverage with MetLife effective January 1, 2025.

BF 33859 Contract Amendment #7 for Cuningham Group Architects for the American Indian Magnet School Addition and Renovation (Project # 1160-19-01)

That the Board of Education authorize Amendment #7 for Cuningham Group Architecture in the amount of \$7,324 for the American Indian Magnet School Addition and Renovation project (Project #1160-19-01).

BF 33860 K-10 FASTBridge Reading Screener Renewal

The Board of Education authorizes the Superintendent into a contract with Renaissance. The total cost for services will not exceed \$205,000.

BF 33861 Request to Sign the Contract between SPPS and Ramsey County Workforce Solutions – Correction

That the Board of Education authorize the Superintendent (designee) to sign the Contract between Saint Paul Public Schools and Ramsey County Workforce Solutions.

BF 33862 RFB A24-4728-A – Playground Services

That the Board of Education authorize the award of Request for Bid No. A24-4728-A contract for playground services for a three year period beginning July 1, 2024 to E3 Services for an estimated annual cost of \$600,000.

BF 33863 Procore Technologies Contract Amendment #1

That the Board of Education authorize award of Amendment #1 for Procore Technologies in the amount of \$7,590.

BF 33864 Annual Renewal of Oracle ERP, Database, and Cloud Services Agreements with Collier IT, and Vendor Related Products and Services

That Board of Education authorizes District administration to enter into product and service renewal agreements, as presented, for a period of 12 months in the amount of \$2,156,480 for FY25, beginning July 1, 2024.

BF 33865 Request to Sign the Contract between Minnesota State and Saint Paul Public Schools (SPPS) pertaining to PSEO by Contract Courses offered at the 3M Advanced Training Center

That the Board of Education authorize the Superintendent (designee) to approve the request to sign the contract between Minnesota State and SPPS pertaining to PSEO by Contract classes offered at the 3M Advanced Training Center.

BF 33866 Contract between SPPS and Achieve Twin Cities

That the Board of Education authorize the Superintendent (designee) to approve the contact between SPPS And Achieve Twin Cities for the 2024-25 school year.

4. Agreements

BF 33867 Approval of an Employment Agreement with United Association of Steamfitters, Pipefitters, and Service Technicians, Local Union No. 455, to Establish Terms and Conditions of Employment for 2024-2027

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom United Association of Steamfitters, Pipefitters, and Service Technicians, Local Union No. 455, is the exclusive representative; duration of said Agreement is for the period of May 1, 2024 through April 30, 2027.

BF 33868 Request to Sign Student Teaching Agreement with Minnesota State University, Mankato

That the Board of Education authorize the Superintendent (designee) to sign the Student Teaching Agreement between Saint Paul Public Schools and Minnesota State University, Mankato.

BF 33869 District Rooftop Lease (Cell Tower) at Global Arts Plus Lower Campus

That the Board of Education authorize the execution of the Lease Agreement between the District and Dish Wireless, LLC for the (10) year term, with annual rent for the first year of Twenty-Nine Thousand Five Hundred Dollars (\$29,500), subject to all other terms and conditions of said agreement.

BF 33870 Memorandum of Understanding between Bethel University and Saint Paul Public Schools (Harding High School)

That the Board of Education approve this MOU and authorize the Superintendent (or designee) to execute the Memorandum of Understanding between Bethel University and Saint Paul Public Schools.

5. Administrative Items

BF 33871 Monthly Operating Authority

That the Board of Education approve and ratify the following checks and electronic transfers for the period April 1, 2024- April 30, 2024

(a) General Account	#772671-773711	\$67,949,448.16
	#0005221-0005257	
	#7005168-7005204	
	#0010060-0010253	
(b) Construction Payments	- 0 -	\$5,952,026.19
(c) Debt Service	- 0 -	<u>\$1,500.00</u>
		\$73,902,974.35

Included in the above disbursements are two payrolls in the amount of \$46,596,653.67 and overtime of \$279,287.12 or 0.60% of payroll.

(d) Collateral Changes
Released: None
Additions: None

That the Board of Education further authorize payment of properly certified cash disbursements including payrolls, overtime schedules, compensation claims, and claims under the Worker's Compensation Law falling within the period ending October 31, 2024.

