INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
REGULAR MEETING OF THE BOARD OF EDUCATION
Administration Building
360 Colborne Street
Saint Paul, Minnesota 55102

January 21, 2025
5:30 PM

A G E N D A

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#BoldSubject#

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Acknowledgment of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. Saint Paul Public Schools is home to more than 25 currently certified National Board Certified Teachers (NBCT). NBCT teachers comprise fewer than 5% of all teachers nationwide. This prestigious honor requires teachers and counselors to do a thorough analysis of their practice and engage in rigorous reflection on the impact they have on students' learning. The certification is valid for five years from the date of initial certification, and must be renewed every five years through a maintenance of certification process to ensure that the educators continue to bring accomplished excellence to their classrooms and beyond.

   The following educators represent the group that received certification in 2024.

   Kristen Foss
   Deaf & Hard of Hearing Teacher, Highland Park Elementary

   Kristin Meister
   Teacher on Special Assignment (TOSA), Gateway to College

   Sorcha Nix
   Science Teacher, Open World Learning Community

   Rebecca Palmer
   Science Teacher, Open World Learning Community

   The National Board for Professional Teaching Standards was established in 1987, with the goal of recognizing accomplished educational practitioners. As a result, the The National Board Certification process was developed. National Board Certification is the most respected professional certificate in the United States for Teachers, Counselors, and Library/Media Specialists, and the only certification to recognize accomplished teaching in the nation. Only about 3% of teachers across the U.S. are National Board Certified.

2. This item is submitted by Andrew Collins, Executive Chief of Schools & Learning

B. RECOMMENDATION:

The recommendation is that the Board of Education recognizes the staff acknowledged above for their contributions and outstanding work.

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Saint Paul, Minnesota

SPECIAL 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

December 16, 2024
6:00 p.m.

MINUTES

1. CALL TO ORDER

The meeting was called to order at 6:00 p.m. by Halla Henderson, Chair.

2. ROLL CALL

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

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 Ward.

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

4. INTERVIEW OF A FINALIST FOR THE POSITION OF SUPERINTENDENT OF SAINT PAUL PUBLIC SCHOOLS

Director Henderson provided an overview of the timeline to this point, including the work of Interim Superintendent Dr. John Thein. She also provided a recap of the work with BWP as the superintendent search firm, community engagement, leadership profile, and work with stakeholders, residents, and students. The task force was tasked with the assignment to narrow the candidates, and this is the first of three meetings with the final candidates. Many of the task force members were in the audience, and we need to ensure we are bringing folks with us when choices are difficult and different perspectives to move forward.

Director Ward then provided reflections on the day, including meetings with board members and Dr. Rhoda Mhirirpiri-Reed, visits to different sites in the district, participation in three virtual sessions with stakeholders, and lunch with board members and district leaders.

Board members also noted that community members are able to provide feedback on the form, which can be found on the superintendent search website - www.spps.org/superintendentsearch.

A. Dr. Rhoda Mhiripiri-Reed

Dr. Mhiripiri-Reed then responded to the below questions:

- Please take a few minutes to introduce yourself and explain why you believe Saint Paul Public Schools would be a strong match for your leadership style and personal values.
- The Board and SPPS believe that public engagement and transparency are critical to making decisions and charting the way forward for our schools. What did those principles look like in your previous school district's decision-making model? Would you suggest doing anything different as the superintendent of SPPS?
- Presentation: How would you prioritize improving student outcomes in reading, math, and science during your initial two to three years as superintendent? If given the opportunity to continue into years three to six, what strategies would you implement to sustain and further these improvements? Please provide specific examples of similar successes in your previous roles and explain how your experience equips you to lead this initiative effectively in SPPS?
- How will you lead the district towards an inclusive school culture where students with disabilities are fully integrated into the academic and social aspects of school life? How will you utilize your team to ensure we are in compliance with IEP requirements and providing the necessary tools to schools in order to deliver high quality services?
- In Saint Paul Public Schools, the diversity of the students we serve is a strength of our district and something we celebrate. What has been your experience serving and increasing proficiency for students who receive Multilingual Language Learning support? Please provide an example of how you have utilized data to improve educational practices and outcomes for students receiving MLL services.
- What does it take to transform the culture of an organization, and how would you approach this process? Have you undertaken such an effort in the past? If so, please provide details about your experience and the steps you took to achieve the change.
- As the leader of a school district, what has been your approach to developing leaders? What are key accountability measures you monitor? How did the demographics of your teaching and administrative staff change during your years as superintendent? What strategies did you use to attract and retain staff from underrepresented communities?
- What is your perspective on school district governance, including the roles of the Board of Education, staff, and community in decision-making and operations? How do you see yourself successfully managing the relationship with the Board to ensure the effective implementation and functioning of this governance model?
- How do you define "safe schools" in your present or most recent school community? How do you know how well your schools meet that definition? What have you found to be the most impactful ways to ensure your schools are safe places for learning? How might you adapt these strategies to meet the unique needs of SPPS?
- Our community appreciated the interested relationship between leadership who cares deeply about the students and community of SPPS, with differences in population in size. The Board asked to share specific of the approach to scaling-up to embrace the complexities, budget, leadership and accountability, and anticipation of how that would look at various points in the first year.

- What are the highlights of student outcomes that have been approved at your current current district and what did you do to achieve that improvement?
- Reflections on the time in the District.
- What do you need from this school board in order to be successful in your role?

14. ADJOURNMENT

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

The motion was approved by roll call vote:

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

The meeting adjourned at 8:06 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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

SPECIAL 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

December 17, 2024
6:00 p.m.

MINUTES

1. CALL TO ORDER

The meeting was called to order at 6:00 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

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 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

4. INTERVIEW OF A FINALIST FOR THE POSITION OF SUPERINTENDENT OF SAINT PAUL PUBLIC SCHOOLS

Director Henderson then provided a recap of the process and timeline to this point, including the interim leadership of Dr. John Thein, the work of the superintendent search firm BWP, and community engagement. From there, a leadership profile was developed, as well as a task force to narrow the candidate pool to three finalists. The task force was comprised on students, school board members, representatives from each PAC, several union leaders, and a member of Administration. It is important to ensure voices are centered and there are opportunities to think about the qualities of a finalist and how we will work together and the future model for decision making.

She also provided a brief overview of the day of events with Dr. Brenda Cassellius.

A. Dr. Brenda Cassellius

Dr. Cassellius then responded to the below questions:

- Please take a few minutes to introduce yourself and explain why you believe Saint Paul Public Schools would be a strong match for your leadership style and personal values.
- The Board and SPPS believe that public engagement and transparency are critical to making decisions and charting the way forward for our schools. What did those principles look like in your previous school district's decision-making model? Would you suggest doing anything different as the superintendent of SPPS?
- Presentation: How would you prioritize improving student outcomes in reading, math, and science during your initial two to three years as superintendent? If given the opportunity to continue into years three to six, what strategies would you implement to sustain and further these improvements? Please provide specific examples of similar successes in your previous roles and explain how your experience equips you to lead this initiative effectively in SPPS?
- How will you lead the district towards an inclusive school culture where students with disabilities are fully integrated into the academic and social aspects of school life? How will you utilize your team to ensure we are in compliance with IEP requirements and providing the necessary tools to schools in order to deliver high quality services?
- In Saint Paul Public Schools, the diversity of the students we serve is a strength of our district and something we celebrate. What has been your experience serving and increasing proficiency for students who receive Multilingual Language Learning support? Please provide an example of how you have utilized data to improve educational practices and outcomes for students receiving MLL services.
- What does it take to transform the culture of an organization, and how would you approach this process? Have you undertaken such an effort in the past? If so, please provide details about your experience and the steps you took to achieve the change.
- As the leader of a school district, what has been your approach to developing leaders? What are key accountability measures you monitor? How did the demographics of your teaching and administrative staff change during your years as superintendent? What strategies did you use to attract and retain staff from underrepresented communities?
- What is your perspective on school district governance, including the roles of the Board of Education, staff, and community in decision-making and operations? How do you see yourself successfully managing the relationship with the Board to ensure the effective implementation and functioning of this governance model?
- How do you define "safe schools" in your present or most recent school community? How do you know how well your schools meet that definition? What have you found to be the most impactful ways to ensure your schools are safe places for learning? How might you adapt these strategies to meet the unique needs of SPPS?
- The Board is excited by the enthusiasm and thoughtful change management to do new things - how will you know when SPPS is in a place out of transformation towards sustainability and goals and practices that you put in place?
- For the topic of developing leaders, could you share strategies used to attract and retain leaders from underrepresented communities?
- How could a school district like SPPS improvement on its commitment to the environment and climate change?
- Reflections on day in SPPS.

- What do you need from this school board in order to be successful in your role?

14. ADJOURNMENT

Director Henderson moved to adjourn the meeting; Director Carrillo 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 8:02 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

INDEPENDENT SCHOOL DISTRICT NO. 625
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360 Colborne Street
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December 18, 2024
6:00 p.m.

MINUTES

1. CALL TO ORDER

The meeting was called to order at 6:00 p.m. by Halla Henderson, Chair.

2. ROLL CALL

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

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 with one change to add "Deliberations of the Finalists for the Position of Superintendent of Saint Paul Public Schools" following the public interview. The motion was seconded by Director Franco.

QUESTIONS/DISCUSSION:

- It was noted that while deliberations will begin following the public interview, there will not be a final decision made at this meeting.

The motion was approved by roll call vote:

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

4. INTERVIEW OF A FINALIST FOR THE POSITION OF SUPERINTENDENT OF SAINT PAUL PUBLIC SCHOOLS

Director Henderson regrounded the Board in the process, beginning with the search for an interim superintendent, Dr. John Thein, and she thanked him for being the steady force for the transition as we

begin the search for the next superintendent. Next, we hired a superintendent search firm, BWP, and developed the leadership profile, which included the needs of the community, students, this district and what it means to be SPPS and the future. This work was compiled through community engagement, stakeholder small groups, surveys and forums. The leadership profile was the basis for the interviews held with the task force, which included stakeholders, members of each PAC, union leaders, Administration, school board members, and community leaders. The task force was about to narrow the pool of candidates to three finalists, and for the past three days, finalists have spent time in schools, meeting with stakeholders, participating in virtual sessions, and to ensure candidates are well-rounded in the areas of programs and opportunities in SPPS.

A. Dr. Stacie Stanley

Dr. Stanley then responded to the below questions:

- Please take a few minutes to introduce yourself and explain why you believe Saint Paul Public Schools would be a strong match for your leadership style and personal values.
- The Board and SPPS believe that public engagement and transparency are critical to making decisions and charting the way forward for our schools. What did those principles look like in your previous school district's decision-making model? Would you suggest doing anything different as the superintendent of SPPS?
- Presentation: How would you prioritize improving student outcomes in reading, math, and science during your initial two to three years as superintendent? If given the opportunity to continue into years three to six, what strategies would you implement to sustain and further these improvements? Please provide specific examples of similar successes in your previous roles and explain how your experience equips you to lead this initiative effectively in SPPS?
- How will you lead the district towards an inclusive school culture where students with disabilities are fully integrated into the academic and social aspects of school life? How will you utilize your team to ensure we are in compliance with IEP requirements and providing the necessary tools to schools in order to deliver high quality services?
- In Saint Paul Public Schools, the diversity of the students we serve is a strength of our district and something we celebrate. What has been your experience serving and increasing proficiency for students who receive Multilingual Language Learning support? Please provide an example of how you have utilized data to improve educational practices and outcomes for students receiving MLL services.
- What does it take to transform the culture of an organization, and how would you approach this process? Have you undertaken such an effort in the past? If so, please provide details about your experience and the steps you took to achieve the change.
- As the leader of a school district, what has been your approach to developing leaders? What are key accountability measures you monitor? How did the demographics of your teaching and administrative staff change during your years as superintendent? What strategies did you use to attract and retain staff from underrepresented communities?
- What is your perspective on school district governance, including the roles of the Board of Education, staff, and community in decision-making and operations? How do you see yourself successfully managing the relationship with the Board to ensure the effective implementation and functioning of this governance model?
- How do you define "safe schools" in your present or most recent school community? How do you know how well your schools meet that definition? What have you found to be the most impactful ways to ensure your schools are safe places for learning? How might you adapt these strategies to meet the unique needs of SPPS?

- We have heard from community about the appreciate of deep connections to SPPS as a leader connects with students, staff, and community. With the differences in Edina and SPPS, please provide examples of scaling-up in budget, leadership development, and accountability for progress, and anticipate how that would look throughout the first year.
- Reflections on day in SPPS.
- What do you need from this school board in order to be successful in your role?

4. DELIBERATIONS OF THE FINALISTS FOR THE POSITION OF SUPERINTENDENT OF SAINT PAUL PUBLIC SCHOOLS

Board members then began with the leadership profile as the guiding document for deliberations. Each board member lifted one strength, one district challenge identified in the profile and one essential leadership quality that they would need to see in the next superintendent.

Director Henderson identified Diverse Programs and Services, School District Collaboration, and Trust-Builder. Director Ward identified Uplift Committed Staff, Academic Outcomes, and Relationship Builder. Director Carrillo identified Understanding of Diversity, Academic Outcomes and School Safety, and Instructional Leadership. Director Allen identified Community Pride, Academic Outcomes and School Safety, and Cultural Integrity. Director Valliant identified Student Support, Diversity and Cultural Integrity, Strategic Thinker, Change Management, and Decision-Maker. Director Franco identified Community Pride, Budget, and Commitment to our Students. Director Vue identified Community Pride, Facilities and Strategic Thinker.

The Board then discussed the strengths seen in candidates in addressing the strengths of the district, weaknesses of the district, and essential leadership qualities. The Board also discussed how they need the next superintendent to work and connect it back to the candidates in their visions, and how they need the superintendent to show up Year 1 and Day 1. They also discussed the vision for SPPS in 3, 4, and 5 years.

14. ADJOURNMENT

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

The motion was approved by roll call vote:

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

The meeting adjourned at 9:23 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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

REGULAR MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
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December 19, 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: H. Henderson, U. Ward, J. Vue, C. Allen, Y. Carrillo, C. Franco
E. Valliant arrived shortly after Roll Call.

Interim Superintendent Thein

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 agenda was updated prior to the meeting to move Further Items that Require Board Action - Deliberation to Select the Preferred Candidate for Superintendent to follow Recognitions. The motion was seconded by Director Allen.

Director Vue requested more details on the rationale for this change. Chair Henderson noted that deliberations will continue from the meeting of December 18, 2024, and for the previous discussion to be top of mind and the grounding of the deliberations in the leadership profile. Director Vue noted that it was not too long ago that Public Comment was not an agenda item, but prior to the start of the meeting.

The motion was approved by roll call vote:

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

4. RECOGNITIONS

BF 34067 Acknowledgment of Good Work Provided by Outstanding District Employees

1. **Kaitlin Scott**, a French teacher at Harding Senior High School, won the Early Career Award at the 2024 annual Minnesota Teachers of Language and Culture (MCTLC) conference.

   The Early Career Award is given in recognition of outstanding promise in providing excellence in instruction in the world language classroom by a language teacher in Minnesota in their first three years of teaching.

