

**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

**October 22, 2024
5:30 p.m.**

MINUTES

1. CALL TO ORDER

The meeting was called to order at 5:31 p.m. by Halla Henderson, Chair.

2. ROLL CALL

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

C. Franco and C. Allen were absent.

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

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 Carrillo.

The motion was approved by roll call vote:

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

4. RECOGNITIONS

BF 33988 Acknowledgment of Good Work Provided by Outstanding District Employees

1. East African Magnet School Principal **Dr. Abdisalam Adam** received “The Outstanding Refugee Award” in the Educational Entrepreneurship category last month at the Minnesota Department of Human Services annual Outstanding Refugee Awards Ceremony.

The Human Services ceremony recognized the contributions of 11 individuals nominated in 2024 to celebrate the courage, resilience, and entrepreneurship of refugees and their children, and to recognize their contributions to the state.

Dr. Adam has been with Saint Paul Public Schools since 1997 in a variety of roles, and was an assistant principal at Highland Park Senior High School before leading East African Magnet School.

Dr. Adam received his Doctor of Education and Administrative License from Bethel University, his Master's in Curriculum and Instruction from St. Cloud State University, and a B.A. in English as a Second Language from King Saud University in Saudi Arabia. In addition to the United States, he has lived in Somalia, Ethiopia, Nigeria and Saudi Arabia. He is a strong advocate for multilingualism and he speaks Somali, English and Arabic.

2. Congratulations to the following teachers who recently achieved K-12 Hmong Language licensure through Concordia College, Moorhead: **See Yee Yang** (Washington Tech), **Chivouayi Lo** (Johnson), **Youa Lee** (Harding), **Kalia Vang**, **Pang Bee Xiong**, **Soua Her** and **Ka Ying Yang** (Txuj Ci Lower). This is a historic accomplishment as these are the very first teachers to achieve licensure to teach Hmong in Minnesota, likely in the country as well.

In addition to the K-12 Hmong Language licensure, **See Yee Yang**, **Chivouayi Lo** and **Youa Lee** also earned a Master's of Education in World Language Instruction.

Concordia College, Moorhead, is the first university to offer a viable pathway to K-12 Hmong licensure. In 2022, this cohort of Hmong teachers began the Master's of Education in World Language Instruction program with licensure in K-12 Hmong. This program utilized a Hmong teaching curriculum developed by Minnesota Zej Zog (MZZ), a Hmong non-profit, with the Hmong licensure pathway itself supported by a grant from the Minnesota Professional Educator Licensing and Standards Board.

This is the first time our Hmong language teachers have been equipped with the knowledge, expertise, and teaching license credential to be the best language teachers they can be. These pathways are vital to the sustainability of our SPPS language programs, which have played a key role in stabilizing our district enrollment after the pandemic. They are also a key element to the recruitment and retention of teachers of color.

BF 33989 Acknowledgement of Good Work Provided by Students

The **Como Park Senior High Marine Corps Junior Reserve Officer Training Corps (MCJROTC)** was awarded the prestigious National Naval Honor School Recognition for the seventh consecutive year.

The selection is based on several criteria, including the number of cadets enrolled in the program, active in school activities and clubs, number of community service hours, and scholastic achievements. The units are also measured by participation in public affairs events, drill/color guard team competitions, archery competitions, academic competitions, leadership camps, physical fitness team competitions, and field trips. This national recognition comes from the Department of the Navy and Headquarters of the Marine Corps.

The Como Park High (MCJROTC) is a program offered to students that teaches students character education, student achievement, wellness, leadership, discipline and diversity. It is a cooperative effort

between the Marine Corps and Como Park High School to produce successful students and citizens, while fostering in each school a more constructive and disciplined learning environment.

The MCJROTC curriculum is facilitated and taught by Sergeant Major James C. Kirkland, Retired United States Marine Corps.

5. PUBLIC COMMENT

- 1. Quentin Wathum-Ocama School Site Security on Election Day
- 2. Alawna Shaw Cutting orchestra at Capitol Hill
- 3. Zone'a Grand Fiscal support for the arts in SPPS

6. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Henderson moved approval of the Order of the Consent Agenda with no items pulled for separate consideration. The motion was seconded by Director Vue.

The motion was approved by roll call vote:

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

7. APPROVAL OF THE MINUTES

- A. Minutes of the Regular Meeting of the Board of Education of September 17, 2024
- B. Minutes of the Special Closed Meeting of the Board of Education of September 17, 2024
- C. Minutes of the Special Meeting of the Board of Education of September 27, 2024

MOTION: Director Henderson moved approval of the Minutes of the Regular Meeting of the Board of Education of September 17, 2024; Minutes of the Special Closed Meeting of the Board of Education of September 17, 2024; and Minutes of the Special Meeting of the Board of Education of September 27, 2024. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

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

8. COMMITTEE REPORTS

- A. Minutes of the Committee of the Board Meeting of May 7, 2024

At the Committee of the Board Meeting on October 8, 2024, the first item on the agenda involved Retiree Health Insurance and plan for the future due to the ongoing negotiations between HealthPartners and United Healthcare. Options for a recommendation of resolution within SPPS were presented including plan and funding options, with the leading recommendation to offer the Medicare Advantage Plan and one Medicare Supplemental Plan - Plan B for retirees and fund this through the Other Post Employment Benefits (OPEB) account. Questions and discussion focused on the total cost for retirees, reporting to the state auditor, current status, usage, and sustainability of the OPEB account. Discussion also included information on continued healthcare for retirees as these two companies continue to negotiate, protection for employees in the future, and timeline for action. Board members also thanked Administration for their work for our retirees and elders, and thanked those who contacted the Board. The Board then voted to approve the leading recommendation for this item.