BF 33872 Recommendations for Exclusion of Students Non-Compliant with Minnesota Statute 121A.15 Health Standards: Immunizations

That the Board of Education exclude noncompliant student(s) from school(s) effective June 26, 2024, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

Human Resources Transactions

BF 33873 Transactions for May 1 – May 31, 2023

BF 33874 Approval to Create a Cooperative Sponsorship between St. Paul Como Park and St. Paul Washington Technology Magnet

That the Board of Education authorize the Superintendent (designee) to approve the Cooperative Sponsorship for Football with St. Paul Como Park and St. Paul Washington Technology Magnet.

BF 33875 Approval to Create a Cooperative Sponsorship between St. Paul Johnson and St. Paul Harding for the Girl's Swimming Program

That the Board of Education authorize Chief Collins to approve the Cooperative Sponsorship for Girl's Swimming with St. Paul Johnson and St. Paul Harding.

BF 33876 Designation of an Identified Official with Authority (IOWA) for Education Identity Access Management

That the Board of Education authorize Superintendent John Thein as the Identified Official with Authority (IOWA) for Saint Paul Public Schools and Elizabeth McInerney as the Proxy Identified Official with Authority (IOWA) for Saint Paul Public Schools ISD 625.

BF 33877 Facilities Department FY25 Purchases over \$175,000

That the Board of Education authorize the purchases listed for the Facilities Department anticipated to be over the \$175,000.

BF 33878 Phase Gate Approval of FY23 A/V Replacement Program at Central High School and LEAP at John A. Johnson (Project # 0680-23-01): Gate #5.2 – Project Final Fiscal Close-out

That the Board of Education accept the report provided for FY23 A/V Replacement Program at Central High School and LEAP at John A. Johnson (Project # 0680-23-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out.

BF 33879 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project #4160-25- 01): Gate #2 – Project Charter

That the Board of Education approve the Hamline Elementary Secure Entry, Heating and Plumbing Replacement project (Project #4160-25-01) at Phase Gate Check #2 – Project Charter.

BF 33880 Phase Gate Approval of the Humboldt Senior High Kitchen HVAC (Project # 2142-25-01): Gate #3 – Project Budget

That the Board of Education approve the Humboldt Senior High Kitchen HVAC project (Project # 2142-25-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at \$849,000 and indicating direction to proceed with construction bidding.

BF 33881 Phase Gate Approval of the Theater and Stage Equipment Upgrades at Harding Senior High, Open World Learning, Washington Technology Magnet, and Highland Park Senior High (Project # 0925-22-01): Gate #5.2 – Project Final Fiscal Close-out

That the Board of Education accept the report provided for Theater and Stage Equipment Upgrades at Harding Senior High, Open World Learning, Washington Technology Magnet, and Highland Park Senior High (Project # 0925-22-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out.

BF 33882 Approval of Pay Equity Implementation Report

That the Board of Education of Independent School District No. 625 approve the Pay Equity Implementation Report and Request for Reconsideration of Pay Equity Non-Compliance submitted to the State of Minnesota Office of Management and Budget.

BF 33883 Payment of Annual Property and Liability Insurance Premiums

That the Board of Education authorize the Superintendent (designee) to authorize the payment of up to \$3,700,000 in insurance premiums for fiscal year 2025.

BF 33884 Minnesota Department of Transportation (“MN DOT”) Proposal to Purchase Rights to District Property – Farnsworth Lower

That the Board of Education execute and approve MN DOT’s proposal to purchase property and temporary easement and construction rights to a portion of the District property located at and around 1290 Arcade Street, St Paul, MN 55106 in the amount of \$24,700.00 for improvements to State Trunk Highway 61 and State Trunk Highway 5r around the District’s property.

BF 33885 Minnesota Department of Transportation (“MN DOT”) Proposal to Purchase Rights to District Property - Johnson

That the Board of Education execute and approve MN DOT’s proposal to purchase property and temporary easement and construction rights to a portion of the District property located at 1349 Arcade Street, St Paul, MN 55106 in the amount of \$67,550.00 for improvements to State Trunk Highway 61 and State Trunk Highway 5r around the District’s property

6. Bids

7. Change Orders

BF 33886 Change Order #5 for Camacho Contractors for the Bruce Vento Elementary - New Construction Project (Project # 1020-22-01)

That the Board of Education authorize the Superintendent, Superintendent’s Designee, or Executive Director of Administration and Operations to sign Change Order #5 for Camacho Contractors for the Bruce Vento Elementary – New Construction project (Project # 1020-22-01) for the amount of \$309,400.