2. **Megan Budke**, the district's Immersion, Indigenous, & World Language Coordinator, earned the Administrator Award at the 2024 annual Minnesota Teachers of Language and Culture (MCTLC) conference.

   This award is given in recognition of outstanding service to and support of education in world languages and cultures by a current administrator who is not a world-language educator.

3. SPPS teachers **Lighter Moo and Ehtalow Zar** became the first Tier 3 and 4 licensed teachers of Karen language in the state of Minnesota. Lighter Moo teaches at Humboldt High School, and Ehtalow Zar teaches at Johnson Senior High School.

4. Central Senior High School German teacher **Charles Bublitz** earned the German Embassy Teacher of Excellence Award.

   The German Embassy in Washington, in cooperation with the American Association of Teachers of German, each year honors three especially outstanding, early-career American teachers with the German Embassy Teacher of Excellence Award.

   The award is intended to raise local awareness of German teachers who are still early in their careers and bolster them in their teaching profession. The award includes travel costs to the American Council of Teachers of Foreign Languages national conference, where Mr. Bublitz was officially recognized.

BF 34068 Acknowledgement of Good Work Provided by Students

1. Thirteen students from Saint Paul Public Schools received a $3,000 scholarship from The Optimist Club of St. Paul.

   The Optimist Club held its annual Youth Appreciation Dinner on November 7, awarding 15 students from St. Paul (13 from Saint Paul Public Schools) with $3,000 scholarships. Each honoree was nominated by a school counselor in recognition of their success in overcoming significant obstacles in their young lives.

   Optimist Club member John Tillotson told The Pioneer Press: "All of these students have incredible self-motivation in pushing themselves to adapt and face things head on to grow in many ways. We are so impressed by their grit and resilience. They are just great examples of what can be possible."

Said one attendee of the event: "It was truly a night that I will never forget and an experience that I've been telling everyone about, from my colleagues to my friends and family."

This year's Optimist Club Scholarship recipients are:

- **David Ortiz**, Creative Arts Secondary
- **Maxine Yeboah**, Gateway to College
- **Abdullah Abdulaziz**, Harding Senior High School
- **William Rubio,** Harding Senior High School
- **Oscar Tadeo**, Harding Senior High School
- **Tiffany Tran**, Harding Senior High School
- **Noah Grisham**, Johnson Senior High School
- **Jessica Vue**, Johnson Senior High School
- **Eh K Yaw**, Johnson Senior High School
- **Murtaza Ahmadi,** LEAP High School
- **Maybelin Henriquez,** LEAP High School
- **Lorena Rosas**, LEAP High School
- **Mariyam Kajela,** Washington Technology High School

5. FURTHER ITEMS THAT REQUIRE BOARD ACTION

A. Deliberation to Select the Preferred Candidate for Superintendent of Saint Paul Public Schools

Director Henderson provided a recap of the superintendent search process, and noted that deliberations will continue at this meeting. There were three full days with the finalist candidates, Dr. Rhoda Mhiripiri-Reed, Dr. Brenda Cassellius, and Dr. Stacie Stanley. She noted that the Board will be grounded in the leadership profile. Board members then recapped their time spent with candidates through virtual sessions, in-person meetings, informal meetings, school visits, and formal interviews. They also spoke about the strengths of each candidate, impressions, and words to describe each of them. Their deliberations were grounded in the leadership profile. Board members then reviewed their time spent with each candidate, and shared their thoughts on each.

Board members then discussed the strengths of each candidate in relation to the leadership profile, with the topics of strengths of the district, challenges of the district, and leadership attributes.

Board members then continued the conversation around visioning based on previous conversation with two candidates that were connected to the majority of strengths who were lifted up - Dr. Brenda Cassellius and Dr. Stacie Stanley with the number of times each candidate was lifted in relation to the strengths. The goals were also noted within immediate, mid-range, and long-term and the alignment for each candidate were also discussed.

There was an opportunity to discuss all three candidates as well.

There was a question on writing the top candidates from each board member to the Chair due to confusion on the role of the leadership profile in this process and the lifting up of candidates.

Board members also shared their top two finalists, which was then narrowed down to one finalist - Dr. Stacie Stanley.

BF 34069 Selection of the Preferred Candidate for Superintendent of Saint Paul Public Schools

MOTION: Director Henderson moved that the Board of Education offer the position of Superintendent of Independent School District No. 625 - Saint Paul Public Schools to Dr. Stacie Stanley, and authorize contract negotiations to begin. The motion was seconded by Director Valliant.

The motion was approved by roll call vote:

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

5. PUBLIC COMMENT

6. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Henderson moved approval of the Order of the Consent Agenda with these items pulled for separate consideration:

- **3a - Request to Sign the Contract with City of Saint Paul's Right Track Youth Employment Program pertaining to the Spring Internship Program**
- **3b - Approval for a Contract that Exceeds $175,000 with eCapital Advisors LLC for continuing Oracle EPM support through 2025**
- **4i - Enter into Lease Agreements with Apple for iPads**

The motion was seconded by Director Ward.

The motion was approved by roll call vote:

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

7. APPROVAL OF THE MINUTES

A. Minutes of the Special Meeting of the Board of Education of November 19, 2024
B. Minutes of the Regular Meeting of the Board of Education of November 19, 2024
C. Minutes of the Special Meeting of the Board of Education of December 2, 2024
D. Minutes of the Special Meeting of the Board of Education of December 3, 2024
E. Minutes of the Special Meeting of the Board of Education of December 5, 2024

MOTION: Director Henderson moved approval of the Minutes of the Special Meeting of the Board of Education of November 19, 2024; Minutes of the Regular Meeting of the Board of Education of November 19, 2024; Minutes of the Special Meeting of the Board of Education of December 2, 2024; Minutes of the Special Meeting of the Board of Education of December 3, 2024; Minutes of the

Special Meeting of the Board of Education of December 5, 2024. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

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

8. COMMITTEE REPORTS

A. Minutes of the Committee of the Board Meeting of December 3, 2024

At the December 3, 2024 Committee of the Board meeting, Superintendent Thein welcomed everyone and provided a brief update on the search for the next superintendent for Saint Paul Public Schools. He also noted the annual Truth in Taxation hearing and our adherence to open government.

The first presentation focused on the 3-Year School Calendar for July 2025-June 2028. Questions included the end day of the school year and impacts to learning, discussion around starting school before Labor Day, the importance of student voice in the calendar, and questions about holidays that fall on a weekend.

The next presentation was School Year 2023-24: District Outcomes. This sparked a robust conversation with board members, which included the alarming concerns in the data, how this appears in classroom settings, literacy and math interventions, team communication about these results, frustration for families, direct supports for students, PreK data, attention to students and check-ins, timeline for review of individualized data, personalized learning plans, the data collection process, and importance of interactions, as well as the alignment of this data with the upcoming BIGG project goals initiative.

The next presentation was the Fiscal Year 25 Budget Update and Fiscal Year 26 Budget Assumptions. Questions from the board included further details on the deficit after adjustments, contingency plans and potential delays of payment from the federal government, details on the enrollment assumption and the state formula. The Board thanked Chief Sager for the safeguards built into the budget, and a request for a work session to further discuss this work. The impacts of tax increases to our community were also noted, as well as a request for different scenarios in the budget.

Next, the Board voted to approve the resolution to change the school district general election to even years by lengthening the current term of three school board members by one year to align with the even year elections. Before the vote, this item sparked discussion about the cost comparisons of this change, the naming of specific board members in the resolution and process should one of those board members exit the board early, the statute that applies to this change, and the timeline of vote on this item.

MOTION: Director Ward moved to accept the report on the December 3, 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 Franco	Yes
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Carrillo	Yes

9. FUTURE MEETING SCHEDULE

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

- 2025
  - January 7 (Annual Organizational Meeting at 4:00pm)
  - January 21
  - February 18
  - March 18
  - April 22
  - May 20
  - June 10 (Special re: Non-Renewals at 4:00pm)
  - June 17
  - July 15
  - August 19
  - September 23
  - October 21
  - November 18
  - December 16

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

- 2025
  - January 7
  - February 4
  - March 4
  - April 8
  - May 6
  - June 10
  - August 6 – Wednesday (Primary Election)
  - September 9
  - October 7
  - November 5 – Wednesday (Election Day)
  - December 2

10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Thein congratulated the three superintendent search finalists and that he respects them as educators. He offered a special congratulations to Dr. Stanley and believes she will do a fabulous job, and he is willing to do anything to ensure a smooth transition. He also shared the OWL student march where seniors declare their post-high school plans and college.

He also shared information in honor of Homeless and Hungry Month and work with our Project REACH and Title 1 program:

In honor of Homeless and Hungry Month, I would like to recognize Project REACH which is part of the St. Paul Public School Title I program to support students experiencing homelessness.

McKinney Vento Law protects students who do not have adequate, fixed and reliable housing. The Law allows students to stay in their school of origin, have full access to educational programming, and be able to enroll without all their paperwork so that there are not gaps in their schooling. The Title I set aside for Project REACH provides eligible students transportation to school, provides them with backpacks and school supplies and resources for the students and their families to find stable housing. The team at Project REACH has supported up to 1800 students annually; currently there are 782 identified students in SPPS receiving these supports and services.

11. AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Consent Agenda

MOTION: Director Henderson moved approval of all items within the consent agenda withholding these items for separate consideration:

- **3a - Request to Sign the Contract with City of Saint Paul's Right Track Youth Employment Program pertaining to the Spring Internship Program**
- **3b - Approval for a Contract that Exceeds $175,000 with eCapital Advisors LLC for continuing Oracle EPM support through 2025**
- **4i - Enter into Lease Agreements with Apple for iPads**

Director Franco seconded the motion.

The motion was approved by roll call vote:

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

1. Gifts

BF 34070 Timothy Scott Scholarships

That the Board of Education authorize the Superintendent Thein to accept the $7,000 from the Timothy Scott and provide a letter of expressing appreciation for the gift.

BF 34071 Accept Donation to Project REACH from Assistance League Minneapolis/St. Paul of Coats for Students Experiencing Homelessness

That the Board of Education authorize the Superintendent (designee) to accept the donation of winter coats for students experiencing homelessness from the Assistance League Minneapolis/ St. Paul

BF 34072 Accept Donation of $10,000 from the Jacobsen Foundation to Purchase Coats for Students Experiencing Homelessness

That the Board of Education authorize the Superintendent (designee) to accept the donation of $10,000.

2. Grants

BF 34073 Request for Permission to Accept a Grant from the Asian American Organizing Project

That the Board of Education authorize the Superintendent (designee) to accept funds from the Asian American Organizing Project's Youth Civic Engagement grant and implement the project as specified in the award documents.

BF 34074 Request for Permission to Submit to the Public School District Opioid Recovery Trust Grants

That the Board of Education authorize the Superintendent (designee) to submit these applications, accept funds from the Public School District Opioid Recovery Trust and implement the project as specified in the award documents.

BF 34075 Request for Permission to Support a Grant Application to the Environmental Protection Agency

That the Board of Education authorize the Superintendent (designee) to support an application to the Environmental Protection Agency's Clean School Bus Grant and to work with First Student to implement the project as specified in the award documents.

3. Contracts

BF 34076 Amendment to Equifax Consulting Agreement for Unemployment Services

That the Board of Education authorize the Superintendent (designee) to execute a contract amendment in the amount not to exceed $280,000 for fiscal years 2024, 2025, and 2026 with Equifax.

BF 34077 Contract Amendment #8 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 #8 for DLR Architects in the amount of $17,600 for the Hidden River Middle School Renovation and Addition (Project # 3140-20-02).

BF 34078 Award of Solar Photovoltaic System Installation at Bruce Vento Elementary

That the Board of Education authorize the award of the solar contract to Cedar Creek Energy for the lump sum base bid of $582,398.

BF 34079 Design Services for the 740 York RTU Replacement and Roofing Project (Project # 1140-25-01)

That the Board of Education authorize award of design and construction administration services to Miller Dunwiddie for the not-to-exceed fee of $385,860.

BF 34080 Design Services for The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01)

That the Board of Education authorize award of design and construction administration services to TKDA for the not-to-exceed fee of $486,500.

4. Agreements

BF 34081 Creighton University - University Professional Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with Creighton University for student internship experiences for occupational therapists.

BF 34082 Saint Catherine University - University Professional Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with St. Kate's for student internship experiences for occupational therapists.

BF 34083 Augsburg University - University Professional Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with Augsburg for student internship experiences outside of student teaching.

BF 34084 St. Thomas University - University Professional Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with St. Thomas for student internship experiences outside of student teaching.

BF 34085 College of St. Scholastica - University Professional Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with College of St. Scholastica for occupational therapy student internship experiences.

BF 34086 Alfred Adler Graduate School - University Professional Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with Alfred Adler Graduate School for art therapy and physical therapy student internship experiences.

BF 34087 Approval of Employment Agreement Between Independent School District No. 625 and Minnesota School Employees Association, Representing Classified Confidential Employees Association

That the Board of Education of Independent School District No. 625 enter into an Agreement concerning the terms and conditions of employment of those classified confidential employees in this school district for whom the Minnesota School Employees Association is the exclusive representative; duration of said Agreement is for the period of July 1, 2024 through June 30, 2027.

BF 34088 Enter into Lease Agreements with Apple for iPad Charging Carts

That the Board of Education authorize the Superintendent (designee) to enter into a Lease Agreement with Apple, Inc for iPad charging carts, for a total not to exceed $1,500,000 over the life of the lease.

BF 34089 Enter Lease Agreement for Sale of District iPad Inventory Approval

That the Board of Education authorize the Superintendent (designee) to approve the sale of district iPad inventory following the end of school year 2024-2025 to Total Technology.

5. Administrative Items

BF 34090 Monthly Operating Authority

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

(a) General Account	#778615-779682 #0011163-0011190 #7005355-7005386 #0011232-0011465	$68,052,883.44
(b) Construction Payments	- 0 -	$14,261,567.98
(c) Debt Service	- 0 -	$0.00
		$82,314,451.42

Included in the above disbursements are two payrolls in the amount of $46,241,201.26 and overtime of $236,772.05 or 0.51% 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 April 30, 2025

BF 34091 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 December 19, 2024, should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

Human Resources Transactions

BF 34092 Transactions for November 1 - November 30, 2024

BF 34093 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 34094 Phase Gate Approval of the FY25 Flooring Replacement Program at Como Park Elementary, Randolph Heights Elementary, Humboldt High School, Farnsworth Aerospace Upper Campus, and Maxfield Elementary (Project # 0225-25-01): Gate #3 – Project Budget

That the Board of Education approve the FY25 Flooring Replacement Program at Como Park Elementary, Randolph Heights Elementary, Humboldt High School, Farnsworth Aerospace Upper Campus, and Maxfield Elementary project (Project # 0225-25-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at $1,283,000 and indicating direction to proceed with construction bidding.

BF 34095 Phase Gate Approval of the FY25 Paving Replacement Program at 360 Colborne and Hubbs Center (Project # 0800-25-01): Gate #3 – Project Budget

That the Board of Education approve the FY25 Paving Replacement Program at 360 Colborne and Hubbs Center (Project # 0800-25-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at $1,526,000 and indicating direction to proceed with construction bidding.