The next presentation included information on Assessment and Consistent Attendance: School Year 2023-24. This presentation sparked discussion on the proficiency rates and the ACCESS tests, the importance of teachers and staff and the belief in students that they can succeed, a request of information on the results of the 5th grade and 10th grade reading scores and the investments in the new curriculum, ways to find students who may need additional support and to be on track, the definition of rigor and how it is determined, importance of flexibility for social-emotional learning, and multi-tiered systems of support. Data was also requested for those families who may seek additional support, such as outside tutoring for their students. It was noted that the presentation was to be outcomes-based and the role of consistent attendance for students.

The last presentation included the Community Engagement Report for the Superintendent Search by BWP. Within the discussion portion of the presentation, there was a request for further details on the percentages of respondents, and that the leadership profile will be adopted in the final form at the October 22, 2024 Regular Meeting. Questions also focused on “experience in similar districts” as noted in the report, movement of academic standards, and discussion on the ways for the Board to view the complete, anonymous list of applicants for review. The role of the leadership profile in interviewing candidates was also discussed. The Board also noted that it will be important to provide encouragement to candidates who are women or people of color, as well as that some aspects within the profile will be weighted higher than others. The timeline and process for the edits by the Board to the Leadership Profile were also discussed.

Following adjournment, board members conducted a work session regarding a review of the proposed budget policy and B.I.G.G: Board Initiated Goals Governance.

MOTION: Director Ward moved to accept the report on the October 8, 2024 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Valliant.

The motion was approved by roll call vote:

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

9. FUTURE MEETING SCHEDULE

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

- 2024
 - November 19
 - December 17

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

- 2024
 - November 6 – Wednesday
 - December 3

10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Thein noted the Superintendent Search, and that BWP presented to the Board at the October Committee of the Board Meeting, and they noted from their engagement that SPPS is a great place to work. He echoed that as a two-time employee of the district, there are many great aspects of the District, and it is one that is open and positive, and understands the changes and opportunities. He encouraged those interested in the position for superintendent to apply and to be in this community with great staff, teachers, and students, and to consider joining this family and leading the district.

11. AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Consent Agenda

MOTION: Director Henderson moved approval of all items within the consent agenda withholding no items for separate consideration. Director Vue seconded the motion.

The motion was approved by roll call vote:

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

1. Gifts

BF 33990 Request for Permission to Accept a Gift of Program Services from The Sanneh Foundation: Dreamline Program

That the Board of Education authorize the Superintendent (designee) to accept this gift services from The Sanneh Foundation: Dreamline Program for the 2024-2025 school year

BF 33991 SY24-25 Acceptance of Gift from Minnesota State High School League Foundation

Authorize schools to apply for MSHSL Form A and Form B and the Superintendent (or Designee) to accept the gifts from the Minnesota State High School League Foundation.

2. Grants

BF 33992 Request for Permission to Accept a Grant from Ramsey County Public Health

That the Board of Education authorize the Superintendent (designee) to accept a grant from Ramsey County Public Health and to implement the project as specified in the award documents.

BF 33993 Request for Permission to Submit Grants to Assistance League Minneapolis/St. Paul's Operation School Bell Links to Learning Grants

That the Board of Education authorize the Superintendent (designee) to submit grants to the Assistance League Minneapolis/St. Paul's Operation School Bell Links to Learning Grant program; to accept funds; and to implement the projects as specified in the award documents.

BF 33994 Request for Permission to Submit to the Electronic Theatre Controls' Community Betterment Grant

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Electronic Theatre Controls' Community Betterment grant program; to accept funds; and to implement the project as specified in the award documents.

BF 33995 Request for Permission to Submit Grants to the Minneapolis Foundation and Shakopee Mdewakanton Sioux Community

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minneapolis Foundation and Shakopee Mdewakanton Sioux Community; to accept funds; and to implement the project as specified in the award documents.

BF 33996 Request for Permission to Submit to the Minnesota Department of Education's Targeted Newcomer Student Support Grant

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minneapolis Foundation and Shakopee Mdewakanton Sioux Community; to accept funds; and to implement the project as specified in the award documents.

BF 33997 Request for Permission to Submit a Grant to Project Lead the Way

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

3. Contracts

BF 33998 Approval of Agreement Between Independent School District No. 625 and AON, Inc. for Benefits Consulting Services

That the Board of Education approve a contract with AON, Inc. for employee benefits consulting, effective January 1, 2025 at the proposed rates.

BF 33999 Leadership Development for Non-licensed Staff

That the Board of Education authorize the Superintendent (designee) to execute a contract amendment in the amount of \$35,400 for a total contract amount not to exceed \$210,000.00 with In the Lead, Inc.

BF 34000 Request to Sign Contract with the Center for Energy and Environment (CEE) pertaining to Student Career Pathway Exploration and Training

That the Board of Education authorize the Superintendent (designee) to sign the contract with CEE for SY24-25.

BF 34001 Request to Sign Contract with the Office of Higher Education for the Get Ready/GEAR UP Program

That the Board of Education authorize the Superintendent (designee) to sign the contract with the Minnesota Office of Higher Education.

BF 34002 Request to Sign Contract with The Power of People Leadership Institute pertaining to Girls Taking Action & Boys of Hope

That the Board of Education authorize the Superintendent (designee) to sign the contract with Power of People Leadership Institute.