BF 33887 Change Order #2 for General Sheet Metal Company for the Bruce Vento Elementary - New Construction Project (Project # 1020-22-01)

That the Board of Education authorize the Superintendent, Superintendent’s Designee, or Executive Director of Administration and Operations to sign Change Order #2 for General Sheet Metal Company for the Bruce Vento Elementary – New Construction project (Project # 1020-22-01) for the amount of \$188,880.

ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 33888 Active Employee Life Insurance with Securian Financial

Director Carrillo noted that he pulled this item for separate consideration because he is employed by Securian for his day job. He will be abstaining from the vote, and let the Board and community know that he is not involved in any financial gains from this agreement or contract, and to let the community know there is not a conflict of interest.

MOTION: Director Henderson moved that the Board of Education approve a contract for employee life insurance coverage with Securian, effective January 1, 2025. Director Allen seconded the motion.

The motion was approved by roll call vote:

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

Director Allen Yes

BF 33889 Contract with Golden Grand Home Care LLC for 1:1 Nursing Services

Director Franco noted a few questions on this item, including an update on the number of staff anticipated in the contract for services as well the projected cost, and where this contract is stated in the budget. Becky Schmidt, Director of Health and Wellness provided more details. Currently, this contract is for one-to-one nursing for students who generally require a high level of skilled nursing care in the event that a school nurse is absent or there is no other staff to cover, then the agency would fulfill this need. It is an all-day service, with eight hours for a nursing fee from the agency, and the specific dollar amounts can be provided to the Board.

MOTION: **Director Henderson moved that the Board of Education authorizes the Superintendent to enter into a contract with Golden Grand Home Care LLC for 1:1 Nursing Services. Director Ward seconded the motion.**

The motion was approved by roll call vote:

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

BF 33890 Request to Sign Contract with Blazerworks for Contracted Special Education Staffing Support

Director Franco requested information on this item in regards to the number of different temporary service contracts. Assistant Superintendent Heidi Nistler provided information, including that all of the contracts for temp services in place for the 2023-24 school year did expire, and the team brings forward this item, with the same amount and expenses, with all costs eligible for SPED funding. Those costs are offset by not having expenditures due to vacancies. BlazerWorks does have access to different types of staff to cover different vacancies.

Director Franco confirmed that the contracts approved previously are no longer in effect, and this will be the only temp service with SPED for the FY25 budget. The previous contract expires on June 30th, and this contract will be in effect from July 1, 2024 through June 30, 2025, with the only one brought forward, and will including school social workers and speech language pathologists, for the best possible change to fill those positions.

Director Franco also noted questions on the current market trends for these types of positions. Response: We are working with HR to identify long-term strategies to identify the staffing shortages, including partnerships with universities and University of St. Thomas for undergraduate licensure for SPED. While working on those long-term strategies, we can also leverage the help of the agency staff for the short-term challenges we are also facing.

MOTION: **Director Henderson moved that the Board of Education authorize the Superintendent (designee) to approve this contract. Director Ward seconded the motion.**

The motion was approved by roll call vote:

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

BF 33891

Rights & Responsibilities Handbook Revisions for SY2024-25

Director Valliant requested to pull this item for further discussion. Her first question included the make-up of the committee, and wondering why there are no students or families present. Chief of Schools and Learning, Andrew Collins, provided additional information. The annual process for the revisions is in alignment to Policy 506.00, and the openness to seek additional perspectives. One of the updates in the process is to think about the handbook in regards to students for their rights and responsibilities, as well as staff. Administration works through the comments and shared beliefs. It also needs to be parent- and family-friendly. The purpose in this process is to update language, with no major changes. In the place of seeking additional perspectives, we can put that into place for next year.

Director Valliant also requested information on the definition of “horseplay.” Administration then responded with the definition as included in the handbook. She also noted questions on the definition of “manifest determination”, which includes a meeting of parents and families with staff to review the IEP of a student to determine the manner of the behavior. The definition of “intent” was also reviewed, as well as the differences in the definition of “restorative circles” and “community circles”.