BF 34096 Phase Gate Approval of the Maxfield ES Parking Lot Extension (Project # 4180-25-01): Gate #3 – Project Budget

That the Board of Education approve the Maxfield ES Parking Lot Extension (Project # 4180-25- 01) at Phase Gate Check #3 – Project Budget; setting the final project budget at $935,000 and indicating direction to proceed with construction bidding.

BF 34097 Phase Gate Approval of the Washington Technology Roofing and Paving (Project # 4040-24-01): Gate #3 – Project Budget

That the Board of Education approve the Washington Technology Roofing and Paving project (Project # 4040-24-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at $11,169,000 and indicating direction to proceed with construction bidding.

6. Bids

BF 34098 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 32F (Project #1020-22-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A24-3928-JG for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Hoffman & McNamara Co. for a lump sum base bid of $199,900.

BF 34099 Phase Gate Approval of the Bruce Vento Elementary - New Construction Project WS 32F (Project #1020-22-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A24-4021-JG for the Bruce Vento Elementary - New Construction Project (Project #1020-22-01) to Hoffman & McNamara Co. for a lump sum base bid of $434,700.

7. Change Orders

BF 34100 Change Order #6 for NAC Mechanical and Electrical Services for the Highland Park Middle School Entry Addition and Renovation Project (Project #3081-23-01)

That the Board of Education authorize the Superintendent, Superintendent's Designee, or Interim Facilities Director to sign Change Order #6 for NAC Mechanical and Electrical Services for the Highland Park Middle School Entry Addition and Renovation Project (Project #3081-23-01) for the amount of $178,718.

BF 34101 Change Order #1 for MCI Carpet One for the Bruce Vento New Construction project (Project # 1020-22-01)

That the Board of Education authorize the Superintendent, Superintendent's Designee, or Interim Facilities Director to sign Change Order #1 for MCI Carpet One for the Bruce Vento Elementary – New Construction project (Project # 1020-22-01) for the amount of $298,305.

ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 34102 Request to Sign the Contract with City of Saint Paul's Right Track Youth Employment Program pertaining to the Spring Internship Program

Director Franco noted that he pulled this item due to his employer and to avoid a conflict of interest.

QUESTIONS/DISCUSSION: None

MOTION: Director Henderson moved that the Board of Education authorize the Superintendent (designee) to sign the contract between Saint Paul Public Schools and Right Track for the 2024-25 school year. Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

BF 34103 Approval for a Contract that Exceeds $175,000 with eCapital Advisors LLC for continuing Oracle EPM support through 2025

Director Franco noted that he was able to connect with Chief Sager on this item and questions and now understand the work and that the contract is critical to integrate systems for budget abilities within the current financial system, and that he is intending to support this.

QUESTIONS/DISCUSSION: None

MOTION: Director Henderson moved that the Board of Education authorizes the Finance Office to execute a contract amendment to add 612 hours and $122,400 to the existing contract with eCapital Advisors LLC to increase the service support along with reporting and planning capabilities. Director Franco seconded the motion.

The motion was approved by roll call vote:

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

BF 34104 Enter into Lease Agreements with Apple for iPads

Director Franco noted that he feels like this is a substantial item and with it being on the consent agenda, he'd like to understand more about it, but also understands it is time sensitive, and the timeline for this item was predetermined, and we did not know this would be the meeting with deliberations and determination on the selection of the next superintendent. He does feel it is critical to discuss at a future meeting about student outcomes related to the investment in iPads, and as a learning tool. He requested further information and conversation and justification for this continued agreement and the rationale for this device. He noted he did connect with Chief Turner prior to the meeting to understand more, and that this is a good deal, and recognizes that the iPads need to be ordered and prepared for students. He does request that this be discussed at a future meeting, because the $17M pricetag deserves more discussion.

QUESTIONS/DISCUSSION: None

MOTION: Director Henderson moved that the Board of Education authorize the Superintendent (designee) to enter into a Lease Agreement with Apple, Inc for iPads, for a total not to exceed $17,500,000 over the life of the lease. Director Franco seconded the motion.

The motion was approved by roll call vote:

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

FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Certification of the 2025-26 School Year Tax Levy

Superintendent Thein introduced Tom Sager, Executive Chief of Financial Services, to present this item.

Chief Sager noted that this is the final part of the annual tax levy certification process that began in September. At the last board meeting, the district provided detailed information on the tax levy and district budget as part of the Truth in Taxation hearing.

BF 34105 Certification of the 2025-26 School Year Tax Levy

QUESTIONS/DISCUSSION:

- Director Franco noted that school district finance is complicated, and other entities of the government must also align in the process, and we attempt to be most fiscally responsible for our community members and students. This is tough and folks are feeling it, and the increase in taxes are not sustainable, and it will be important for the Board and new superintendent to work on a plan on how to get to a point where we don't need to accept the maximum levy, and start thinking of other ways and opportunities to secure dollars. Our community members do pay large amounts of taxes in Saint Paul, and the commitment to ensure the big taxes lead to big outcomes and successes for our students.
- Director Carrillo noted that the tax levy is more burdensome per capita that others, and we need to continue to understand the right balance. We have learned a lot through this process and listened to the community-voiced concerns, and need to understand the tax levy for our elderly community why may rely on fixed incomes which are not adjusted to inflation. We do need to consider bringing to the table a multitude of options to right-size the budget and determine ways to increase revenue. This is not something we can do alone - we are going to need to work with our community as a city to ensure students are the priority.
- Director Ward requested information on if, hypothetically, the district did not approve the max levy, are there any other negative consequences other than the less revenue received? Response: Yes, if the levy for the amount proposed for FY26 is not approved, the deficit of $44M would become greater. Other consequences would be less categorical funding on the state aid that is aligned with the levy, including achievement and integration revenue, which is $15M part of the levy and part of the aid. If we underlevy, the aide portion would also be underlevied.
- Director Ward also requested additional information on the total aid from the state.

MOTION: Director Henderson moved that the School Board certify a property tax levy in the amount of $220,848,442.35 as included below for the 2025-2026 school year. This amount represents a 7.92 percent increase from 2024-2025 school district property tax levy.
Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

2. 3-Year School Calendar: July 2025-June 2028

Superintendent Thein introduced Craig Anderson, Executive Director of Teaching and Learning, to present this item.

The presentation was grounded in the values of:

- Based in community input
- Inclusive process that includes student voice
- Informs a multi-year calendar to support long-term planning
- Aligns with Minnesota statute and logistical parameters

The Minnesota state statute that governs that length of the school year and hours of instruction was reviewed, as well as the parameters for SPPS. The challenge of when Labor Day falls on the 5th, 6th or 7th of September and we follow all of our other district parameters, we are unable to finish school before the third week of June. Ending in the third week of June makes having our robust summer offerings extremely difficult. Our only flexibility remains in winter and spring break.

The calendar process was also shared, as well as results of the engagement survey. Results were also shared of the parent statements at PAC meetings, as well as results by group. Responding families preferred to shorten winter break and have a full week of spring break. Responding staff indicated a strong preference for shortening winter break. Responding students preferred a full two-week winter break with a shortened spring break. Overall, a majority prefer a shortened winter break with a full week of spring break. The leading recommendation is to:

- Shorter winter breaks in School Years 26-27 and 27-28
    - Due to late Labor Day
- Full week spring breaks

For SY2025-26, the first day will be September 2, with a two-week winter break, one-week spring break, and school ends on June 11, with 175 days for secondary students.

For SY2026-27, the first day will be September 8, with eight-day winter break, and one-week spring break, and school ends of June 11, with 174 for secondary students.

For SY2027-28, the first day will be September 7, with a seven-day winter break, one-week spring break, and school ends on June 9, with 174 days for secondary students.

BF 34106 3-Year School Calendar: July 2025-June 2028

QUESTIONS/DISCUSSION: None

MOTION: Director Henderson moved to approve the proposed calendars for School Years 2025-26, 2026-27 and 2027-28. Director Allen seconded the motion.

The motion was approved by roll call vote:

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

10. INFORMATIONAL AGENDA ITEMS

A. Policy Update
    a. FIRST READING: Policy 550: Cell Phones and Personal Electronic Devices

Superintendent Thein introduced Jodi Danielson, Director of Teaching and Learning, to present this item.

The Cell Phone Policy Work Group members were reviewed. The rationale for the proposal of this policy was also reviewed, including that MN legislature made a law in spring 2024 that all school districts must have a district policy regarding cell phones. Assumptions were also shared, including assumptions added by the Board of Education on November 6.

Community feedback was presented, with information on survey response frequency, students' satisfaction with current rules (generally preferred less restrictive policies), families' satisfaction with current rules (families that were less satisfied generally desired more restrictive policies), and staff satisfaction with current rules (staff at buildings with more restrictive rules reported higher levels of satisfaction/ The impact on student learning perceptions by staff and students were also shown, with 52% of Middle School students and 87% of high school students report using their phone during the school day. Data was also shared on the frequency of addressing cell phone violations and when middle school students want their phones, when high school students want their phones, parent views on cell phone access, and policy preferences.

Information was also shared on feedback from the PACs, communication needs,
parent perceptions of current practices, and recommendations for district policy. The presentation also included details from the Student Senators Roundtable, student cell phone use during school, and how cell phones impact students.

Policy recommendations were also shared, including the alignment of the recommendations to the community feedback. The experiences of students affected by this policy were also reviewed.

Next steps include to make adjustments as needed based on Board feedback, student and staff focus groups in January to understand how the policy looks like in practice, second reading at January 21 Board of Education meeting, third reading at February 18 Board of Education meeting, add to Rights and Responsibilities Handbook, schools adapt practices as needed, and implementation September 2025

QUESTIONS/DISCUSSION:

- Director Valliant requested details on exceptions or special considerations for students who are parents.
- Director Franco requested information on the reference to Students Rights and Responsibilities, and the alignment to Technology Misuse.
- Director Allen noted questions about ear buds within the policy draft, and the device in which the ear buds are connected.
- Director Vue requested clarification on the deadline for this policy, which is March 15, 2025.
- Director Henderson thanked the team for this work in a short amount of time, and contentious conversations and viewpoints in this shift for students. She looks forward for learning more about the implementation and the supports for students, educators, and families.

13. BOARD OF EDUCATION

A. Information Requests/Responses and Items for Future Agendas

- Director Vue requested that all PACs present to the Board at a Committee of the Board or Regular Meeting to bring reports or recommendations for the Board to consider and act upon if they choose.

B. Board of Education Reports/Communications

- Director Vue noted that he attended three Hmong New Year celebrations, at Johnson, Txuj Ci Lower and Upper, and provided observations to the Board about the Hmong Language and Culture and its impacts on the Hmong Community. He shared that at the elementary level, Hmong New

Year is immersive, more traditional, and folktales are told as well as Hmong songs. At the middle school level, the integration has begun with Hmong contemporary music by American instruments. In high school, there is full integration with K-Pop songs and dances by Hmong students and current music with pop culture and humor.

- He also attended the OWL Senior Walk, as well as the Michael Houston Atrium Event and a Txuj Ci Circle.
- Director Franco also shared his time at the School Choice Fair.
- The Board also thanked the Leadership Team, our Board Administrator and Board Secretary for their work in getting us to where we are with the superintendent search. Director Henderson also thanked her colleagues for trusting Director Franco, Director Ward, and her for getting to this place.

14. ADJOURNMENT

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

The motion was approved by roll call vote:

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

The meeting adjourned at 11:24 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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

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

January 7, 2025
4:00 p.m.

MINUTES

1. CALL TO ORDER

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

2. ROLL CALL

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

Administration: Superintendent Thein, S. Dahlke

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 Vue and Director Carrillo.

The motion was approved by roll call vote:

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

4. ELECTION OF OFFICERS

1. Chair of the Board of Education

The serving Chair opened nominations for the office of Chair of the Board of Education.

MOTION: Director Chauntyll Allen and Director Yusef Carrillo nominated Director Halla Henderson for the office of the Chair of the Board of Education.

Further nominations were called for, there being none the vote was called.

The motion passed by acclaim.

2. **Vice Chair of the Board of Education**

The re-elected Board Chair opened nominations for the office of the Vice Chair of the Board of Education.

MOTION: Director Jim Vue nominated Director Uriah Ward for the office of the Vice Chair of the Board of Education.

Further nominations were called for, there being none the vote was called.

The motion passed by acclaim.

3. **Clerk of the Board of Education**

The Board Chair opened nominations for the office of the Clerk of the Board of Education.

MOTION: Director Carlo Franco nominated Director Erica Valliant for the office of the Clerk of the Board of Education.

Further nominations were called for, there being none the vote was called.

The motion passed by acclaim.

4. **Treasurer of the Board of Education**

The Board Chair opened nominations for the office of the Treasurer of the Board of Education.

MOTION: Director Yusef Carrillo nominated Director Carlo Franco for the office of the Treasurer of the Board of Education.

Further nominations were called for, there being none the vote was called.

The motion passed by acclaim.

The Board of Education officer positions for 2024 are:

- Chair: Halla Henderson
- Vice Chair: Uriah Ward
- Clerk: Erica Valliant
- Treasurer: Carlo Franco

5. RESOLUTIONS

BF 34107 Appointment of the Assistant Treasurer

MOTION: Director Henderson moved that the Board of Education approve the resolution that states as follows: BE IT RESOLVED, by the Board of Education of Independent School District No. 625, that it herewith appoints Tom Sager, Executive Chief of Financial Services, as the Assistant Treasurer of this school district for 2024. Motion seconded by Director Vue.

Motion was approved with the roll call vote as follows:

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

<u>BF 34108</u> **Appointment of the Assistant Clerk**

MOTION: Director Henderson moved that the Board of Education approve the resolution that states as follows: BE IT RESOLVED, by the Board of Education of Independent School District No. 625, that it herewith appoints Sarah Dahlke as the Assistant Clerk of this school district for 2025. Motion seconded by Director Carrillo.

Motion was approved with the roll call vote as follows:

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

<u>BF 34109</u> **Resolution Naming Depository Accounts**

MOTION: Director Henderson moved that the Board of Education approve the resolution naming the banks that are to serve as depositories of school district funds for the year 2025. Motion seconded by Director Franco.

Motion was approved with the roll call vote as follows:

Director Allen	Yes
Director Kopp	Yes
Director Ellis	Yes
Director Foster	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes

<u>BF 34110</u> **Resolution Naming Banks as Custodians for Safekeeping of Collateral**

MOTION: Director Henderson moved that the Board of Education approve the resolution naming the banks that are to be used as custodians for safekeeping of pledged security for school district deposits. Motion seconded by Director Franco.

Motion was approved with the roll call vote as follows:

Director Valliant	Absent
Director Henderson	Yes
Director Ward	Yes

Director Vue	Yes
Director Allen	Yes
Director Carrillo	Yes
Director Franco	Yes

<u>BF 34111</u> **Resolution Authorizing Investments of School District Funds**

MOTION: Director Henderson moved that the Board of Education approve the resolution that herewith authorizes the Assistant Treasurer to invest surplus funds of the school district from time to time, as provided in Minnesota Statutes and the School Board Investment Policy. Motion seconded by Director Ward.