BF 34003 Construction Manager as Advisor Services for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project #4160- 25-01)

That the Board of Education authorize award of construction manager as advisor services and pass through general conditions to H+U Construction for the not-to-exceed fee of \$609,440

BF 34004 Contract Amendment #2 for Paul Meyer Architects for the Highland Park Senior High Athletic Improvements Project (Project # 3082-23-01)

That the Board of Education authorize award of Amendment #2 for Paul Meyer Architects in the amount of \$34,550 for the Highland Park Senior High Athletic Improvements Project (Project # 3082-23-01).

BF 34005 Contract Amendment #7 for DLR Architects for the Hidden River Middle School Renovation and Addition (Project # 3140-20-02)

That the Board of Education authorize award of Amendment #7 for DLR Architects in the amount of \$20,530 for the Hidden River Middle School Renovation and Addition (Project # 3140-20-02).

BF 34006 Contract Amendment #7 for Cuningham Group Architects the Bruce Vento New Construction project (Project # 1020-22-01)

That the Board of Education authorize award of Amendment #7 for Cuningham Group Architects in the amount of \$26,800 for the Bruce Vento Elementary – New Construction project (Project # 1020- 22-01).

BF 34007 Contract Amendment #1 for H+U Construction for the Wellstone Elementary Plumbing, Piping, and HVAC Replacement Project (Project # 4260-23-01)

That the Board of Education authorize award of Amendment #1 for H+U Construction in the amount of \$82,000 for the Wellstone Elementary Plumbing, Piping, and HVAC Replacement Project (Project # 4260-23-01).

4. Agreements

BF 34008 Augustana College - University Partnership Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with Augustana College for student internship experiences for speech-language pathologists.

BF 34009 Request to Enter a Memorandum of Understanding (MOU) between The Sanneh Foundation: Dreamline Program and Saint Paul Public Schools (SPPS)

That the Board of Education authorize the Superintendent (designee) to sign the partnership agreement between Saint Paul Public Schools and The Sanneh Foundation: Dreamline Program for the 2024-2025 school year.

BF 34010 Request to Sign MOU with the City of Saint Paul's Right Track Program For Central High School's Love Vote Rise Nonpartisan Get Out the Vote Campaign

That the Board of Education authorize the Superintendent (designee) to sign the MOU with the City of Saint Paul's Right Track Youth Employment Program.

5. Administrative Items

BF 34011 Monthly Operating Authority

That the Board of Education approve and ratify the following checks and electronic transfers for the period August 1, 2024- August 31, 2024

(a) General Account	#776846-777715	\$51,910,547.49
	#00011112-00011132	
	#7005304-7005331	
	#0010857-0011059	
(b) Construction Payments	- 0 -	\$13,662,212.32
(c) Debt Service	- 0 -	<u>\$12,782,999.66</u>
		\$78,355,759.47

Included in the above disbursements are two payrolls in the amount of \$12,175,134.44 and overtime of \$112,748.23 or 0.93% 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 February 28, 2025

BF 34012 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 October 22, 2024, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

Human Resources Transactions

BF 34013 Transactions for September 1 – September 30, 2024

BF 34014 Active and Retiree Dental Insurance Rates Between Independent School District No. 625 and MetLife

That the Board of Education approve a contract for active employee dental insurance coverage with MetLife, effective January 1, 2025, at the proposed premium renewal rates.

BF 34015 Active and Retiree Medical Insurance Rates Between Independent School District No. 625 and HealthPartners

That the Board of Education approve a contract for active employee and retiree health insurance coverage with HealthPartners, effective January 1, 2025, at the proposed premium rates.

BF 34016 Active and Retiree Medical Insurance Rates Between Independent School District No. 625 and Innovo "PEIP"

That the Board of Education approve a contract for active employee and early retiree health insurance coverage with PEIP, effective January 1, 2025, at the proposed premium renewal rates.

BF 34017 Project Budget Modification Request and Finance Plan Update for Humboldt Senior High Kitchen HVAC (Project # 2142-25-01)

That the Board of Education approve the budget modification to Humboldt Senior High Kitchen HVAC (Project # 2142-25-01).

BF 34018 Phase Gate Approval of the Johnson HS Athletics Improvements (Project # 1150-24-01): Gate #3 – Project Budget

That the Board of Education approve the Johnson HS Athletics Improvements (Project # 1150- 24-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at \$3,908,661 and indicating direction to proceed with construction bidding.

BF 34019 Minnesota Department of Education Review and Comment – Cherokee Heights Elementary School Building Systems Replacements (Project # 2070-23-01)

That the Board of Education sign the Review and Comment Checklist Attachment 1 and authorize the Interim Facilities Director to submit the Cherokee Heights Elementary School Building Systems Replacements review and comment document to the Minnesota Department of Education for evaluation of the work.

BF 34020 Phase Gate Approval of the FY23 Mechanical Replacements at Nokomis Montessori North and Highland Park Senior High School (Project # 0579-23-01): Gate #3 – Project Budget

That the Board of Education approve the FY23 Mechanical Replacements at Nokomis Montessori North and Highland Park Senior High School (Project # 0579-23-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at \$1,804,000 and indicating direction to proceed with construction bidding.

BF 34021 Phase Gate Approval of the Mississippi Creative Arts Paving and Play Area Replacement with Stormwater Management (Project # 4190-25-01): Gate #3 – Project Budget

That the Board of Education approve the Mississippi Creative Arts Paving and Play Area Replacement with Stormwater Management (Project # 4190-25-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at \$2,478,000 and indicating direction to proceed with construction bidding.