Details on bus riding privileges were also reviewed, including the terminology involving “bus suspension.”

Director Franco also echoed the need to rewrite the handbook in partnership with families and students for optimal understanding and implementation. He also noted a question about the communication of the handbook and teaching the expectations to students and families. Administration noted that the goal of the handbook is to ensure that students have a user-friendly version that is reviewed in their Advisory or Foundations classes in the first weeks of school. Director Franco also noted questions around the accessibility for students and families. Chief Collins noted that the handbook is loaded onto student iPads and is translated into multiple languages on the SPPS website. It does review and contain a lot of information, and the messaging on the handbook varies by building for what works best for them and their families and students.

Director Allen noted questions about the different interpretations of this document and communications to ensure everyone understands the handbook. Chief Turner noted that in Parent Academy, the handbook is covered within one of the sessions. The ways in which a school relays information to families is what is different and varies by building, but the actual implementation of the policies and procedures is universal.

MOTION: Director Henderson moved that the Board of Education authorize the Superintendent (designee) to approve the proposed revisions made to the Rights & Responsibilities Handbook for SY24-25. Director Vue seconded the motion.

The motion was approved by roll call vote:

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

FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Fiscal Year 2024-2025 Proposed Budget

BF 33892

Fiscal Year 2024-2025 Proposed Budget

Chief Sager presented the FY24-25 Budget Update presentation. Within the presentation were details about:

- FY25 Budget Timeline and Budget Building Blocks

- Budget Reduction Target Progress
- FY25 Budget Driver & Output
- FY25 General Fund Revenue Sources and Expenditures Comparison
- Summary ALI Funds - Fund Balance Budget
- Fund Balance for FY25 Budget
- FY25 Budget for Board Approval

The FY25 Budget update starts off with the recapping where we started in the fall of 2023 with expiring funds, increased cost and declining enrollment leading SPPS to project a budgetary shortfall for FY25. From there on to the winter 2024, SPPS identified community values, instructional priority and established budget parameters. In the Spring 2024, additional decisions were made about what commitments to stop, reducing the budget gap and budget information meetings were held at schools for families and staff. Human Resources and DEED assisted with career resources for staff impacted by the reductions. June 2024, staffing reductions and SY24-25 service changes are finalized. The Proposed FY25 general fund budget of \$707.4 million and FY25 deficit spend of \$37 million proposed to close the remaining budget gap. The FY25 budget building blocks will continue to support school needs, requirements (constraints, obligations), community values & instructional priority and essential services. The presentation also summarized the driver and output that makes up the FY25 budget, with the general fund revenue sources, general fund expenditures comparison, a summary of budget funds and the proposed FY25 budget for Board approval.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Carrillo noted that we've heard from the community that one of the biggest issues that they have is concern for a lack of transparency. This is something that's not new. We have heard this over the years. It's something that I want to make sure that the community understands that it is not that we are listening to them, it is something that is currently in the process. We are thinking about how we can affect or transform our budget process going to further years, it is something that will have to be worked on as a board together. We will definitely need you to help and the input of members of the community as well. I definitely feel and share those concerns as well, at the same time it's easier when you have a background and understanding school budgets. I think what we need to do is we need to focus our efforts as a community of leaders to open up our planning process.
 - Especially on earlier calendar dates in the engagement round so that people can be able to speak their thoughts and truth about the numbers and priorities, but most importantly, we want to be able to build trust. It doesn't mean that we're going to overspend or we're going to be negligent with our funds. The most important thing is that our community is aware that we're going to be open books during these months, so that the process leading up into June is not full of question marks. I'll leave it at that. I think it's very open-ended because there is still work to be done. We as a board, are very, very committed to, so thank you.
- Director Franco- Have understanding of how the budget gets built on building blocks and the constraints that exist. I understand that we came from a budget deficit of 150 million dollars. Now to a place of what deficit spend that we're being asked to approve tonight for 37 million dollars which is going to reduce our fund balance to the minimum required by this body to about a quarter of a million dollars.
 - What we heard in the COB meeting and I want to acknowledge that; I know that there has been a lot of time, effort and energy from folks in this room spent in drafting and creating this budget. I know that every question that we ask is another task on your to-do list and I just want to say that I appreciate your work. I also just want to acknowledge that the questions that I have continued to ask are not because I want to waste time or have some "gotcha" moment. Really, I'm asking because we these folks here are required to vote on the budget and we have to understand that it really does reflect our values and provide the most positive impact possible to our students.
 - While I appreciate the one pagers of the data, I think that there were certainly some gaps there. There is a lot to do in terms of collecting program level data and being able to translate that into actual decisions. I recognize that asking some of these questions right now are a little bit rhetorical

for this conversation but I do want to have answers to some of them. The biggest piece is really understanding the full impact of these budget allocations.