Motion was approved with the roll call vote as follows:

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

<u>BF 34112</u> **Resolution Naming Brokerage Accounts**

MOTION: Director Henderson moved that the Board of Education approve the resolution naming the brokerage firms that are to handle the purchase and sale of securities and other property. Motion seconded by Director Franco.

Motion was approved with the roll call vote as follows:

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

<u>BF 34113</u> **Resolution Authorizing Entry into Joint Purchasing Agreements**

MOTION: Director Henderson moved that the Board of Education approve the resolution Authorizing Entry into Joint Purchasing Agreements and approve administration to continue current joint cooperative purchase agreements and to enter into other various Joint Cooperative Purchasing Agreements as deemed necessary. Motion seconded by Director Carrillo.

Motion was approved with the roll call vote as follows:

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

Director Carrillo	Yes
Director Franco	Yes

<u>BF 34114</u> **Resolution Naming the Official Newspaper**

MOTION: Director Henderson moved that the Board of Education approve the resolution naming the SAINT PAUL LEGAL LEDGER MINNESOTA LAWYER as the official newspaper of the School District. Motion seconded by Director Allen.

Motion was approved with the roll call vote as follows:

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

<u>BF 34115</u> **Resolution to Adopt and Confirm All Policies Contained in the SPPS Policy Manual**

MOTION: Director Henderson moved that the Board of Education approve the resolution confirming and adopting all policies contained in the Board Policy Manual. Motion seconded by Director Vue.

Motion was approved with the roll call vote as follows:

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

<u>BF 34116</u> **Resolution to Approve the 2025 Board of Education Meeting Schedule**

MOTION: Director Henderson moved that the Board of Education approve the Resolution to Approve the 2025 Board of Education Meeting Schedule. Motion seconded by Director Franco.

Motion was approved with the roll call vote as follows:

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

6. ACKNOWLEDGMENT OF REVIEW OF ALL 200-LEVEL BOARD POLICIES

Per Policy 203.00, “At the annual January organizational meeting, Board members will be asked to sign a form that they have reviewed all 200-level Board policies.” Board members were provided a form to sign that they have reviewed all 200-level Board policies, as well as provided with hardcopies of all 200-level Board policies.

7. COMMITTEE/SUBCOMMITTEE/WORK GROUP SELECTION AND SCHOOL AREAS SELECTION

Board members then determined their assignments on committees, subcommittees, and work groups (both internal and external), as well as their selected school focus areas.

8. FUTURE MEETING SCHEDULE

Chair Henderson then noted the dates of the upcoming meetings, including the Regular Meeting on Tuesday, January 21, 2025 beginning at 5:30 p.m.

Chair Henderson also noted that for any questions regarding the schedule, please contact our board secretary at 612-434-1105. Special meetings may also be scheduled throughout the year, and notices will also be posted on the board website. To be added to the email/phone notification list, please contact our board secretary at 651-434-1105.

A. Board of Education Meetings (5:30 p.m. unless otherwise noted)
- January 7, 2025 (Annual Organizational Meeting at 4:00 pm)
- January 21, 2025
- February 18, 2025
- March 18, 2025
- April 22, 2025
- May 20, 2025
- June 10, 2025 (Special Meeting – Non-Renewals) | 4:00 p.m. | Conference Room 5A
- June 17, 2025
- July 15, 2025
- August 19, 2025
- September 23, 2025
- October 21, 2025
- November 18, 2025
- December 16, 2025

B. Committee of the Board Meetings (4:30 unless otherwise noted)
- January 7, 2025
- February 4, 2025
- March 4, 2025
- April 8, 2025
- May 6, 2025
- June 10, 2025
- There is not a Committee of the Board Meeting in July.
- August 6, 2025 – Wednesday (due to election primary)
- September 9, 2025
- October 7, 2025

- November 5, 2025 – Wednesday (due to Election Day)
- December 2, 2025

9. ADJOURNMENT

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

Motion was approved with the roll call vote as follows:

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

The meeting adjourned at 4:35 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

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

COMMITTEE OF THE BOARD MEETING
360 Colborne Street
Saint Paul, MN 55102

January 7, 2025
4:30 p.m.

MINUTES

1. CALL TO ORDER

The meeting was called to order at 4:36 p.m. by Vice Chair Ward.

2. ROLL CALL

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

E. Valiant was absent.

Staff: Superintendent Thein, S. Dahlke, S. Gray Akyea, T. Sager, K. Thao, L. Olson, A. Collins, E. Wacker, J. Danielson, K. Morris, S. Schmitt de Caranza, H. Nistler, N. Páez, K. Kimani, C. Green, D. Moser, P. Pratt-Cook, Y. Vang, P. Matamoros. A. Kunz, B. Schmidt, C. Anderson, C. Landreau, L. Bolepew, J. Turner, M. McHenry, A. Kunz, M. Sullivan

3. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Ward moved approval of the Order of the Agenda. The motion was seconded by Director Henderson. It passed by acclaim.

4. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Thein thanked the school board members for their new year of service and to the officers for leading this work. He also noted the upcoming AMSD meeting on Friday and the agenda will focus on education legislation. He also noted that these meetings are open to all board members and they are able to attend physically or virtually. He went on to note that he was able to meet with Dr. Stacie Stanley and that she is excited about joining the SPPS family, and is eager, measured, and studying and reviewing the district. Her bottom line is to do what's best for kids - all kids, and he was impressed with her, and is grateful for the decision of the Board.

5. POLICY UPDATE

Superintendent Thein introduced Jodi Danielson, Director, Schools & Learning to present this update and report.

A. FIRST READING DISCUSSION: Board Policy 550: Cell Phones and Personal Electronic Devices

The objectives for the presentation were reviewed, and included to process the community feedback, focused discussion and guidance from the board regarding the policy, and to share the timeline and next steps.

The Cell Phone Policy Work Group members were also highlighted.

Community feedback included a summary of the survey data, Parent Advisory Council recommendations, Student Roundtable feedback, and reflection on this information by the Board.

Policy recommendations were then reviewed, which included community feedback and where that feedback appears in the policy draft.

Next steps were also reviewed, with focus groups January 9-15, the second reading at the January 21st Board of Education meeting, the third reading at the February 18th Board of Education meeting, and the creation of an implementation plan in February-March, with support for schools to plan and adapt practices as needed and modification of the Rights and Responsibilities Handbook, both in the Spring.

The full presentation can be found in the BoardBook. Full details of community feedback were also included.

QUESTIONS/DISCUSSION:

- The Board requested clarification on the end date for surveys for students and staff.
- Director Ward thanked the team for their work and it is an issue that is of high interest, and that the results were not surprising that students want less restrictions and families and staff are more supportive of restrictions. There is also a unified stance around restrictions at younger grades.

What does the data suggest? What are the implications for a cell phone policy?

- Director Carrillo noted his personal experience with his children and cell phones and is happy that the community offered their feedback on this issue. He and Director Vue noted questions around the construction of the survey and response rates, as well as patterns to responses.
- Director Allen noted her concerns around discipline in relation to this policy, and when we resort to the same methods, it leads to the same disparities.
- Director Ward noted the importance of consistency across high schools especially, and the importance of the implementation, and intentionality in this work and to be student-centered.
- Director Franco noted the data of responses from students, and plans related to cell phones and the enforcement of this policy.
- Director Carrillo noted the apps for phones that are a platform to capture brain attention, and we need to get the number of students on these apps to decrease for students to focus on interactions with other students and teachers in a community of learning.
- Director Ward also noted conversations around families and parents to be able to contact their students in school, and the capacity for the front office to handle those communications.
- Director Franco noted that there should be continued conversation around iPad usage and strategically implementing iPad use to ensure students have them prepared, since it was an investment.
- Director Franco also requested details on the options for implementation at 6-8 buildings compared for 9-12.

- A measurable achievement of a goal should also be reviewed, as well as the documented plan should be reviewed annually. Director Vue noted that a policy is a monitoring of progress, but a general framework.
- Director Ward also noted this could be a request next year – to provide the same survey for data on middle school and high school cell phone usage during the school day.
- Administration noted concerns about building administration may not know the grade of every student and there may be discrepancies if there are different guidelines for 6-8 versus 9-12.
- Administration noted that they will contact 6-12 building principals about this discussion, as well as adding a note about goals and annual monitoring at the school level.

Based upon the community feedback shared, do you support the language as written in section 3.A.1.? If not, what changes would you suggest?

- Director Henderson noted questions about the search of a device and the reasonable use in the scope of circumstances.
- She also noted questions around students who may be translators for parents or family members and the mechanism to support them in establishing a boundary but not penalizing them.
- Director Allen noted support for positive incentives around not using cell phones, and using iPads that are fully charged and ready to be used in the school day, including work with Ms. Kimani and PBIS work in the district
- The Board also noted questions about emergency situations.
- The Board also noted a question about technology for families to communicate with their student through their iPad, and email usage.
- Overall, Administration noted trying to include language specific to incentives and positive incentives for students, and more conversation about the role of students to support their parents and families in this policy.

6. AMERICAN RESCUE PLAN (ARP) REPORT

Superintendent Thein introduced Dr. Stacey Gray Akyea, Executive Chief of Equity, Strategy & Innovation, to present this report.

The agenda for this presentation included the background, planning and implementation, budget and spend-down, and outcomes.

Background information included the different COVID-19 federal funding sources and details, the American Rescue Plan (ARP): ESSER III details, priorities, details on starting this work, a review of SPPS Achieves initiatives and ARP strategies by focus area, ARP allocations, and strategies.

Within Planning and Implementation, details were provided on the allocation team, the tool of “Year-at-a-Glance”, the Logic Model tool, and Dashboard tool. The Professional Learning Community Monitoring Structure was also reviewed, as well as informing of “scale-up”, and community engagement.

Budget and Spend Down included details about the annual spend down and monitoring of the spend-down, and a summary of the spending/

Outcomes included systemic impacts and data of students, staff, and schools and programs affected, details on safely reopening schools, strategies to address unfinished learning and to build equitable systems of teaching and learning, as well as support student and staff social emotional needs. There were

116 community partners supported. The national recognition of SPPS in this work was also detailed, as well as the unintended outcomes of this work and these funds. Lessons learned within planning and implementation, budget and spend-down, and outcomes were also reviewed.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Dr. Gray Akyea thanked her colleagues and team for this work.
- Director Vue also thanked members of Administration for this work, as they were doing their regular work, as well as the extra work within ARP.
- Director Carrillo requested details on the most effective use of the dollars in terms of mitigating learning loss, which included credit recovery, WINN, and Earn As You Learn. Language supports for families was also critical and family support.
- Director Henderson noted that there are mechanisms from ARP that affected our practices.
- Dr. Gray Akyea also noted the cross-functionality and "pulling the thread" as a metaphor to understand the impacts on areas. It's an important factor in de-siloing.
- Director Vue requested details on the allocations.
- Administration also noted the additional funds from MDE, and grants, and that the budget was adjusted yearly, but not re-budgeted every year. Director Vue also confirmed that we did follow all guidelines of MDE in the spending down of these funds.
- The Board also requested information on the extent to which we accomplished the priorities listed previously in the presentation.
- Director Vue also noted that this report signals the turning of the page in a chapter of SPPS in returning from COVID-19.

9. ADJOURNMENT

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

The meeting adjourned at 7:29 p.m.

10. WORK SESSION

The Board then conducted a work session which included the topics of 2025 Graduation Ceremony Schedule - Board Member Attendance; Compensation Study; and B.I.G.G.: Board Initiated Goals Governance.

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

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

TOPIC: Future Meeting Schedule

2025 Regular Meeting Schedule

- January 7, 2025 (Annual Organizational Meeting at 4:00pm)
- January 21, 2025
- February 18, 2025
- March 18, 2025
- April 22, 2025
- May 20, 2025
- June 10, 2025 (Special re: Non-Renewals at 4:00pm)
- June 17, 2025
- July 15, 2025
- August 19, 2025
- September 23, 2025
- October 21, 2025
- November 18, 2025
- December 16, 2025

2025 Committee of the Board Meeting Schedule

Time: 4:30 p.m.
Location: Conference Room 5A – 360 Colborne Street, Saint Paul, MN 55102

- January 7, 2025 (Annual Organizational Meeting at 4:00pm)
- February 4, 2025
- March 4, 2025
- April 8, 2025
- May 6, 2025
- June 10, 2025
- August 6, 2025 – Wednesday (Primary Election)
- September 9, 2025
- October 7, 2025
- November 5, 2025 – Wednesday (Election Day)
- December 2, 2025

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Highland Park Senior High Gift Acceptance of $7,500

A. PERTINENT FACTS:

1. Scott Milburn, parent of junior student, is donating $7,500.00 to Highland Park Senior High School.

2. Funds will be spend from Highland Park Senior High School budget 01-220-218-388-6430-2200.

3. This project will meet the District strategic plan focus area(s) of Effective and Culturally Relevant Instruction.

4. This item is submitted by Dr. Winston Tucker, Principal; Dr. Kirk Morris, Assistant Superintendent; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept the donation of $7,500 from Scott Milburn for continued International Baccalaureate book needs and that the Superintendent send a letter of appreciation to Scott Milburn.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Acceptance of Donation to Highland Park Middle School

A. **PERTINENT FACTS**:

1. A gift of $7,500 was donated to Highland Park Middle School for the 2024-25 school year to be added to 19-330-291-00-5096-U001.
2. These funds will be used for general classroom materials.
3. This project will support the strategic focus area of Effective and Culturally Relevant Instruction.
4. This item is submitted by Hibaq Mohamed, Principal; Nancy Páez, Assistant Superintendent; and Andrew Collins, Executive Chief of Schools and Learning.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to accept the donated gift of $7,500 to Highland Park Middle School.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Accept Grants from the Blaze Credit Union Foundation

A. PERTINENT FACTS:

1. The Blaze Credit Union Foundation awards the Accelerate Teacher Grant to fund projects or programs related to life skills that enhance the overall financial wellness of the community.

2. Teachers from multiple schools received funds to support classroom projects, including AGAPE High School, Highland Park Senior High, Humboldt High School, SPPS Online School, and Washington Technology Magnet High School. The goal of these projects is to provide opportunities for student learning outside of normal operating budget.

3. Saint Paul Public Schools will serve as fiscal agent for the project. Each grant is for a range of approximately $1,000 to $2,500. Six teachers were awarded for a total of approximately $10,400.

4. These projects will meet the District strategic focus area of Positive School and District Culture.

5. These are new grant-funded projects.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Adam Kunz, Assistant Superintendent; Yeu Vang, Assistant Superintendent; Kirk Morris, Assistant Superintendent; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy, and Innovation; Jackie Turner, Chief of Administration and Operations.

B. RECOMMENDATION:

The Board of Education authorizes the Superintendent (designee) to accept funds from Blaze Credit Union Foundation to support innovative classroom projects and to implement the project as specified in the award documents.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Submit to KidsGardening's Youth Garden Grant

A. PERTINENT FACTS:

1. KidsGardening awards the Youth Garden grant to local schools and nonprofits, with a strong focus on providing education on the life-enhancing benefits of gardens to communities. This grant is designed to engage a community that has systemically been denied resources through initiating or improving a youth garden program.