BF 34022 Phase Gate Approval of the Humboldt Practice Track Installation (Project # 2142-24-01): Gate #3 – Project Budget

That the Board of Education approve the Humboldt Practice Track Installation (Project # 2142-24-01): at Phase Gate Check #3 – Project Budget; setting the final project budget at \$411,000 and indicating direction to proceed with construction bidding.

BF 34023 Approval of the Employment Agreement for an Assistant General Counsel

That the Board of Education approve the employment agreement with an Assistant General Counsel, effective November 4, 2024

6. Bids

BF 34024 Equipment Acquisition Award for the Johnson HS Athletics Improvements (Project # 1150-24-01)

That the Board of Education authorize award of bleachers for the Johnson HS Athletics Improvements (Project # 1150-24-01) to SAAFE, LLC for a lump sum base bid of \$296,468.

BF 34025 Furniture Acquisition Award for the Bruce Vento New Construction project (Project # 1020-22-01)

That the Board of Education authorize award of furniture for the Bruce Vento Elementary – New Construction to ACRE for a lump sum base bid of \$2,182,000.

BF 34026 Phase Gate Approval of the FY25 Fire Safety Program at Hubbs Center, Belvidere Early Learning, E-STEM Middle School, Early Childhood Hub East, and Early Childhood Hub West (Project # 0652-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of fire alarm installation and modifications at Belvidere Early Learning for the FY25 Fire Safety Program (Project # 0652-25-01) to Egan for a lump sum base bid of \$250,490.

BF 34027 Phase Gate Approval of the FY25 Fire Safety Program at Hubbs Center, Belvidere Early Learning, E-STEM Middle School, Early Childhood Hub East, and Early Childhood Hub West (Project # 0652-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of fire alarm installation and modifications at the Hubbs Center for the FY25 Fire Safety Program (Project # 0652-25-01) to Egan for a lump sum base bid of \$179,250.

7. Change Orders

ITEMS PULLED FOR SEPARATE CONSIDERATION - None

FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. FY23 Audit Report: Executive Audit Summary Presentation for Saint Paul Public Schools

Superintendent Thein then introduced Executive Chief Sager and partners from Clifton, Larson, Allen to present this report.

Troy Gabler and Chris Knopik of Clifton Larson Allen LLP (CLA) presented to the Committee of the Board a status report for the Fiscal Year 2023 Financial Statement Audit on September 17, 2024. Since that time, the single audit and quality assurance review of the audit has been completed and the final statements are now issued. The District was issued a “clean” or unmodified audit opinion. No Yellow Book Compliance issues were noted in the review of laws, regulations, contracts, and grants that could have significant financial implications to the District. In fiscal 2023, the District increased its unassigned General Fund balance to \$80,561,225. This represents 10.96 percent of total General Fund expenses, and 40 days of operations. This fund balance will be used to help offset anticipated deficit spending in FY 24 and FY 25. CLA did identify some findings related to Internal Controls, Single Audit, and Legal Compliance. There were no findings noted within Title I. The audit report for the fiscal year 2022-2023 has given the district clear direction and valuable feedback to address ongoing continuous improvement processes.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Carrillo noted that in the presentation and reports, there is a lot of the use of the word “documentation” and the work being done to address that – what is it that will be done differently? Response: The first step in any type of improvement process is finding the needs to be part of the process. The auditors have looked through reports and process to identify areas. Everything was done properly, but the documentation may not have been there, and that the team has noted that and put a system in place to be more diligent about documentation to address and improve.
 - For the system in place, is that a methodology or a software solution? Will there be a cost incurred, or will it be addressed internally with existing infrastructure? Response: It will be done with existing infrastructure – not additional software. There will be better communication around the district for documentation. Some of the approval processes

- were through email, and with the turnover in Finance, some documentation of approvals were lost. The reviews are happening, just the documentation needs to be improved.
- Further information was also requested on the EFT policy. Response: There are systems and protocols in place for EFT that are rigorous and proper. Further information on the law was also provided, including that the designee for SPPS is Superintendent Thein and his designees. Procedurally, it does not change.
 - Further discussion also included the process for the policy change and the Board's adoption.
 - Director Vue requested information on the timeline and process for the FY23 audit. Response: With the turnover in Finance, we wanted to do this process correctly and our partners at CLA are very independent and rigorous in their work. We have leaned into their recommendations to ensure all is being done as it should be, including with the FY24 budget, in which meetings have been started about how that will look and how it will be different. We now have a stable team, and have attended trainings for reconciliations and will start to learn more about the FY23 numbers in preparation for the start of the process in November for FY24.

BF 34028 FY23 Audit Report: Executive Audit Summary Presentation for Saint Paul Public Schools

MOTION: Director Henderson moved to accept and approve the Fiscal Year 2022-2023 financial statement audit issued by Clifton Larson Allen LLC. Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

2. Project Labor Agreements

Superintendent Thein then introduced Kathy Wallace, Interim Director of Facilities, to present this item. She then reviewed information about Project Labor Agreements, including the terms and conditions and employment for specific construction projects. SPPS has an agreement with the Saint Paul Building and Trades Council from March 2009 with the terms and conditions. In 2005, the Board established guidance that any project over \$250,000 should be evaluated for PLA, and the criteria was also reviewed, as well as labor and union contracts. The recommendations follow the typical patterns, including complexity and impacts on students where a PLA is recommended, and very small or single trade projects, where a PLA is not recommended.