- I am still unsure of some of the programmatic impacts by budgets and how they really are impacting learning. I have some concerns about coding, particularly around travel-related to non-grant funded positions in program budgets and classification of the administrative costs, which is higher than 4.8 million dollars as the budget, both present or where things are classified. Just trying to understand them more fully, just more clarity, on maybe less of the ledger and more narrative on the line-item budget. It's still hard to understand how much we spend on salary benefits versus materials, equipment etc. Interested in and diving deeper into what the Teaching and Learning budget entails as a 17 million dollar program.
- I recognize that there are certainly positions or material costs within that are essential, but really understanding the connection between the way that that 17 million dollar budget is way larger than any of our single school sites, how that impact is and that is some of the questions from folks that remain in the community. Continuing to understand the program allocation guideline specific to program level, staff or district level staff is something that I've continued to ask and still wonder how we come up with our calculations on some of the adverse so the like required positions versus suggested or invested in positions and how they're really impacting positive student outcomes. The total amount of budget that is allocated for contracted or temp services. Concerns about going through temp services and what kind of threshold is for when we decide to actually solve the bigger issue.
- There was another question that I know I asked, but really understanding fully when we got to April and our reduction target was closer to 17 million dollars and then we made the decision was made to sustain an additional 20 million dollars, and save a 20 million dollars in reductions, but school budgets were not impacted by that at all. Again, I am still trying to understand the threshold for the 20 million dollar reduction that was now sustained versus not being sustained is something that I have asked about. I have to imagine that there was a plan B,C and D because I know that you all had been working on that. Many questions that I still have that I know that I will have to, in this board, will be responsible for monitoring in the FY25 budget as we turn the page into the 24-25 school year.
- The biggest concern that I still have that we haven't really talked about is the impact on our students. What are the projected impacts to our students and their learning and their outcomes? I mean, just generally changes in the school lunch program. We know that culturally relevant meals are going to have a little bit of a hit this coming year. Media specialists at the elementary level. What are the impacts for students there? Recognizing that yes, we're still replacing TA positions, but what is that impact? Significant reductions on school-based maintenance support services that are going to keep our school safe and clean and what that impact looks like for buildings being open past a certain time. Significant reductions in out of school time programming without a solid plan or and how to leverage partnerships and actually maintain or increase some of those services. Reductions in all elementary arts and music classrooms, those impacts to our students. We can all agree that they are going to be impacted, but what are those impacts? How are we continuing to leverage our public infrastructure as a place for community building to keep students engaged? Reductions in early learning in Pre-K seats. Fewer non licensed staff members in many cases are the most representative of our students and our community, and who in many cases have the best relationships with students and families. Additional composite classrooms at the elementary level. What does the impact socially, emotionally and educationally for student outcomes? In many more impacts, these are just the ones that we have heard through communities. I don't know what the additional impacts are because we have yet to see those narratives. We've talked about the impact to the budget or the business operations of the district, but again the conversation around student outcomes and student impacts, I felt like it hasn't been our conversation.
- I'll just say that during my short few months on the Board and my longer term community work, what I hear most from my community is that they want their children to learn an environment that respects and teaches about their differences. They want high quality instruction, high quality before & after school programs, good lunches, opportunities to share feedback that actually translates to positive change and be able to build it together.