2. Staff at Frost Lake Elementary have applied for a grant to create a project which will provide students with numerous aspects of environmental education through Science, Technology, Engineering, and Math (STEM) hands-on experiences as well as building on previous knowledge that students have gained in the classroom to create a pollinator garden. Funds will be used to resource and improve the existing pollinator garden.

3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately $500.

4. This project aligns with the District strategic focus areas of Systemic Equity and Effective and Culturally Relevant Instruction.

5. This is a new grant-funded project.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Melissa Ehlers, Principal at Frost Lake Elementary School; Adam Kunz, Assistant Superintendent; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jackie Turner, Chief of Operations & Administration.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from KidsGardening; to support the Frost Lake Elementary grant project; to accept funds; and to implement the project as specified in the award documents.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Submit a Grant to the Protolabs Foundation's STEM Grant

A. PERTINENT FACTS:

1. The Protolabs Foundation, a Signature Fund of the Minneapolis Foundation, awards STEM grants to schools and nonprofit organizations that provide STEM programming for students in grades 5-12, with a focus on programs serving students of color and those from low-income families.

2. Staff at Highwood Hills Elementary have applied for a grant to continue their Polytechnic Program. The Polytechnic Program focuses on 3 tracks: Engineering, Technology, and Agriculture. Students will learn three tracks and work with outside partners to provide hands-on learning. Funds will be used to take students to various field trips and experience real-world applications of their STEM learnings. Field trips include visiting the Works Museum, the Science Museum, the MN Zoo, Eagle Bluff Environmental Learning Center, and the Bell Museum.

3. Saint Paul Public Schools will serve as fiscal agent for the project. This grant is for approximately $25,000.

4. This project aligns with the District strategic focus areas of Effective and Culturally Relevant Instruction and College and Career Readiness.

5. This is a continuing grant-funded project.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Fatima Lawson, Principal of Highwood Hills Elementary; Adam Kunz, Assistant Superintendent; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Executive Chief of Equity, Strategy, and Innovation; Jackie Turner, Chief of Operations & Administration.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to accept a grant from The Protolabs Foundation; to accept funds; and to implement the project as specified in the award documents.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Submit Applications to the Minnesota Department of Natural Resources' No Child Left Inside Grant

A. **PERTINENT FACTS**:

1. The Minnesota Department of Natural Resources (DNR) No Child Left Inside (NCLI) grant program provides funding for "outdoor environmental, ecological, and other natural-resource-based education and recreation programs serving youth" (Minn. Stat. §84.976). Through these grants, the DNR is addressing growing concerns over declines in youth participation in outdoor recreation, natural resource education, hunting, and angling. Ideally, youth involved in awarded projects will maintain involvement in outdoor education and recreation through continued participation in and/or support of these activities.

2. The NCLI grants are divided into a mini grant category of up to $5,000 and a larger grant category of up to $25,000. SPPS has one mini grant application from Battle Creek Elementary School. SPPS also has one larger grant application from the Community Education program at Washington Technology Magnet High School.

3. Saint Paul Public Schools will serve as fiscal agent for the project. The grants total $30,000 and will span from June 2025 to June 2026.

4. This project will support the strategic focus area of Positive School and District Culture.

5. These are new grant-funded projects.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Kristen Longway, Principal of Battle Creek Elementary School; Adam Kunz, Assistant Superintendent; Anthony Walker, Director of Community Education; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jacqueline Turner, Chief of Administration & Operations.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to submit grants to the Minnesota Department of Natural Resources' No Child Left Inside grant program; to accept funds; and to implement the project as specified in the award documents.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Submit to the Minnesota Department of Education's Grow Your Own Pathway for Secondary Students Grant

A. **PERTINENT FACTS**:

1. The Minnesota Department of Education makes this funding available to award grants designed to support students of color, including Indigenous students, to explore teaching careers and begin acquiring their first professional teaching license. To ensure the diversity of the state's future educators, this grant must be used to provide experiential learning to secondary school students, implement introductory courses to education, provide wrap-around supports, and scholarships for college credits in teaching.

2. The Office of Career and College Readiness will use this grant to provide additional opportunities and support for students exploring career options in education. This grant will fund three main components: Education Pathway courses at the seven largest high schools within SPPS, paid internship opportunities for students, and wrap-around supports. Specifically, the grant will fund staffing such as 0.5 FTE of a Program Specialist and Itinerant Teacher as well as substitute teachers, internships and scholarships for high school students, and instructional/essential materials.

3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately $493,000 within 5 years.

4. This project will support the strategic focus area of Systemic Equity and College and Career Readiness.

5. This is a new grant-funded project.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Beth Coleman, Assistant Director of College and Career Readiness; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jacqueline Turner, Chief of Administration & Operations.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education's Grow Your Own Pathway for Secondary Students Grant program; to accept funds; and to implement the project as specified in the award documents.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Submit to the Minnesota Department of Education's Grow Your Own Pathway for Adults Grant

A. PERTINENT FACTS:

1. The Minnesota Department of Education makes these funds available to Minnesota districts, charters, Tribal contract schools, and cooperative units for a grant for a teacher preparation program to establish a Grow Your Own pathway for adults to obtain their first professional teaching license. The grant recipient must use at least 80 percent of grant funds to provide tuition scholarships or stipends to enable district employees or community members affiliated with a district, who are of color or American Indian and who seek a teaching license, to participate in the teacher preparation program.

2. Grow Your Own grant funds will support St. Paul Urban Teacher Residency (SUTR) Cohort 11 residents and SPPS Registered Apprenticeship Program for Teaching (RAP for Teaching), with 80% of the funds spent on BIPOC resident stipends. This will allow SPPS to be thoughtful about recruiting far in advance and further build a pipeline of candidates with secured funding. SUTR and SPPS RAP for Teaching were designed to address the time and cost barriers many potential teacher candidates reported during focus group discussions as SPPS and the University of St. Thomas were creating the programs. Grant funds will increase annual stipend amounts to SUTR candidates of color and extend payments through the summer months, in direct response to feedback from SUTR candidates about the financial challenges they face to participate in the program.

3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately $493,000 over 5 years.

4. This project will support the strategic focus area of Systemic Equity and College and Career Readiness.

5. This is a new grant-funded project.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Patricia Pratt-Cook, Executive Chief of Human Resources; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Chief of Equity, Strategy & Innovation; and Jacqueline Turner, Chief of Administration & Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education's Grow Your Own Pathway for Adults Grant program; to accept funds; and to implement the project as specified in the award documents.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request to Enter Contract with BSCS Science Learning for Middle School Science Curriculum and Professional Development

A. PERTINENT FACTS:

1. SPPS is in year four of a five-year 3M grant-funded project to support the implementation of the new MN Science standards and OpenSciEd curriculum in middle school science. The project includes robust professional learning for all middle school science teachers with a specific focus on using high-quality curricular materials to transform approaches to improved equity.

2. Over the grant period to date, middle school science teachers have made significant shifts toward centering rigorous student thinking by facilitating learning for students rather than simply presenting information. This approach has resulted in students engaged in critical thinking and collaborative sense-making and problem solving. In addition, partners have modified the OpenSciEd curriculum, originally designed to meet national standards, to be aligned with MN standards.

3. Project Year 4: July 1, 2024 – June 30, 2025

4. $67,462.50 Complete development of two Adapted Units for 6th and 7th grade science to improve alignment with MN standards
   $20,000.00 Develop specific plans for developing two 8th grade units to meet MN science standards that are not currently met by the OpenSciEd curriculum
   $86,215.00 Provide 8 full days of in person PD for all 8th grade science teachers and provide virtual ongoing support
   $39,552.50 Provide 4 full days of in person PD for all 7th grade science teachers and provide virtual ongoing support
   $213,320.00 Year 4 Contract Total

5. This project will meet the district strategic plan focus area of Effective and Culturally Relevant Instruction.

6. This item is submitted by Craig Anderson, Executive Director of Teaching and Learning and Andrew Collins, Executive Chief Division of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to approve the contract with BSCS Science Learning for $213,320, funded through the 3M OpenSciEd grant.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request to Sign the Contract with Give Back Minnesota

A. PERTINENT FACTS:

1. This contract details the partnership between Give Back and SPPS, pertaining to the Give Back Careers Program. The multi-year agreement ends on January 31, 2028.

2. Give Back is a national nonprofit organization helping students who have faced significant adversities achieve long-term success in a safe, caring, and supportive community.

3. In the 2024-25 school year the Give Back program will provide 1:1 coaching and support services to youth in need of extra support at Humboldt.

4. There is no cost to SPPS for participating in this program.

5. This item is submitted by Carita Green, Executive Director of College and Career Pathways and School Supports; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the contract between Saint Paul Public Schools and Give Back.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Contract Amendment #1 for Intertek-PSI on the Bruce Vento New Construction project (Project # 1020-22-01)

A. PERTINENT FACTS:

1. This agenda item seeks approval for additional services on the Bruce Vento New Construction project. Additional services include the following:

    a. Additional services for slab flatness tests not originally included and inspections for more complex project Observation Reports.

2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	December 14, 2021 (Revised GC#1)
#2 – Project Charter	August 23, 2022
#3 – Project Budget	February 21, 2023
#4 – Contract Award	October 24, 2023
#5.1 – Project Close-Out	June 2026 (anticipated)
#5.2 – Final Project Summary	June 2027 (anticipated)

3. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$89,900,000	$73,787,232	$40,177,311	44.7%

4. The contract would be changed as follows:

	Amount	% Change
Original contract sum	$183,080	-
Previous Amendments approved to date	$0	0%
The contract sum prior to this Amendment was	$183,080	
Contract Amendment amount	$19,181	10.8%
New contract sum including this Amendment	$202,261	-

5. A summary of current and anticipated funding is as follows:

Funding Source	Amount
COP FY23-27	$89,900,000

6. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

7. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize award of Amendment #1 for Intertek-PSI in the amount of $19,181 for the Bruce Vento Elementary – New Construction project (Project # 1020-22-01).

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Procore Technologies Contract Amendment #2

A. PERTINENT FACTS:

1. Procore is a web-based project management tool and related support, training, and implementation services. This resource centralizes and streamlines information sharing, transactional workflows and data capture for construction projects associated with SPPS Builds, the District's capital improvement and deferred maintenance program.

2. The District entered into a two-year contract with Procore Technologies for a value of $169,738 for the first year and $171,165 for the second.

3. This agenda item seeks approval for additional support hours for application development guidance.

4. The contract would be changed as follows:

	Amount	% Change
Original contract sum	$340,903	-
Previous Amendments approved to date	$7,590	2.2%
The contract sum prior to this Amendment was	$348,493	
Contract Amendment amount	$4,125	1.2%
New contract sum including this Amendment	$352,618	-

5. Funding will be provided from Capital Bonds and Long-Term Facilities Maintenance.

6. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

7. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize award of Amendment #2 for Procore Technologies in the amount of $4,125.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Contract Amendment #8 for Cuningham Group Architects the Bruce Vento New Construction project (Project # 1020-22-01)

A. PERTINENT FACTS:

1. This agenda item seeks approval for additional services on the Bruce Vento New Construction project. Additional services include the following:

    a. Additional services are required for landscape bidding and modifying gymnasium finishes.

2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	December 14, 2021 (Revised GC#1)
#2 – Project Charter	August 23, 2022
#3 – Project Budget	February 21, 2023
#4 – Contract Award	October 24, 2023
#5.1 – Project Close-Out	June 2026 (anticipated)
#5.2 – Final Project Summary	June 2027 (anticipated)

3. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$89,900,000	$73,787,232	$40,177,311	44.7%

4. The contract would be changed as follows:

	Amount	% Change
Original contract sum	$4,463,499	-
Previous Amendments approved to date	$132,237	2.9%
The contract sum prior to this Amendment was	$4,595,736	
Contract Amendment amount	$7,400	0.2%
New contract sum including this Amendment	$4,603,136	-

5. A summary of current and anticipated funding is as follows:

Funding Source	Amount
COP FY23-27	$89,900,00057

6. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

7. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize award of Amendment #8 for Cuningham Group Architects in the amount of $7,400 for the Bruce Vento Elementary – New Construction project (Project # 1020-22-01).

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Memorandum of Understanding between Saint Paul Public Schools and Great River Greening

A. PERTINENT FACTS:

1. Request to sign the Memorandum of Understanding with Great River Greening to expand and enhance the tree canopy at select SPPS schools and support SPPS schools in providing environmental education and engagement.

2. The Facilities department, specifically the Environmental Services Group, will work with Great River Greening to develop a tree list of species that will be used in various locations across SPPS school sites.

3. Great River Greening received funding for this project from the Minnesota Environment and Natural Resources Trust Fund (ENRTF), that is available until June 30, 2028, as well as the United States Department of Agriculture (USDA).

4. The grant funding set for this project is to be recognized as a donation to SPPS. Gift acceptance for each project will be submitted as project sites are determined.

5. This item is submitted by Kathryn Wallace, Interim Director of Facilities, and Jackie Turner, Executive Chief of Administration and Operations.

B. RECOMMENDATION:

That the Board of Education authorize the Memorandum of Understanding between Saint Paul Public Schools and Great River Greening to expand and enhance the tree canopy at select SPPS Schools and support SPPS schools in providing environmental education and engagement.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Participate in Professional Agreement with Metropolitan State University

A. PERTINENT FACTS:

1. Saint Paul Public Schools has had a long relationship of training Metropolitan State students in our schools. The participating universities and colleges enter into an agreement to send students, including but not limited to student nurses to our district and provide appropriate oversight of the program. The district agrees to provide a suitable setting for the students to learn and grow.

2. This request is for ongoing participation in a student clinical experience with Saint Paul Public Schools and Metropolitan State University. This Agreement shall become effective May 7, 2025, and continue through May 10, 2030, unless written notice to terminate this Agreement is given to the other party by April 1 of the preceding year. Advance notice of termination is required to safeguard the students currently enrolled in the program.

3. The arrangements with nurse preparation programs provide an excellent way to recruit candidates for the district.

4. There is no additional cost to the district for the nurse preparation programs.

5. Collaboration with area colleges to train high quality nurses supports the strategic plan goal of aligning sustainability and strengthening relationships with community and families.

6. Requested by Rebecca Schmidt, Director, Health and Wellness, and Heidi Nistler, Assistant Superintendent of Specialized Services; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorizes the Superintendent to enter into a Student Agreement with Metropolitan State University effective May 7, 2025, and continue through May 10, 2030, unless written notice to terminate this Agreement is given to the other party by April 1 of the preceding year.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Request for Permission to Participate in Professional Agreement with Pensacola State University

A. PERTINENT FACTS:

1. The participating universities and colleges enter into an agreement to send students, including but not limited to student nurses to our district and provide appropriate oversight of the program. The district agrees to provide a suitable setting for the students to learn and grow.

2. This request is for ongoing participation in a student clinical experience with Saint Paul Public Schools and Pensacola State University. This Agreement shall become effective February 1, 2025, and continue through February 1, 2030, unless written notice to terminate this Agreement is given to the other party by April 1 of the preceding year. Advance notice of termination is required to safeguard the students currently enrolled in the program.