QUESTIONS/DISCUSSION: None

a. Projects in which a PLA is Recommended

- i. Multiple Site Boiler Replacement (0575-25-01)
- ii. FY25 Instructional A/V at Highland Park Senior, Battle Creek Middle, and TxujCi Upper (0680-25-01)
- iii. FY26 Fire Safety at Hazel Park Middle, 1780 W., Wilson, and Wheelock (0652-26-01)

- iv. Humboldt Senior Kitchen HVAC (2142-25-01)
- v. Paving and Play Area Replacement with Stormwater Management at Mississippi Creative Arts (4190-25-01)
- vi. Washington Technology Roofing and Paving (4040-24-01)
- vii. LEAP @ JAJ RTU Replacement (1140-25-01)
- viii. Hamline Elementary Secure Entry, Heating, and Plumbing Replacement (4160-25-01)
- ix. FY23 Mechanical Replacements at Nokomis North and Highland Park Senior (0579-23-01)

BF 34029 Projects in which a PLA is Recommended

MOTION: Director Henderson moved that the Board approves the recommendation that a Project Labor Agreement be used for these projects:

- Multiple Site Boiler Replacement
- FY25 Instructional A/V at Highland Park Senior, Battle Creek Middle, and TxujCi Upper
- FY26 Fire Safety at Hazel Park Middle, 1780 W., Wilson, and Wheelock
- Humboldt Senior Kitchen HVAC
- Paving and Play Area Replacement with Stormwater Management at Mississippi Creative Arts
- Washington Technology Roofing and Paving
- LEAP @ JAJ RTU Replacement
- Hamline Elementary Secure Entry, Heating, and Plumbing Replacement
- FY23 Mechanical Replacements at Nokomis North and Highland Park Senior.

Director Ward seconded the motion.

The motion was approved by roll call vote:

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

- b. Projects in which a PLA is NOT Recommended
 - i. Four Seasons Electrical Panel Replacement (3120-25-01)
 - ii. FY25 Flooring at Como Park Elementary, Humboldt Senior, Randolph Heights, Farnsworth Upper, and Maxfield Elementary (0225-25-01)
 - iii. FY25 Paving at Admin Building and Hubbs Center (0800-25-01)

BF 34030 Projects in which a PLA is NOT Recommended

MOTION: Director Henderson moved that the Board approves the recommendation that a Project Labor Agreement NOT be used for these projects:

- Four Seasons Electrical Panel Replacement (3120-25-01)
- FY25 Flooring at Como Park Elementary, Humboldt Senior, Randolph Heights, Farnsworth Upper, and Maxfield Elementary (0225-25-01)

- **FY25 Paving at Admin Building and Hubbs Center (0800-25-01)**
Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

3. Policy Update

- THIRD READING: Policy 500.00 - Gender Inclusion (Students)
- THIRD READING: Policy 416.00 - Gender Inclusion (Staff)

Superintendent Thein then introduced Myla Pope, Director of Office of Equity, to present this report.

The presentation included information on Policy 500.00 – Gender Inclusion and the rationale for the amendments to the policy, shifts, including that Policy 500.00 will be exclusive to students, and proposed new language.

For Policy 416.00 – Gender Inclusion (Staff), the rationale for the proposed policy was reviewed, as well as the purpose and general statement of policy. The revisions to terms and/or definitions since the last reading were also reviewed.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Ward requested information on the usage of a student’s deadname. Response: The Student Support Team is so critical because they share information discussed and ensure it is understood by staff about when it is appropriate to share which name during certain times. Students also noted guest teachers and conferences as points of note when using deadnames, and the fear around those times. It is so crucial for the Student Support Team to create a process of acknowledgment and understanding.
- Director Valliant noted that names are personal and concern around the term “deadname” because as a parent, the term “deadname” may feel hurtful and disrespectful. Parents take pride in naming their children and may have a strong connection to their name. Is there another term that could be used that doesn’t have the word “dead” in it? Response: Yes, language is powerful and there is experience in it. The term “deadname” is defined by the queer culture and community. It is empowering language for many.
 - Director Ward noted that he empathizes with Director Valliant on this term, and his personal experience in naming his child.
 - The Board noted that the wording of this policy does put students first.
- Director Vue requested information on the Student Support Team and how it will function in buildings. Response: They will work in ways unique to each building. The administrative counselor team, teachers and staff from Out for Equity will work together to discuss students, including those who may be transitioning, nickname changes, pronoun changes, and a structure and plan to

support students throughout the school day. There will be noted provided to other staff to act intentionally around the needs of students, conferences, use of facilities, and convene to problem-solve and be proactive for the needs of the student, including parental involvement as a circle of support for the student/