- My inclination is that, of course, this budget is going to get adopted by this board tonight through a majority vote. However, due to the outstanding questions and lack of clarity on how our adopted FY25 budget will actually impact our scholars' learning, experiencing and growth within the next school year, I'll be voting. No on the proposed FY25 budget. I also expect and anticipate that there will be greater involvement from the Board and the community. I anticipate the changes for the FY26 budget and that will, of course, be our responsibility to monitor.
- Director Ward - Thank you to Director Carrillo, for your comments. Speaking to something that we've all heard, which is there is a community desire for us to have a very transparent process that they can influence.
 - Thank you, Director Franco, for being so consistent in asking the questions that you have and advocating for that vision of a budgeting process and where people have real opportunities to provide feedback that actually result in specific changes. I can definitely empathize with your perspective, last year, I voted "No" on the budget for pretty much exactly the same reason. I want to thank you both for the work that you're doing and for your advocacy there.
 - We were provided with very detailed information about how our Administration was evaluating program effectiveness, which was a new and exciting step. That was really helpful for me as I tried to understand more about what we're doing and what we were spending our money on. We have been engaged more than we have been in previous years and I really appreciate that, so thank you to the Executive team and everyone who was involved.
 - Whenever people contact us or coming up and speaking to us, like today, I want to let them know that we hear what the people are saying and that we are not disagreeing with anything that we're hearing, I don't blame anyone for being frustrated with us or the budget this year, because that frustration, I feel it too. Whenever you know we hear complaints, I try and think about what exactly it is that I and the Board can do to address those concerns. This budget cycle is tough, we spend less on administrative costs than most districts. Can someone remind me how much was the target cut for administrative departments this year?
 - Chief Sager - 6 million dollars or about 11%.
 - Director Ward – That is pretty significant. Another thought was, let's see if there's any way that we could look at the fund balance of trying. Save programs for this year and do deficit spending. Well, we're already doing that. When people are coming to us and saying we need to make sure that we protect this program in this given school, I agree but also there are cuts that have happened to schools across the district not in isolated areas and we can't treat one school less fairly than another.
 - I'm going to vote "Yes", on this budget. It's not because I'm happy with the cuts that we're making, but it's because we are doing about as good as we can with a really bad situation. Part of my frustration last year was being really disappointed with our budgeting process while not seeing us as a Board, taking concrete steps to change what our process looked like and that is not true this year. Our Board is working in really specific concrete ways to change the way that we involve the community in making processes. One of the ways is B.I.G.G, Board Initiated Goals Governance. We are going to be asking community members across the district what they want to see from us and we are going to turn that feedback into specific goals that we are going to use to provide direction to the district. Please do and let us know your thoughts.
 - I think it's going to be a pretty significant change to the way that we operate and the way that we involve the community. Unless we get some really good news from the legislature or enrollment numbers really improve, it can be another hard year because we are deficit spending. We might be dealing with some similar conversations. I appreciate everyone who took time to come here to try to make their school better and especially to the students that came out to talk about their own experience genuinely. Thank you.
- Director Vue – One of the problems that was brought up to the Board a year ago was that when we got the fall final budget was 10 days before we voted and the direction that we gave administration was that we wanted to be more proactive with our community, determining what the priorities are and informing them about the budget process, from started at that budget cycle to this one and this is where we ended up at right now.
 - The presentation that Chief Seger gave us is not a perfect process, there's things we learn about this budget cycle that we will try to implement in the next budget cycle but the main thing I want to communicate to the community is that this is a tough budget cycle, tough decisions. We as a board know that a cut is somebody's job. A cut is how somebody provides for their family. A cut is

someone's career, it is their dreams, their visions with what they want to do for SPPS and its students. We don't lose sight of that. Some of the cuts that we're talking about here that are in these numbers are my friends. We as a Board understand the hurt, the pain and the disappointment that is coming from coming from the community. What I want to say to our community is that this Board is committed to create a stronger budget process, moving forward as Vice Chair Ward says that the input will be exercised within the budget.