3. The arrangements with nurse preparation programs provide an excellent way to recruit candidates for the district.

4. There is no additional cost to the district for the nurse preparation programs.

5. Collaboration with area colleges to train high quality nurses supports the strategic plan goal of aligning sustainability and strengthening relationships with community and families.

6. Requested by Rebecca Schmidt, Director, Health and Wellness, and Heidi Nistler, Assistant Superintendent of Specialized Services; and Andrew Collins, Executive Chief of Schools and Learning.

B. RECOMMENDATION:

That the Board of Education authorizes the Superintendent to enter into an Agreement with Pensacola State University effective February 1, 2025, and continue through February 1, 2030, unless written notice to terminate this Agreement is given to the other party by April 1 of the preceding year.

Revised 1/16/2025

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: 01/21/2025

TOPIC: Monthly Operating Authority

A. PERTINENT FACTS:

1. The Board of Education must authorize and approve all expenditures of the District.

2. The Board of Education must ratify any changes in collateral that have been previously approved by the Assistant Treasurer.

3. This item meets the District target area of goals alignment and sustainability.

4. This item is submitted by Tom Sager, Executive Chief of Financial Services.

B. RECOMMENDATIONS:

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

(a) General Account	#779683-780599 #0011197-0011233 #7005387-7005413 #0011466-0011649	$86,934,525.53
(b) Construction Payments	- 0 -	$6,921,522.78
(c) Debt Service	- 0 -	$0.00
		$93,856,048.31

Included in the above disbursements are two payrolls in the amount of $43,903,588.33 and overtime of $218,964.17 or 0.50% of payroll.

(d) Collateral Changes

Released:

None

Additions:

None

2. 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 May 31, 2025

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

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

A. PERTINENT FACTS:

1. Minnesota immunization law (M.S. 121A. 15 Health Standards for Immunizations) requires that in order for a child to enroll in child care, early education programs, or school a parent must show they have received immunizations or an exemption.

2. Immunizations help protect children against disease or reduce the impact from that disease.

3. There are students in the District who are not in compliance with M.S. 121A.15 Health Standards for Immunizations. Noncompliant lists are reviewed and updated regularly.

4. Parents/guardians with a noncompliant student have been informed of required missing immunizations. They are provided information about immunization law, immunization resources and have been informed about medical or conscientious exemption options. Contacts are made via mail, phone and email and in home languages. Parents/guardians have had a minimum of 30 days to comply with the law after they are informed that their child is non-compliant.

5. Once in compliance (required immunization received or proof of meeting exemption requirement is provided) then students are allowed to return to school and programming.

6. This project will meet the District target area goals by ensuring high academic achievement for all students.

7. Requested by Rebecca Schmidt, Director of Health and Wellness, and Heidi Nistler, Assistant Superintendent of Specialized Services.

B. RECOMMENDATION:

That the Board of Education exclude noncompliant student(s) from school(s) effective January 21, 2025 should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Ceniza, V	Classroom Teacher	12/14/2024	$39.16	Capitol Hill Magnet
Coson, R	Classroom Teacher	12/14/2024	$38.64	Hazel Park Preparatory Academy
McColley, S	Classroom Teacher	01/04/2025	$33.68	St. Paul Music Academy
Sanchez, H	Classroom Teacher	12/14/2024	$40.75	Benjamin Mays/Museum
Tor, J	Classroom Teacher	01/04/2025	$32.61	Highwood Hills Elem
White, L	Classroom Teacher	01/04/2025	$39.26	Mississippi Creative Arts Elem
Wang, W	Classroom Teacher	01/04/2025	$56.35	Washington Tech High
Ahmed, F	Classroom Teacher	11/23/2024	$56.81	Creative Arts Secondary
Sagrado-Viña, S	Classroom Teacher	12/14/2024	$39.42	Benjamin Mays/Museum
Secong, S	Classroom Teacher	12/14/2024	$55.66	Farnsworth Aerospace LWR
Shackle, A	Classroom Teacher	01/04/2025	$56.35	271 Belvidere Bldg
Tumala, M	Classroom Teacher	12/14/2024	$43.25	Hazel Park Preparatory Academy
Cederstrom, K	Classroom Teacher	01/04/2025	$55.24	Hazel Park Preparatory Academy
Farley, D	School/Community Professional	01/04/2025	$26.80	Washington Tech Middle
Bologna, E	Education Assistant	12/14/2024	$36.25	Washington Tech High
Dah, T	Education Assistant	01/11/2025	$23.87	Murray Middle
DesMarais, M	Education Assistant	12/07/2024	$23.41	Humboldt Secondary
Johnson, R	Education Assistant	01/04/2025	$24.36	Mississippi Creative Arts Elem
Mujica Diaz, K	Education Assistant	01/04/2025	$23.87	Washington Tech High
Vergara, M	Education Assistant	01/18/2025	$27.16	Ronald M Hubbs Center
Abdullahi, A	Teaching Assistant	09/28/2024	$20.63	Highwood Hills Elem
Banks, D	Teaching Assistant	12/07/2024	$20.63	Hamline Elem
Chang, F	Teaching Assistant	12/07/2024	$23.58	Txuj Ci HMong LWR
Curry-Pochy, K	Teaching Assistant	12/07/2024	$20.63	Global Arts Plus - LWR
Fenner, C	Teaching Assistant	12/14/2024	$23.58	Como Park Senior High
Garcia, L	Teaching Assistant	11/16/2024	$23.00	Frost Lake Elem

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Greenlee-Herndon, H	Teaching Assistant	12/07/2024	$25.89	Bridge View
Kendall, W	Teaching Assistant	12/14/2024	$23.00	Global Arts Plus - UPR
Lo, K	Teaching Assistant	01/04/2025	$23.58	Bridge View
Nayeri, M	Teaching Assistant	01/04/2025	$20.63	Crossroads Science
Prenzlow, E	Teaching Assistant	12/07/2024	$23.00	Hamline Elem
Reynolds Parker, M	Teaching Assistant	12/07/2024	$23.00	Highland Park Senior High
Willms, J	Teaching Assistant	12/07/2024	$22.96	The Heights Community
Yang, H	Teaching Assistant	01/04/2025	$23.58	Txuj Ci HMong UPR
L'Allier, R	Bus Driver	01/04/2025	$26.52	Transportation Services
Hernandez, M	Clerical	01/04/2025	$28.35	Riverview Dual Immrsn
Herndon, D	Clerical	01/04/2025	$28.77	Colborne Admin Offices
Cuevas Rangel, N	Nutrition Services	01/04/2025	$17.84	Humboldt Secondary
Drawny, T	Nutrition Services	01/04/2025	$17.84	International Academy - LEAP
Jean, B	Nutrition Services	12/14/2024	$17.84	Washington Tech High
Jean, Y	Nutrition Services	12/14/2024	$17.84	Daytons Bluff Achievement Plus
Morton, K	Nutrition Services	01/04/2025	$17.84	St. Paul Music Academy
Rees, S	Nutrition Services	12/07/2024	$17.84	Washington Tech High
Reyna Trujillo, S	Nutrition Services	01/04/2025	$17.84	L Etoile du Nord French Immrsn
Thao, A	Nutrition Services	12/07/2024	$17.84	Farnsworth Aerospace UPR
Vargas Guerrero, A	Nutrition Services	01/04/2025	$17.84	International Academy - LEAP
Villarreal, P	Nutrition Services	12/14/2024	$17.84	Como Service Center
Villarreal, S	Nutrition Services	12/07/2024	$17.84	Como Service Center

PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Herrera-Gundale, A	Principal From: Central Administrator	12/14/2024	$74.29	Obama Service Learning Elem
Benusa, C	Classroom Teacher From: Teaching Assistant	11/30/2024	$32.39	Central Senior High

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Sabo, K	School/Community Professional From: Education Assistant	12/07/2024	$37.30	Highwood Hills Elem
Stewart, S	School/Community Professional From: Education Assistant	08/29/2024	$45.44	Colborne Admin Offices
Buckhanan-Smith, Z	Education Assistant From: Teaching Assistant	01/04/2025	$26.07	RiverEast Elem/Secondary
James, W	Education Assistant From: Teaching Assistant	12/07/2024	$28.10	Washington Tech Middle
Paw, L	Education Assistant From: Teaching Assistant	01/04/2025	$27.24	Txuj Ci HMong UPR
Sadek, A	Teaching Assistant From: Nutrition Services	12/07/2024	$25.09	Nokomis Montessori South
Wessel, J	Teaching Assistant Career Progression	12/14/2024	$23.00	Crossroads Montessori
Mata, Z	Clerical Career Progression	12/14/2024	$23.62	Humboldt Secondary
Quiroz, M	Clerical Career Progression	11/30/2024	$24.28	Mississippi Creative Arts Elem
Love, D	Custodian Career Progression	12/14/2024	$31.00	Adams Spanish Immrsn Magnet
McClain, F	Nutrition Services Career Progression	12/14/2024	$21.32	Riverview Dual Immrsn
Ollie, M	Nutrition Services Supervisor From: Custodian	12/28/2024	$36.21	Como Service Center
Sims, D	Supervisory Career Progression	01/04/2025	$49.72	Colborne Admin Offices

TEMPORARY APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Sahli, A	Classroom Teacher	01/11/2025	$40.73	Juvenile Service Center
Weathers, M	Classroom Teacher	12/14/2024	$44.28	Humboldt Secondary

LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Cohen, S	Classroom Teacher	12/03/2024	Harding Senior High
Kuenzli, K	Classroom Teacher	11/14/2024	Maxfield Elem

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Miyashiro Matsumoto, R	Classroom Teacher	11/21/2024	International Academy - LEAP
Montgomery, S	Classroom Teacher	11/26/2024	Johnson Senior High
Sagos, S	Classroom Teacher	12/11/2024	Hazel Park Preparatory Academy
Veszi, C	Classroom Teacher	11/18/2024	Washington Tech High
Western, S	Classroom Teacher	12/19/2024	Txuj Ci HMong UPR
Wellner, C	Classroom Teacher	12/23/2024	Early Learning Hub
Moore, D	School/Community Professional	01/09/2025	Benjamin Mays/Museum
Johnson, R	Education Assistant	11/30/2024	Focus Beyond (18-Adult)
Mench, M	Education Assistant	11/12/2024	Juvenile Service Center
Moua, N	Education Assistant	11/13/2024	Mississippi Creative Arts Elem
Stramer, L	Education Assistant	11/15/2024	Ronald M Hubbs Center
Wandrick, M	Education Assistant	12/12/2024	Gordon Parks High - ALC
Win, L	Education Assistant	12/09/2024	Chelsea Heights Elem
Bowers, S	Teaching Assistant	12/14/2024	Early Learning Hub
Martinez Torres, L	Teaching Assistant	11/30/2024	Four Seasons A+
Olin, M	Teaching Assistant	12/05/2024	Johnson Senior High
Rivera, M	Teaching Assistant	11/21/2024	Wellstone Elem
LaValle, R	Bus Driver	12/18/2024	Transportation Services
Kammerer, D	Custodian	12/18/2024	Battle Creek Middle
Larson, L	Nutrition Services Supervisor	12/26/2024	Como Service Center

REINSTATEMENT AFTER LAYOFF

Name	Job Category	Eff Date	Pay Rate	Location
Rehbein, B	Custodian	12/14/2024	$20.43	Rondo Education Center
Schultz, P	Custodian	12/14/2024	$20.43	Adams Spanish Immrsn Magnet
Sims, D	Supervisory	01/04/2025	$39.95	Colborne Admin Offices

REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Miller, W	Classroom Teacher	01/04/2025	$62.75	Federal Program Offices

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Nostrala, S	Education Assistant	01/04/2025	$26.50	RiverEast Elem/Secondary
Adam, H	Teaching Assistant	11/16/2024	$25.89	Washington Tech Middle
Reed, B	Teaching Assistant	12/07/2024	$23.00	Early Learning Hub
Scott, T	Teaching Assistant	12/07/2024	$23.58	Wellstone Elem
Lang, H	Clerical	12/07/2024	$22.21	Colborne Admin Offices
Lundblad Dahl, D	Clerical	01/04/2025	$32.44	Colborne Admin Offices

REINSTATEMENT FROM LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Littles-Butler, V	Principal	12/23/2024	Humboldt Secondary
Benson, C	Classroom Teacher	12/09/2024	Washington Tech High
Cohen, S	Classroom Teacher	12/14/2024	Harding Senior High
Dachel, A	Classroom Teacher	12/20/2024	Crossroads Montessori
Her, K	Classroom Teacher	12/16/2024	Farnsworth Aerospace LWR
Moua, B	Classroom Teacher	12/16/2024	Virtual Learning - Elem
Willcox, S	Classroom Teacher	12/16/2024	Como Park Senior High
Bishop, E	Classroom Teacher	12/09/2024	Chelsea Heights Elem
Vang, K	Classroom Teacher	12/02/2024	American Indian Magnet
Wetterling, M	Classroom Teacher	12/18/2024	Bruce F Vento Elem
Bonello, K	Classroom Teacher	12/02/2024	Frost Lake Elem
Jordahl, K	Education Assistant	12/05/2024	Focus Beyond (18-Adult)
Moua, V	Education Assistant	12/04/2024	Txuj Ci HMong LWR
Barnes, A	Teaching Assistant	12/02/2024	Global Arts Plus - UPR
Huerta, R	Teaching Assistant	12/16/2024	Wellstone Elem

REINSTATEMENT FROM LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Shaw, L	Teaching Assistant	12/03/2024	Como Park Elem
Friesen, M	Clerical	12/05/2024	Washington Tech High
Bashir, F	Nutrition Services	12/11/2024	Harding Senior High
Rousseau, B	Nutrition Services	12/11/2024	Frost Lake Elem

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

VOLUNTARY REDUCTION IN TITLE

Name	Job Category	Eff Date	Pay Rate	Location
Leonard, P	Teaching Assistant	12/07/2024	$22.96	Early Learning Hub
Thomas, A	Teaching Assistant	12/21/2024	$20.63	Hazel Park Preparatory Academy