- Director Henderson noted that it is exciting and encouraging to see this policy in its Third Reading, and each time it has looked different, with new things learned, feedback from those most impacted, and changes to make it better, stronger, and relevant to protecting students. She thanked Ms. Pope as well as the Board and community for their work.
- It was also noted the ways in which SPPS is supporting students as other districts are doing the opposite. We can provide a safe and inclusive environment. The Board noted they are pleased the word “respect” is replacing the word “value”, because it feels stronger and needs to be stronger. This policy will also change and continue to adapt, and we are willing to change and adapt with it. The needs of students will also change, and we anticipate ways to keep them safe.
- Board members noted that the definitions between staff and students should be the same.
- Director Valliant noted that it may be sometimes be difficult to know when to be sensitive, and to be mindful of that.
- Director Carrillo noted the creativity of our students and staff in this policy. None of this will be very meaningful unless we have safe places to student and safe places to work. The implementation that is included in the policy is a work that is all-encompassing in all areas of life. He encouraged us as an organization to consider that we are implementing a policy that delineates what we want to see as inclusion, and in order to get there, we need to buy into the idea of safety for students and staff to be able to study and work in peace. He thanked the team for their work and this good start to exemplify the leaders in all of us to make a better environment for everyone.
- Executive Chief Pratt-Cook requested clarification to Policy 416.00, section 4, subsection d, which uses the word “responsive.” That term can be subjective, and questioned ways to evaluate. Response: This is in response to events that occurred where no one said or did anything to support. Another term used was “knowledgeable” and the work group felt some were not sensitive or responsive who were knowledgeable to the events onsite, and often times, those events were ignored. It was clear that individuals need to act in some way, shape, or form.
 - She also requested more information on training to be more knowledgeable and responsive for leaders, principals, and other staff, including non-school based leaders and employees across the district.
- Director Ward then suggested the amendment to the policy, as stated below, within the motion.
- There was also further discussion on the action items within the policy.
- Director Henderson acknowledged how we arrived at this policy, and how we show up in spaces for each other, and encourage each other and demand things needed for spaces to be safe and heard. She noted this policy states “I am here, and understand who I am as a person and respect me.” That change will look different, and the work done in buildings and at the district level acknowledges and moves forward to building better systems for students and staff. She thanked everyone for being courageous to move this forward, and for the families and students whose needs for this to occur are necessary and important. She also thanked the Board for making it happen, as well as Administration for the thoughtful process.

BF 34031 THIRD READING: Policy 500.00 - Gender Inclusion (Students)
 THIRD READING: Policy 416.00 - Gender Inclusion (Staff)

MOTION: **Director Ward moved to change the proposed draft Policy 416.00, section 4, subsection d, to state: “Employees often continue to work while they transition. Administrators and**

supervisors must *acknowledge and be sensitive to* transgender, gender diverse, or gender creative employees’ reported concerns related to issues of belonging, safety, privacy, and needs associated with transitioning under the Minnesota Human Rights Act.” Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

MOTION: Director Henderson moved accept the updates to Policy 500.00 - Gender Inclusion (Students) and the amended new Policy 416.00 – Gender Inclusion (Staff). Director Ward seconded the motion.

The motion was approved by roll call vote:

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

- a. THIRD READING: Policy 509.00 - Use of Peace Officers and Crisis Teams to Remove Students with IEPs from School Grounds

BF 34032 THIRD READING: Policy 509.00 - Use of Peace Officers and Crisis Teams to Remove Students with IEPs from School Grounds

Superintendent Thein then welcomed Marcus Sullivan, Assistant Director of Security and Emergency Management, to present this report.

The rationale for this proposed policy was reviewed, including that it is required per Minnesota state statute, as well as a review of the purpose of the policy. Also included in the presentation were details about how this policy will look in practice and communication strategy. It was noted that nothing will change once this policy is adopted. Historically, we have been following these procedures. This proposed policy is absed on statute requirements to have a policy. This policy will not result in an increased presence of law enforcement in our schools.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Henderson acknowledged the work on this policy, and there were questions and tensions, so it was sent back to the Policy Work Group, and it was reworded so as not to unintentionally create barriers to hurt students, and thanked the team for that work.

- Director Carrillo also thanked Director Allen for her advocacy in the changes and review. He also acknowledged the work and in ways that are meaningful and student-centered, and also acknowledged his fellow board members for their work on this policy.

MOTION: Director Henderson moved to accept the proposed update to Policy 509.00 - Use of Peace Officers and Crisis Teams to Remove Students with IEPs from School Grounds. Director Valliant seconded the motion.

The motion was approved by roll call vote:

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

4. Superintendent Search: Leadership Profile

BF 34033 Superintendent Search: Leadership Profile

Director Henderson led this report, and noted that this item is in follow-up to the presentation at the Committee of the Board meeting, and through community engagements, students, families, community members, staff, and board members have helped to create a leadership profile that is reflective of the needs, desires, and hopes for the next superintendent of Saint Paul Public Schools. This person will also need to understand the political dynamics and advocate alongside the Board for resources. She also noted that 90% of the Board’s feedback has been incorporated into this draft.

Director Vue thanked Chair Henderson for being the point-person and organizing feedback from six different people and redrafted the leadership profile. He noted one point of feedback in which BWP did not do enough in terms of going out to the community – we typically hold space and invite the community to come to us. That does gather some folks, but is also not where our community is in terms of locations. This Board has traveled throughout the city, and it is beneficial to go out to spaces and meeting those where they live. Is engagement with 3,000 folks enough based on a district of 6,000 employees and 33,000 students?

Director Henderson noted there are different ways to view engagement. One is that there will never be enough – there are always more folks and voices to be heard determined by time capacity and trust. She believes that to the best of our ability, we have worked to keep students at the center, and students have been engaged, with tours of buildings, staff opportunities, individual sessions, and folks knew about the opportunities. There is also the question of how we go out to communities, and is a valid point of criticism that as a district and community and city, we need to do better in meeting people where they are, and will keep this in mind and continue to think about how that could look.

Director Valliant noted the need for “someone to inspire change”, and strong change management skills, which should be added as a separate item. Director Ward noted he was understanding her statements to include “a transformational leader”, which is mentioned under the section about an instructional leader, so that it could be added within that portion. Director Valliant did not believe that was the best spot for it. The

possibility of adding under the “strategic thinker” portion was also noted, and to add change management skills to the repertoire.

Director Carrillo also thanked Director Henderson for her work on this item, and noted that we are listening to the community and taking their voices into this process, and he looks forward to see this process through and finding a great new superintendent.