- Director Henderson- A few reflections. 1, just a lot of gratitude to the colleagues I get to sit up here with. I think it's always not just informative, but inspiring to see the way that you all react and work together. It makes this easier to do not easier to move through because this is an incredibly difficult process, but to know that we are together. Trying to think about how we build systems that continue to progress and that work for our communities. I'm relatively pessimistic and this gives me a lot of hope, so, thank you for that.
 - The other thing I want to acknowledge is that we talk about our budgets as a living breathing and documents but they are also as Director Allen often points out, a moral document. They reflect the values and the things that we believe and the tension for me throughout this process has been the thing that I believe in is not the thing that we are necessarily going to get with this and that is not just painful, but it's disappointing internally for me as someone and I and I imagine for everyone in this room who was here because we believe in a high quality education that works throughout our students.
 - There is a level of Yes, we're moving through it, but there's a level of pain there as well for the folks in this room and so as I've been trying to rationalize how we sit here and how we move forward; I've also had to think about how we got here and it's not lost on me and I think I've shared this before here. It's not lost on me for a brief moment in time. We saw what was possible if there was a greater investment in public education. There was a moment where the federal government was able to provide us the resources for our schools to be able to breathe to be able to meet the needs to some extent of our students and now, we are here having to say we can no longer provide that same level of support. We have seen a shift and loss of revenue, both from the state level and then also within our city and the people who show up at our classrooms. We have seen declining enrollment which, as we all know, leads to declining funds for our school buildings. So, as I'm sitting here, all I can think is, it is not just the decisions that we're making today, but it's the decisions we've made in previous years, it's the decisions that previous lawmakers and bodies, such as ours have made that have gotten us to this moment.
 - A thought I've also shared with this board and with the community before. That doesn't mean that we stop here. It doesn't mean that we set everything down and say, we're approving a budget that actually doesn't reflect all of the things that we care about. There are some really wonderful investments that we were able to sustain and to move forward and I'm really excited about that but the work isn't ending here. There's work internally about how we communicate with each other. There's work entirely about how we move this budget process forward in a way that is externally facing and creates avenues for communities to shape and organize each other around what it is that we want in need. There is a desire that I hear and see for a process that is structured and transparent. So that in September, October and November, the community knows where we are in each process and can then give us the information that we need to sit here and say, actually I think we're off the mark and we might not even have to say, "I think we're off the mark".
 - Those are 2 pieces of work that I'm really excited to see. Move forward and I know this board is. The last step for me is I Keep going back to this desire and it was one of our parameters that we want to expand enrollment. We want to make sure that we have students in our buildings and this is a school system that works for them, but it's impossible for me to think of how we get there without understanding how we got to the number where we are right now. How did we get to the declining enrollment that we are at? No stabilized enrollment! We need that analysis. We need to understand the financial implications of 5, 10, 15 years of shifts have had and I want to just say that I think that is an analysis that I am excited to see more and more of and to really lead on.
 - The last thing I will add is that this is not a moment that exists just for St. Paul Public Schools, we can look across the river and we can see our colleagues in Minneapolis grappling with a lot of the same decisions. We look at districts around the state, who had to make substantial cuts and yes, a lot of that as has to do with the removal of our federal funds, but it's a lot of different factors and until

we understand what all of those factors look like and until we all come together to advocate and to push for the funding that we actually need to have sustainable long-term education in our buildings, then we're going to be here, years after year and I refuse to be here every year. So, I am going to leave it there.

- This is not the place that we wanted to be, but it is the place that we are and I am grateful for the work that has gotten us here. I'm grateful for this Board. I am grateful for the Administrations who have put in a lot of tireless nights to get us here.
- To the community, I hope that we can continue to think about how we can advocate together for the resources that we need. I hope that we can continue to come back together to think about what are the partnerships and the work that we need to do. I think we are all ready to move on that and now it's just getting going and we're there.

MOTION: Director Henderson moved the approval and adoption of the Fiscal Year 2024-2025 Adopted Budget as presented. Director Valliant seconded the motion.

The motion was approved by roll call vote:

Director Carrillo	Yes
Director Franco	No
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes

10. INFORMATIONAL AGENDA ITEMS

A. Policy Update

- a. SECOND READING: Policy 501.02: Student Vehicle Use: Parking on School Premises, Patrols, Inspections, and Searches

Laurie Olson, Director of Security and Emergency Management, then presented this Second Reading. The rationale for the proposed update to this policy was reviewed, as well as the purpose, definitions of terms within the policy, and next steps, including the Third Reading and Action at the July 16th Regular Meeting.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Franco requested information about the impact of this policy on the FY25 budget, including staffing. Response: There will not be an operational change in that our SSLs will continue to do the excellent work they currently do. We were careful when crafting the budget so that impacts would not feel the impact directly in buildings. There will be a different contact at the district level to support SSLs and one of the contacts will be Laurie Olson, Director of Security and Emergency Management.
- Director Vue requested information on the patrol and inspection of the exteriors of vehicles and the work for staff. Response: High school SSLs would, as part of their external patrols, conduct external walks around the building throughout the day, and they would look at parking lots for indications of tampering or broken glass, or to ensure no personal belongings were left on open seats in vehicles. With the internal search clause, there would need to be specific information to lead to the search, and would be rare to ask to enter a car. Director Vue confirmed that this applies to vehicles parked in school parking lots, not on public streets as well.