RETIREMENT

Name	Job Category	Eff Date	Location
Andrastek, J	Principal	07/16/2025	Highland Park Middle
Vosika-Weir, L	Assistant Principal	09/16/2025	Gordon Parks High – ALC
Baker, J	Classroom Teacher	08/19/2025	Crossroads Science
Belsito, S	Classroom Teacher	06/14/2025	Wellstone Elem
Blake, J	Classroom Teacher	06/14/2025	Bruce F Vento Elem
Carter-Thompson, V	Classroom Teacher	08/02/2025	Crossroads Science
Chase, T	Classroom Teacher	08/29/2025	Murray Middle
Colbert, K	Classroom Teacher	06/14/2025	Central Senior High
Combs, R	Classroom Teacher	06/14/2025	Harding Senior High
Cox, C	Classroom Teacher	06/14/2025	Como Park Elem
Curran, E	Classroom Teacher	06/14/2025	Murray Middle
Davies, T	Classroom Teacher	06/14/2025	Gordon Parks High - ALC
Fried, P	Classroom Teacher	06/14/2025	Capitol Hill Magnet
Funk, C	Classroom Teacher	07/05/2025	St Anthony Park Elem
Glad, J	Classroom Teacher	08/08/2025	Crossroads Science
Grebner, P	Classroom Teacher	06/19/2025	Como Service Center
Hartnett, E	Classroom Teacher	06/14/2025	Randolph Heights Elem
Haugo, P	Classroom Teacher	06/14/2025	Randolph Heights Elem
Kendrick, T	Classroom Teacher	06/14/2025	Eastern Heights Elem
Luciano, D	Classroom Teacher	06/14/2025	Battle Creek Elem
Maas, R	Classroom Teacher	06/14/2025	St Anthony Park Elem
Miley, K	Classroom Teacher	06/14/2025	Expo for Excellence Elem
Minehart, R	Classroom Teacher	06/14/2025	Adams Spanish Immrsn Magnet
Petersen, M	Classroom Teacher	06/14/2025	Central Senior High

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

RETIREMENT

Name	Job Category	Eff Date	Location
Pierce, G	Classroom Teacher	06/14/2025	Expo for Excellence Elem
Plaschko, J	Classroom Teacher	06/14/2025	Johnson Senior High
Quade-Harick, B	Classroom Teacher	06/14/2025	Central Senior High
Smith, C	Classroom Teacher	06/14/2025	Belwin Outdoor Science
Sundelius, L	Classroom Teacher	06/21/2025	Highland Park Elem
Tschida, M	Classroom Teacher	06/14/2025	Expo for Excellence Elem
Tyler, T	Classroom Teacher	06/14/2025	Washington Tech High
Weckwerth, A	Classroom Teacher	06/14/2025	JJ Hill Montessori Magnet
Teefy, P	Classroom Teacher	06/14/2025	Four Seasons A+
Vang, P	Classroom Teacher	06/14/2025	Jie Ming Mandarin Immrsn Academy
Forsman, J	Classroom Teacher	06/14/2025	Expo for Excellence Elem
Obermeyer, K	Classroom Teacher	06/14/2025	Eastern Heights Elem
Schow, J	Classroom Teacher	10/02/2025	Mississippi Creative Arts Elem
Anyanwu, I	Classroom Teacher	06/14/2025	International Academy - LEAP
Johnston, J	Classroom Teacher	06/14/2025	Washington Tech High
Richardson, C	Classroom Teacher	10/01/2025	Open World Learning Community
Swanson, D	Classroom Teacher	06/14/2025	Highland Park Senior High
Maki, C	Classroom Teacher	06/14/2025	Journeys Secondary
Tharoor, L	Classroom Teacher	01/11/2025	Federal Program Offices
Olsen, C	Classroom Teacher	06/14/2025	Focus Beyond (18-Adult)
Wegener, I	Classroom Teacher	07/01/2025	Cherokee Hts Community
Belle, C	Classroom Teacher	06/14/2025	Humboldt Secondary
Hargadine, M	School/Community Professional	06/11/2025	Farnsworth Aerospace LWR
Yang, D	School/Community Professional	06/12/2025	Harding Senior High
Samuelson, J	Education Assistant	06/12/2025	271 Belvidere Bldg
Vallejo, L	Education Assistant	04/30/2025	Federal Program Offices

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

RETIREMENT

Name	Job Category	Eff Date	Location
Xiong, D	Education Assistant	01/11/2025	The Heights Community
Aho, C	Teaching Assistant	06/14/2025	Chelsea Heights Elem
Krogstad, D	Custodian	03/01/2025	RiverEast Elem/Secondary
O'Donnell, J	Custodian	01/03/2025	Como Service Center
Eckberg, T	Professional Employee	04/02/2025	Como Service Center
Falk, R	Transportation	02/22/2025	Transportation Services

RESIGNATION

Name	Job Category	Eff Date	Location
Dill, J	Classroom Teacher	12/10/2024	Hazel Park Preparatory Academy
Thornwall, K	Classroom Teacher	01/09/2025	Groveland Park Elem
Sein, S	Classroom Teacher	01/11/2025	Washington Tech High
Young, A	Classroom Teacher	01/07/2025	Hazel Park Preparatory Academy
Castile, J	School/Community Professional	01/18/2025	Expo for Excellence Elem
Mench, M	Education Assistant	11/14/2024	Juvenile Service Center
Venne, J	Education Assistant	06/12/2025	Benjamin Mays/Museum
Cobbins, K	Teaching Assistant	12/05/2024	Hazel Park Preparatory Academy
Gaddis, B	Teaching Assistant	12/05/2024	Crossroads Montessori
Ku Kpaw Ne, H	Teaching Assistant	10/29/2024	Early Learning Hub
Moo, H	Teaching Assistant	12/21/2024	Wellstone Elem
Morton, Z	Teaching Assistant	11/26/2024	Nokomis Montessori South
Roos, L	Teaching Assistant	01/11/2025	Cherokee Hts Community
Schmidt, H	Teaching Assistant	12/13/2024	Mississippi Creative Arts Elem
Zimmerman, D	Teaching Assistant	01/11/2025	Groveland Park Elem
Grue, J	Custodian	12/14/2024	Nokomis Montessori South
Talbot, R	Custodian	01/07/2025	Harding Senior High
Rochelle, G	Professional Employee	01/11/2025	Colborne Admin Offices

HUMAN RESOURCE TRANSACTIONS
December 1, 2024 to December 31, 2024
January 21, 2025

TERMINATION

Name	Job Category	Eff Date
A, H	Classroom Teacher	12/26/2024
J, A	Classroom Teacher	12/26/2024
J, A	School/Community Professional	12/21/2024
A, J	Teaching Assistant	11/21/2024
J, B	Teaching Assistant	12/14/2024
S, J	Teaching Assistant	12/20/2024
P, M	Bus Driver	11/28/2024
L, S	Custodian	12/19/2024
B, B	Nutrition Services	12/20/2024
T, R	Nutrition Services	12/17/2024

TERMINATION OF TEMPORARY EMPLOYMENT

Name	Job Category	Eff Date
P, P	Classroom Teacher	12/20/2024

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Dedication of Easement for Right-of-Way Purposes

A. PERTINENT FACTS:

1. The City of Saint Paul requested a perpetual non-exclusive easement for public right-of-way purposes along portions of both Lawson Avenue and Kent Street of 543 Front Avenue, known as Crossroads.

2. This Easement is related to the City's Pedestrian Plan, which commits to adding sidewalks on streets where not present.

3. The public improvements at the site would provide an additional barrier from moving vehicles, improving the safety of students walking to and from school.

4. The Easement gives the City, its contractors, agents and employees the right to access, locate, construct, operate, maintain, alter and repair public improvements with the Easement areas.

5. The Easement requires the city to include trees in the right-of-way, and maintain newly planted trees for one year, consistent with the City's general practices.

6. This item is submitted by Kathryn Wallace, Interim Director of Facilities, and Jackie Turner, Executive Chief of Administration and Operations.

B. RECOMMENDATION:

That the Board of Education authorize Saint Paul Public Schools to grant a perpetual non-exclusive easement for public right-of-way purposes to the City of Saint Paul at 543 Front Avenue.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Phase Gate Approval of Plumbing Plus project at Wheelock Early Learning Center, Eastern Heights Elementary, L'Etoile du Nord Upper, Groveland Elementary, Hubbs Center, Focus Beyond, John A. Johnson, Griffin Stadium, Dayton's Bluff, Highwood Hills, and Student Placement Center (Project # 0551-23-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the Plumbing Plus project at Wheelock Early Learning Center, Eastern Heights Elementary, L'Etoile du Nord Upper, Groveland Elementary, Hubbs Center, Focus Beyond, John A. Johnson, Griffin Stadium, Dayton's Bluff, Highwood Hills, and Student Placement Center at the following gate check(s):
    a. Gate #5.2 – Project Final Fiscal Close-out
2. This project is complete and all associated contracts have been paid in full.

Project Milestone	Dates
Design Start	August 2023
Bidding / Procurement	March 2024
Construction Start	June 2024
Substantial Completion (Occupancy)	November 2024
Final Close-Out	December 2024

3. As all financial obligations for the project are now met, the final cost of the project is established. To sum, this project was completed approximately 12% below the Board approved project budget.
4. The Project gate schedule is:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter (Predesign)	Not applicable
#3 – Project Budget	January 23, 2024
#4 – Contract Award	March 2024
#5.1 – Project Close-Out	Not Applicable*
#5.2 – Final Project Summary	January 21, 2025 (current)

* The close-out period for smaller, less complex projects is typically relatively brief and, therefore, does not necessitate the interim Gate # 5.1 report.

5. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$1,765,000	$0	$1,545,470	100%

6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY24-25	$1,545,470

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

8. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept the report provided for Plumbing Plus project at Wheelock Early Learning Center, Eastern Heights Elementary, L'Etoile du Nord Upper, Groveland Elementary, Hubbs Center, Focus Beyond, John A. Johnson, Griffin Stadium, Dayton's Bluff, Highwood Hills, and Student Placement Center project (Project # 0551-23-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Phase Gate Approval of the Multi-site Boiler Replacement at Battle Creek Middle School and Hazel Park Preparatory Academy (Project # 0575-25-01): Gate #3 – Project Budget

A. PERTINENT FACTS:

1. This agenda item seeks approval for the Multi-site Boiler Replacement at Battle Creek Middle School and Hazel Park Preparatory Academy project at the following phase gate(s):

    a. Gate #3 – Project Budget / Proceed to Bidding

2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	July 16, 2024
#2 – Project Charter (Predesign)	Not Applicable
#3 – Project Budget	January 21, 2025 (current)
#4 – Contract Award	February 18, 2025
#5.1 – Project Close-Out	September 2025 (anticipated)
#5.2 – Final Project Summary	September 2026 (anticipated)

3. A summary of the current project budget is as follows:

Proposed Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$1,900,000	$104,182	$1,162	< 1%

4. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY25-27	1,900,000

5. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

6. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the Multi-site Boiler Replacement at Battle Creek Middle School and Hazel Park Preparatory Academy (Project # 0575-25-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at $1,900,000 and indicating direction to proceed with construction bidding.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Phase Gate Approval of the Focus Beyond Playground Replacement project (Project # 2003-22-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the Focus Beyond Playground Replacement project at the following gate check(s):
    a. Gate #5.2 – Project Final Fiscal Close-out
2. This project is complete and all associated contracts have been paid in full.

Project Milestone	Dates
Design Start	March 2021
Bidding / Procurement	January 2022
Construction Start	July 2022
Substantial Completion (Occupancy)	December 2023
Final Close-Out	January 2025

3. As all financial obligations for the project are now met, the final cost of the project is established. To sum, this project was completed approximately 2% over the Board approved project budget.
4. The Project gate schedule is:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter (Predesign)	Not Applicable
#3 – Project Budget	January 18, 2022
#4 – Contract Award	January 18, 2022
#5.1 – Project Close-Out	Not Applicable*
#5.2 – Final Project Summary	January 21, 2025 (current)

* The close-out period for smaller, less complex projects is typically relatively brief and, therefore, does not necessitate the interim Gate # 5.1 report.

5. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$554,000	$0	$565,349	100%

6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY21-25	$40,000
Capital Bonds FY21-25	$514,000

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

8. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept the report provided for Focus Beyond Playground Replacement project (Project # 2003-22-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Furniture Award for the Highland Park Middle School Entry Addition and Renovation Project (Project #3081-23-01)

A. PERTINENT FACTS:

1. This agenda item seeks approval to award the cafeteria tables contract for the Highland Park Middle School Entry Addition and Renovation Project (Project #3081-23-01).

2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter (Predesign)	September 20, 2022
#3 – Project Budget	July 18, 2023
#4 – Contract Award	January 21, 2025 (current)
#5.1 – Project Close-Out	September 2025 (anticipated)
#5.2 – Final Project Summary	September 2026 (anticipated)

3. A summary of the current project budget is as follows:

Proposed Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$49,500,000	$31,011,975	$11,135,034	22.5%

4. The following bid was received per the terms of University of Minnesota contract #U264.3:

Lump Sum Base Bid
Innovative Office Solutions, LLC.. .....$198,659

5. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY23-27	$27,759,000
COP FY23-27	$21,741,000

6. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

7. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education authorize award of cafeteria tables for the Highland Park Middle School Entry Addition and Renovation Project (Project #3081-23-01) to Innovative Office Solutions, LLC for a lump sum base bid of $198,659.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Phase Gate Approval of the FY24 Paving Program at LEAP at John A. Johnson and Groveland Elementary (Project # 0800-24-01): Gate #4 - Contract Award

A. PERTINENT FACTS:

1. This agenda item seeks approval for the FY24 Paving Program at LEAP at John A. Johnson and Groveland Elementary project at the following phase gate(s):

    a. Gate #4: Contract Award

2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	March 23, 2021
#2 – Project Charter (Predesign)	Not applicable
#3 – Project Budget	December 19, 2023
#4 – Contract Award	March 19, 2024 & January 21, 2025
#5.1 – Project Close-Out	September 2025 (anticipated)
#5.2 – Final Project Summary	September 2026 (anticipated)

3. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$1,511,000	$687,139	$641,537	42.5%

4. The following bid was received per the terms of Sourcewell contract #MN-R6-PAV-040622-BIR:

	Lump Sum Base Bid
Bituminous Roadways, Inc	$427,090.51

5. This bid will be reviewed by Purchasing.

6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY23-25	$1,511,000

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

8. This item is submitted by Kathryn Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the award of concrete and paving at LEAP at John A. Johnson for the FY24 Paving Program (Project # 0800-24-01) to Bituminous Roadways, Inc for a lump sum base bid of $427,090.51.

INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS

DATE: January 21, 2025

TOPIC: Phase Gate Approval of the FY25 Flooring Replacement Program at Como Park Elementary, Randolph Heights Elementary, Humboldt High School, Farnsworth Aerospace Upper Campus, and Maxfield Elementary (Project # 0225-25-01): Gate #4 - Contract Award

A. PERTINENT FACTS:

1. This agenda item seeks approval for the FY25 Flooring Replacement Program at Como Park Elementary, Randolph Heights Elementary, Humboldt High School, Farnsworth Aerospace Upper Campus, and Maxfield Elementary project at the following phase gate(s):

    a. Gate #4: Contract Award

2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	July 16, 2024
#2 – Project Charter (Predesign)	Not Applicable
#3 – Project Budget	December 19, 2024
#4 – Contract Award	January 21, 2025 (current)
#5.1 – Project Close-Out	September 2025 (anticipated)
#5.2 – Final Project Summary	September 2026 (anticipated)

3. A summary of the current project budget is as follows:

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$1,283,000	$0	$0	0%

4. The following bid was received per the terms of Sourcewell Contract #031022-RBI:

	Lump Sum Base Bid
H2I Group	$262,385

5. This bid will be reviewed by Purchasing.

6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY25-27	$1,283,000

7. This project meets the District Strategic Plan goals by aligning resource allocation to District priorities.

8. This item is submitted by Kathy Wallace, Interim Facilities Director; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education approve the award of flooring for the FY25 Flooring Replacement Program at Como Park Elementary, Randolph Heights Elementary, and Humboldt High School project (Project # 0225-25-01) to H2I Group for a lump sum base bid of $262,385.