Director Vue noted that even with additional engagement, he doesn’t feel the outcomes would change, but the differences may factor into the final two candidates. Director Henderson noted her reflections on the previous Committee of the Board meeting, and the consistency of qualities, needs, challenges, and strengths from community members.

The full profile can be found in the BoardBook.

MOTION: Director Ward moved to change the Leadership Profile to state within the Essential Leadership Qualities: Strategic Thinker portion to be revised to:

“A leader with proven change management skills and a track record of collaboratively developing plans with the community aligned with the district’s strategic plan, mission, and vision within decision-making processes across the district.”

Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

MOTION: Director Henderson moved acceptance of the Superintendent Search – Leadership Profile as amended. Director Vue seconded the motion.

The motion was approved by roll call vote:

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

10. INFORMATIONAL AGENDA ITEMS

A. PreK-12 Math Update

Superintendent Thein then welcomed Craig Anderson, Executive Director, Office of Teaching and Learning and Sue Braithwaite, Elementary Assistant Director- Office of Teaching and Learning to present this item. Included in the presentation was a review of culturally responsive curriculum, the HMH and SAVVAS

implementation timeline, and professional learning limitations. Information was then presented by grade, including Early Childhood and *Building Blocks Math*. Next was information on Elementary K-5 and *HMH Into Match and Arriba las Matematicas!*, and the program structure, Waggle, data, assessments, and implementation details. Within middle school, the SAVVAS lesson design was reviewed, as well as data and information about SuccessMaker. In high school, information was shared about enVision Integrated Mathematics, data, and secondary professional development.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Carrillo requested information on the process for Careiall, and feedback. It was noted that elementary coordinators are creating slide decks for PD, and for teachers during PLC for resources. Teachers log in and create lesson plans and data, and then push out lessons in Waggle for students based on teaching and learn about small groups for direct instruction. Last year, we had a strong team with ARP funds for deep implementation. Next will be research into the data of students and how they are doing.
- Board members requested a demo of Waggle.
- Discussion also included the red and yellow portions of data in middle school math results, and what is needed by 5th grade so that in 5 years, we can be where we want to be in 2029. Response: We now have data back to Kindergarten and we can start to track that data. Red is typical for the beginning of the school year. We previously only had MCA data, which started in 3rd grade, and declined at the middle grades. We now have good data, solid teaching, and lessons that are relevant.
- Director Valliant requested more information on the supportive programs of Waggle and SuccessMaker. It was noted that enVision Integrated for the high school grades does have interactive lessons based to describe complex math. Individual schools do have different classes and programs as a supportive program for high school.
- Director Valliant also requested information if a student prefers paper and a notebook. Response: There are also paper options, and math collaboration opportunities with a white board and marker and working together with manipulative kits. Some classes don't use their iPads and are engrossed in solving problems on the boards. We want iPads to be useful tools, but not the only instructor. Some do prefer tactile manipulatives, and we need a balanced approach.
- Director Vue requested more details about the long-term implementation for the 10-year plan. Response: Ultimately, it is about student performance and success, and continuing to see increases in performance and success. We will now have data at K, 1, 2, and 3 before MCA data. We hope to see better student outcomes, and that teachers know and are able to do more with explanations. We are much closer to monitoring progress and to see how teachers and students are accessing the curriculum, and teachers are enjoying it. Math builds upon itself, and its setting those high expectations and rigor for bands of support, and to build lessons upon each other so that students don't get behind. The resources for teachers were also noted, and ensuring that when students leave 5th grade they are solid in math skills for middle school. There are tools for differentiation and to become more familiar with the curriculum, and ensuring that teachers are teaching the lessons through the curriculum, and knowing the nuances of it, and having multiple years of lessons, and planning for students and instruction differently.

B. School Year 2024-25 Enrollment Overview

Superintendent Thein then welcomed Erica Wacker, Director of Communications and Kara Arzamendia, Director of Research, Evaluation and Assessment to present this item.

Within the presentation, information was shared on the caution for interpretation, including that SY24-25 enrollment data is considered preliminary October 1, and these counts are based on verified enrollment. Counts will continue to be verified and edited. Data is preliminary until submitted to MDE in December. Once finalized and submitted to MDE, October 1 data for the school year 2024-25 will not change.

How Many Students are Enrolled (SY24-25)

- Total Enrollment: 33,469 (PK/VPK-12)
- K-12 Enrollment: 32,409 (K-12)
- Projected Enrollment: 31,142 (K-12)
- State Funded Enrollment: 32,889 (VPK-12)

A graph showing data such as projections compared to official fall enrollment was also shared.

Fall to fall data comparisons were also presented, as well as that one-year change in enrollment by grade shows net gain across all grades. Graphs also depicted the total student enrollment is shifting up compared to the last several years of decline, the districtwide state-funded enrollment long-term trend, fall to fall enrollment increases at those schools with the largest increase in enrollment compared to last fall, and fall to fall enrollment decreases with those schools with the largest decrease in enrollment compared to last fall.

Information was also shared on the Enrollment Project SY23-24 including the participating schools and resources provided. Those schools include:

- Cherokee Heights
- Dayton's Bluff
- Hamline
- Highwood Hills
- Txuj Ci Upper Campus
- Riverview Spanish/English Dual Immersion

The fall to fall enrollment for these schools was also shown.