B. B.I.G.G.: Board Initiated Goals Governance

Director Ward then provided an update on this topic. He noted the debriefing of the student engagement sessions, and taking lessons for the next round of student engagement next school year. There have also been engagement sessions with staff, and the Board will continue to seek opportunities to engage the public throughout the summer.

He also provided details on an upcoming survey for those unable to attend the engagement sessions.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION: None

13. BOARD OF EDUCATION

A. Information Requests/Responses and Items for Future Agendas

- Director Franco requested an update on the work regarding SEAB, and a request for SEAB updated to be added to the board meeting agenda.
- Director Henderson requested information on a wider analysis of the arts and music landscape in SPPS.

B. Board of Education Reports/Communications

- Director Vue noted his experience at the Hmong Student Recognition Event, and thanked Ms. Abrams, Mr. Matamoros, and Ms. Reyes from the Office of Family Engagement and Community Partnerships for their work. It was a great event where families and students were recognized in many different ways.
- Director Franco noted his experience at the 2024 graduation ceremonies, including at our alternative programs and Humboldt. It was great to celebrate with students and families.
- Director Carrillo echoed sentiments around graduation ceremonies, including his experience at the BridgeView graduation. He was also able to celebrate at larger, comprehensive high school ceremonies. One of the highlights is the partnerships with students and families on a journey of 13+ years of engagement. It is our hope that our work continues to focus on those moments, and to be able to experience the journey with students for a certain timeframe is impactful in this work.
- Director Valliant noted her experience at the Hubbs Center graduation ceremony, and thanked those graduates for their work in making time in their adulthood to go back to school to earn their GED for future opportunities. She also noted she was able to attend Central's graduation with Director Allen, and her niece was graduating, which was fun. She noted that her oldest son graduated in 2020 with a very different graduation experience due to the COVID-19 pandemic, and encouraged the District to reach out to the 2020 graduates with an opportunity to walk and celebrate in some way for something they missed at their high school graduation.
- Director Henderson noted that graduations are a celebration of the work of students, and the mental load to show up each day, and it can be a lot. It's an accomplishment and having the space to celebrate with them is meaningful. She also noted the upcoming Summer Graduation, which is a highlight as well for students with incredible opportunities.

14. ADJOURNMENT

Director Henderson moved to adjourn the meeting; Director Franco seconded the motion.

The motion was approved by roll call vote:

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

The meeting adjourned at 8:08 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:
Sarah Dahlke (and Xue Yang, Interim Assistant Clerk)
Assistant Clerk, St. Paul Public Schools Board of Education

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

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

**June 18, 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 arrived at 4:05 p.m.

Administration: Superintendent Thein, C. Long, K. Thao, D. Wells, P. Pratt-Cook, T. Sager, A. Collins, J. Turner, S. Gray Akyea, E. Wacker, S. Dahlke, 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. MOTION TO CLOSE MEETING

MOTION: It was moved by Director Henderson and seconded by Director Carrillo that the Board of Education close the special meeting and continue the meeting as a closed meeting to discuss the matter of strategy for labor negotiations for these bargaining units, including ASAP, MMSA, PEA, AFSCME, as is provided for by Minnesota Statutes Section 13D.03. The motion passed by acclaim.

V. NEW BUSINESS

The Board of Education and staff discussed the matter of strategy for labor negotiations for these bargaining units - ASAP, MMSA, PEA, AFSCME, as is provided for by Minnesota Statutes Section 13D.03.

VI. MOTION TO OPEN MEETING

MOTION: It was moved by Director Henderson to conduct the remainder of this meeting as an open meeting. The motion was seconded by Director Ward. It passed by acclaim.

VIII. ADJOURNMENT

MOTION: It was moved by Director Henderson, and seconded by Director Carrillo, to adjourn the meeting. It passed by acclaim.

The meeting adjourned around 4:39 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

**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