BIGG

Board-Initiated Goals Governance

Gathering and Interpreting Feedback

- In Phase One, we conducted a survey and held listening sessions with students and staff.
- Our Data and Research Subworkgroup coded this data with assistance from REA.
- Each member of this subworkgroup discussed their findings with each other and came to similar conclusions.
- The feedback we received mostly confirmed the draft goals we'd been considering, but challenged us to address some concerns that we had not previously included in our draft goals.

Gathering and Interpreting Feedback

- The most consistent themes we saw in the data were:
  - Improvement in reading/writing proficiency
  - Improvement in mathematics proficiency
  - Development of strong critical thinking skills and deep understandings of government and civics
  - Development of life and soft skills, especially financial literacy
  - Preparation for life after high school, whether their path is toward college or a career
  - Concern for student social/emotional wellbeing
  - Desire for the district to provide more music and arts offerings for students

Preliminary Student Outcomes Goals

Reading Proficiency

- The percentage of SPPS students proficient in reading will increase from 34% in 2024 to 40% by 2029 while the percentage of SPPS students learning English as a second language who are proficient will increase from 7% in 2024 to 15% by 2029 as measured by the Minnesota Comprehensive Reading Assessments.

Mathematics Proficiency

- The percentage of SPPS students proficient in math will increase from 26% in 2024 to 31% by 2029 as measured by the Minnesota Comprehensive Mathematics Assessments.

Graduation

- The percentage of SPPS students graduating in 4 years will increase from 68% in 2023 to 78% in 2029, returning to pre pandemic levels for all student groups.

Civics

- The percentage of students who receive a passing grade in classes that meet US Government/Civics graduation requirements will increase from 84% in the 2023-2024 school year to 90% in the 2028-2029 school year.

Preliminary Programmatic Goals

Enrollment

- SPPS will increase its enrollment as measured by the percentage of St. Paul school-aged children from 60% in 2024 to 63% by 2029.

Restorative Practices

- The number of schools implementing all four components of RP will increase from 1 in 2024 to 8 by 2029.

Music and Arts

- The amount of the district budget dedicated to music and arts will increase from $243 per student in FY25 to $284 per student by FY29 as outlined in the SPPS district budget.

College and Career Readiness

- The percentage of students completing a career inventory before graduation will increase from 78% of students in 2024 to 99% of students in 2029.

Preliminary District Relations Goals

- The Board and District leadership will collaborate on a set of shared expectations regarding the manner in which they communicate with one another.

- The Superintendent will provide consistent and regular updates to all board members about the wellbeing of the district and the progress of our shared work.

- Board leadership will determine how best to merge the Board’s public relations strategies with the district’s public relations strategies.

- The Board and District Administration will hold an annual retreat and work session.

Preliminary Internal Goals Part One

- The Board will develop and implement clear procedures for committee attendance no later than the 2026 Board Retreat. These procedures will include an expectation that Board Members will activate their alternates in the case of an absence, a process for reporting the activities of the committee back to the full Board, as well as a process for changing the Board Member assigned to a particular committee in the case of repeated absences.

- The Board will develop a strategy around communications and engagement. This strategy should address expectations regarding how we collectively respond to emails from our community as well as how we respond to each other in a way that allows us to operate effectively. As part of this strategy, Board Members will host at least two public town hall/office hours events each year, at least one of which must be a meeting with students, and will visit each school in their focus area at least once per calendar year.

Preliminary Internal Goals Part Two

- By their 2026 Board Retreat, the Board will update their onboarding process for new Board Members, which will include technology set-up, scheduling one-on-one meetings with the Board Administrator, Board Chair, and Superintendent, scheduling school visits in designated focus areas, and a training with General Council regarding Roberts Rules, Conflicts of Interest, and Open Meeting Laws.

- Every Board Member will engage in some form of professional development each year to improve as a public servant.

- The Board will conduct a self-evaluation, based on these internal goals, at the 2026 board retreat.

Next Steps

- The next round of community engagement will ask students, family, and staff whether or not they agree with our preliminary goals. We want to find out whether our drafts meet the concerns of the community and whether they are appropriately ambitious/feasible.
- We will conduct another survey, which will be available to all members of the SPPS community, in February. In-person engagement sessions will be held throughout February and March. We will likely adopt our final goals at our April Board of Education Meeting.

Questions?

Second Reading: Board Policy 550: Cell Phones and Personal Electronic Devices

Saint Paul Public Schools

Jodi Danielson, Director, Schools & Learning
Board of Education
January 21, 2025

Overview

- Policy discussion, including:
  - Rationale
  - 6-12 principal perspective
- Implementation
  - Staff and student focus groups feedback
  - Initial implementation plan
- Questions and Discussion

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Rationale for Policy

1. MN legislature made a law in spring 2024 that all school districts must have a district policy regarding cell phones
2. To minimize the impact of cell phones and personal electronic devices on:
   a. Academic performance
   b. Mental health
   c. Learning environments
   d. Effective teaching

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Policy 550 Overview: Introduction

Community Feedback		Where it Shows Up in the Policy
Rationale is included in the policy	⇨	Includes purpose: ● Research ***(I.A.)*** ● Values ***(I.B.)***
Policy expands definitions beyond cell phones to include a range of personal electronic devices	⇨	Definitions section includes all personal electronic devices as well as a definition of "use" ***(II.)***

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6-12 Principals

Leading recommendation: Consistent practices within schools that serve grades 6-12 (Creative Arts, Humboldt, OWL) are necessary.

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Why?

- Grade levels are integrated by design
- Simple and clear is best for students and staff
- Common messaging to families within the school

Policy 550 Overview: Core Element

Community Feedback		How it Shows Up in the Policy
Allows for staff and student voice	⇨	Not allowed during school hours ● Schools with grades 9+ (e.g. 6-12, 9-12, 12+) can develop a documented plan with a team of school stakeholders to allow use before and after school, at passing time, and/or during lunch ○ E.g. principal, staff, students and/or parents ***(III.A.)*** ○ Must be reviewed annually
Empowers students		
Includes supporting students in learning responsible management of devices		

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Policy 550 Overview: Core Element

Community Feedback		How it Shows Up in the Policy
Accounts for unique programs	⇨	Special education transition programs allows cell phone use to support independent travel and employer communication ***(III.B.)***

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Policy 550 Overview: Additional Elements

Community Feedback		How it Shows Up in the Policy
Consequences should be tiered, non-exclusionary and consistently applied	⇨	Preventative, educational, restorative approach with clear and consistent expectations. Consequences for violations of this policy: 1. Cannot be exclusionary 2. Should teach the expected behavior, repair harm, and use appropriate least severe disciplinary response 3. Should be consistently applied ***(III.D.)***
Responses should include positive interventions		

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Policy 550 Overview: Additional Elements

Community Feedback		How it Shows Up in the Policy
Families have a responsibility as well	⇨	Asked to limit calling/texting students to minimize disruptions ***(III.F.)***
School staff should follow the spirit of the policy	⇨	School staff should follow the intent of the policy ***(III.G.)***

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Policy 550 Overview: Additional Elements

Community Feedback		How It Shows Up in the Policy
Needs to allow exceptions based on individual needs	⇨	Medical, IEP, students who are parents, volunteer firefighter, and emergency medical services exceptions ***(III.H.)***
Needs to account for emergency situations	⇨	During emergency situations, use of personal electronic devices must follow the School Emergency Operations Plan. ***(III.H.4.)*** 106
Need alternative ways for parents to reach students	⇨	Students and families will have an alternative method of leaving messages, defined by the school. ***(IV.B.)***
Communication to stakeholders about the policy is needed	⇨	Notification of policy built into Rights and Responsibilities and schools communicate annually ***(IV.)***

Policy 550 Overview: Additional Elements

- Not responsible for theft or loss ***(III.C.)***
- Cannot engage in prohibited conduct; devices may be searched if relevant ***(III.E.)***
- Implementation begins September 2, 2025 ***(V.)***

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January Focus Groups

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Staff Feedback on Successful Implementation

- Administrative backing is critical
- Consistent implementation by all staff is important to develop routines and habits, especially in the first months
- Need to ensure new staff, subs and partners know the expectations
- Need plans to mitigate barriers (e.g. facilitating student/parent communication) 109
- Student use of iPads to disengage is still a challenge
- Understanding which students are allowed exceptions will be important
- Some staff have an interest in tools to hold phones, others do not want to manage them

Student Focus Group Feedback

- Valued:
  - Having clear rules has reduced phone issues
  - Grades improve when using phone less in class
  - Time away from the screen
  - Increased attention
  - Interacting with peers face-to-face and getting to know classmates
- Were worried about:
  - Communicating with parents, rides, etc.
  - Limits on iPads
  - Relationships with staff when phones are a source of conflict
  - The real issue is less about phones and more about mental health

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Student Focus Group Feedback, cont.

- Suggestions for implementation:
  - Respect and patience are important
  - Consistent rules across classrooms
  - Needs to be consistently enforced with all students in order to be fair
  - Need to be more clear about what it means to have a phone in class [111]
  - Staff need to model expected behaviors
  - Find positive ways to frame the policy (e.g. a teacher let students not have to take notes if 100% of the class had their phones put away)

Support and Implementation 112

Timeline

Jan

9-15: Student and Staff Focus Groups

Executive engagement summary and policy update published/shared districtwide

Jan

21: Second Reading

Feb

18: Third Reading
Board vote

Feb-March

Create Implementation Plan
Support for schools to plan and adapt practices as needed (Spring)

Modify Rights and Responsibilities Handbook (Spring)

Summer

Provide Resources
-Guidance
-Examples
-Tools

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Questions?

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550.00 CELLULAR PHONES AND PERSONAL ELECTRONIC DEVICES

I. PURPOSE AND VALUES

A. The purpose of this policy is to minimize the impact of cell phones and personal electronic devices on academic performance, mental health, learning environments, and effective teaching.

1. ACADEMIC PERFORMANCE: research shows that students who use cell phones in the classroom regularly correlates with lower academic performance. Completing tasks while using cell phones is also associated with lower retention of information.
2. MENTAL HEALTH: High cell phone use is linked to increased anxiety, stress, social isolation, and depression.
3. LEARNING ENVIRONMENTS: Cell phones in classrooms make it challenging for teachers to maintain a focus on student learning, including increased cheating and reduced classroom participation.
4. EFFECTIVE TEACHING: Teachers report more effective instruction and a feeling of empowerment when district policies and procedures limit cell phone use.
5. Reference: MESPA and MASSP (July 2024). The Cell Phone Toolkit.

B. This policy is grounded in the following values community members have expressed:

1. Clarity, consistency, and enforceability are important.
2. Student safety is paramount.
3. Two-way communication with the school and a way to reach their student(s) must be clearly available to parents/guardians.
4. Students should not be excluded from learning as a result of personal electronic device use.
5. Students should be empowered to learn to responsibly manage personal electronic devices.

II. DEFINITIONS

A. Personal electronic devices include, but are not limited to, cellular telephones, tablets, laptops, bluetooth and wired devices (e.g. earbuds) connected to personal electronic devices, pagers, walkie-talkies, electronic mail devices, MP3 players, smart watch features beyond time/date, and personal gaming systems.

B. Use of personal electronic devices is defined as, but not limited to, texting, calling, browsing the internet, using social media, taking photos or videos, or using apps.

III. GENERAL STATEMENT OF POLICY

A. Personal electronic devices are not allowed during school hours. They should remain at home or locked in lockers. If students choose to carry their personal electronic devices, they must be completely turned off and out of sight.

1. Schools with grades 9 and above (e.g. 6-12, 9-12, 12+) can develop a documented plan with a team of school stakeholders (e.g. principal, staff, students, and/or parents) to allow personal electronic device use before and after school, between class periods, and/or during lunch. Personal electronic devices are not allowed during class periods, in bathrooms, and in locker rooms. These documented plans must be reviewed annually.

B. In schools providing special education transition services, students can use cellular phones to support independent travel and communication with employers, school staff, and families during instructional times per their IEP and school and workplace personal electronic device guidelines.

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C. Saint Paul Public Schools assumes no responsibility for theft, loss, or damage of a personal electronic device brought to school and will not assume responsibility for investigating loss or theft of such items.

D. School teams should take a preventative, educational and restorative approach to personal electronic device use, creating clear and consistent expectations for use. Staff will respond to misuse of ~~Students who misuse~~ personal electronic devices in accordance with ~~will be held to the expectations of the behavior violations and level responsibilities outlined in~~ the Student Rights and Responsibilities Handbook, including the possibility of losing the privilege of bringing a cell phone or other personal electronic device to school. Consequences for violations of this policy:
   1. Cannot be exclusionary.
   2. Should ~~be tiered~~ include teaching the expected behavior, repairing harm caused and using interventions that are the least severe disciplinary response that is appropriate.
   3. Should be consistently applied.

E. Students are prohibited from using a cell phone or other personal electronic device to engage in conduct prohibited by school district policies including, but not limited to, cheating, bullying, harassment, and malicious and sadistic content. If the district has a reasonable suspicion that a student has violated a district policy, rule, or law by use of a cell phone or other electronic communication device, the district may search the device. The search of the device will be reasonably related in scope to the circumstances justifying the search.

F. Parents/guardians are asked to limit calling/texting their children during the school day as that can be disruptive. Students and families should review their individual school's cell phone and personal device expectations and communications processes.

G. School staff are expected to adhere to the intent and underlying principles of personal electronic device expectations, with reasonable exceptions to address their personal needs and responsibilities.

H. Exceptions:
   1. Students who must use a personal electronic device to monitor a medical condition may have their personal electronic device with them at all times, but must adhere to all other expectations of this policy. School-issued devices may be used for management of medical conditions, when possible. These accommodations require prior approval and will be written into the student's health plan, if applicable.
   2. Students who must use a personal electronic device as indicated on their Individualized Education Program (IEP) may have their personal electronic device with them at all times identified on their IEP, but must adhere to all other expectations of this policy. School-issued devices must be used for IEPs whenever possible. These accommodations must be written in the student's IEP and communicated to school administration.
   3. Students who are parents or acting in the capacity of a volunteer firefighter or Emergency Medical Service (EMS) worker may have their personal electronic device with them at all times, but must adhere to all other expectations of this policy.
   4. During emergency situations, use of personal electronic devices must follow the School Emergency Operations Plan.

IV. NOTICE OF POLICY

A. Notice of this policy and penalties for violating it shall be published annually in the District's Rights and Responsibilities Handbook.

B. Schools must communicate their practices, including methods of communicating between students and families, annually to staff, students, and families.

V. IMPLEMENTATION TIMELINE

A. Implementation of this policy begins September 2, 2025.

LEGAL REFERENCES:

Minn. Stat. § 121A.73 School Cell Phone Policy

CROSS REFERENCES TO DISTRICT POLICIES:
506.06 Search of Student Lockers, Desks, Personal Possessions, and Student's Person
520.00 Technology Usage & Safety
812.00 School Emergency Management

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