Continuation data was also presented. Graphs depicting the average continuation rate for all grades PK-11 is 85% across 7 years and 86% from 2023 to 2024. PreK to Kindergarten continuation averages 78% across 7 years, and 79% from 2023 to 2024. In 2023 to 2024, Grade 5 to 6 continuation rate was 79% and was also the average across 7 years. In 2023 to 2024, Grade 8 to 9 continuation rate was 82%, the highest of the transition grades.

The next portion focused on Market Share. In SY23-24, SPPS enrolled 60% of the 51,296 school-age children who live in Saint Paul. More students enroll in charter schools, followed by nonpublic schools, and other non-SPPS districts. A greater percentage of Asian students enroll in charter schools, while enrollment in other public districts is split. Almost 100 American Indian students enroll in charter schools and other public districts outside of SPPS. Over 5,000 Asian students enroll in charter schools, while about 500 enroll in other public non-SPPS districts. More than 3,000 Black students enroll in charter schools, while 793 enroll in other public non-SPPS districts. More than 1,500 Hispanic students enroll in charter schools, while almost 800 enroll in other public districts. Almost 500 students of two or more races enroll in charter schools, while another 389 enroll in other public districts outside of SPPS. White students enrolling in

charter schools and other public districts outside of SPPS has been declining. Graphs depicting the trends of these figures were also shown for each.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Ward noted the excitement about the work to increase enrollment, and is wondering if the increases are due to our work or the natural trends? How does our trendline compare to trends nationwide or in Minnesota? Response: Anecdotally, we are experiencing growth, while others are experiencing declines. More information can also be provided to the Board.
 - The Board also noted they are interested in learning about the continuing efforts to bring families to SPPS, and what is working and what is not.
- Director Carrillo thanked the team for the presentation, and that it was complete and thorough, and the data was helpful.
- He also requested information on the transition points and information from exit surveys, and where our families are enrolling if outside of SPPS. He also noted the culturally informed programs to attract families back to SPPS. He encouraged all to look into populations that are missing and the stories and rationale.
- Director Valliant requested information on thoughts around a good percentage of students and a realistic number? Response: Families do many choices where to enroll for a variety of reasons, and while 100% isn't realistic, it's looking at goals moving forward.
- Director Ward noted this is exciting and thanked those in SPPS to ensure that enrollment can grow. The team has worked together for the increased enrollment program to advertise our schools, as well the efforts to build culturally responsive programs, such as the new East African Elementary School and Txuj Ci – students see themselves represented here now. The staff in the enrollment office welcome our families and find places for them, and thanked the administrators in buildings, and educators.
- Director Henderson noted this is exciting, and is also cautiously optimistic, and it is important to acknowledge the market share data. It will be important to monitor and be aware of additional schools and that impact of that on SPPS, and assess what it means for the health of our schools, our neighborhoods, and our community. She will continue to be curious about this data and the impacts.

C. Policy Update

a. SECOND READING: Budget Policy

Director Ward then reviewed the portions of the proposed budget policy. The preamble did not have changes since the first reading. The purpose did not have any changes since the first reading. There were no changes since the first reading to the Requirement portion. No changes were made to the Board Budget portion of the draft. Within Public Input, there was a change – this portion was moved further ahead in the text of the policy to make the order of sections more chronological, and the language on the timing of the first input session was changed from “in the fall” to “prior to winter break.” Within the Working Session portion, the word “parameters” was changed to “options”, and the word “district” was placed in front of “draft budgets.” No changes were made to the Budget Options portion. No changes were made to the Final Budget section. No changes were made to the Adjustments portion. No changes were made to the Reallocation section. No changes were made to the Adoption portion. No changes were made to the Implementation portion. Within the Cross References, Policy 301.00 was added as a cross reference.

The full presentation and draft policy can be found in the BoardBook.

QUESTIONS/DISCUSSION: None

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

Director Ward then shared an update on the work around B.I.G.G. Information was shared on a recap of the October Committee of the Board meeting and that gathering of community feedback was not as expected, especially with the outreach about the superintendent search. District staff have helped to develop draft goals. The plan is to pause for two months and begin the next phase of outreach in January, with a list of draft goals to be presented. Between now and January, we are analyzing survey responses and other existing data, drafting goals, and planning community outreach efforts.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Vue thanked Chair Henderson for her work in Superintendent Search and moving that work forward. He also thanked Vice Chair Ward for keeping the work of B.I.G.G. at the forefront and to the eventual adoption of goals. Vice Chair Ward noted that Director Vue has been leading the work sessions for B.I.G.G. and is doing a great job. They also thanked Executive Chief Stacey Grey Akyea for her work in helping to develop goals that are both ambitious and possible

13. BOARD OF EDUCATION

A. Information Requests/Responses and Items for Future Agendas

- Director Valliant requested information about financial literacy.

B. Board of Education Reports/Communications

- Director Henderson noted that she attended the Council of the Great City Schools Annual Fall Conference, and it was a good experience and a good opportunity to connect with others in similar positions across the country.
- Director Ward noted that he also attended the CGCS conference, and it was an interesting time and an opportunity to connect with peers to share ideas.
- Director Vue spoke about the process for pulling an item from the consent agenda for separate consideration. He also shared an update about the Txuj Ci Facilities Work Group.
- Director Valliant shared an update about the African-American Work Group and the possible curriculum and next steps.
- There was also further discussion on the process and timeline for pulls from the consent agenda.

14. ADJOURNMENT

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

The motion was approved by roll call vote:

Director Franco	Absent
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes

Director Vue	Yes
Director Allen	Absent
Director Carrillo	Yes

The meeting adjourned at 9:44 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
Assistant Clerk, St. Paul Public Schools Board of Education