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

September 23, 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: September 23, 2025

TOPIC: Acknowledgement of Good Work Provided by Students

A. PERTINENT FACTS:

1. Minnesota History Day was held in April, at the Minneapolis Convention Center. SPPS was well represented and several students and staff were recognized.

   SPPS had three projects advance to National History Day in in College Park, Maryland, in June; Murray Middle School student Scout Murch-Gordon's Junior Individual Exhibit on the Equal Credit Opportunity Act, OWL student Jae Lind's Senior Individual Performance on Women's Menus, and OWL Senior Group Performance by Charley Cheatham and Abby Horton on the Jane Collective all qualified for the National Contest.

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 students acknowledged above for their contributions and outstanding work.

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

DATE: September 23, 2025

TOPIC: Acknowledgment of Good Work Provided by Outstanding District Employees

A. PERTINENT FACTS:

1. Jie Ming Mandarin Immersion Academy's Xinyue Jessie Zong has been named the Minnesota Council on Economic Education Elementary Educator of the Year.

   Jessie is the recipient of the K-5th Grade Educator of the Year award. She has taught at Jie Ming Mandarin Immersion Academy in SPPS since 2017. She teaches literacy, math, health, and social studies for first graders, and she also teaches third and fourth grade Chinese, math and economics during Summer Schools (where she first heard of MCEE and fell in love with MCEE resources) and Weekend Chinese schools. Jessie actively participates in Chinese teaching associations and webinars. She enjoys teaching economics in language and culture immersion classrooms because it expands both her own and her students' perspectives in life, relationships and decision-making processes. She is now an MCEE Educator Specialist and delivers webinars and pre-service sessions frequently.

   Each year MCEE honors Minnesota educators who effectively teach economic and personal finance principles using innovative, culturally responsive, and creative teaching practices. The awards honor teachers who incorporate exemplary teaching techniques that improve the economic and personal finance understanding of their students, both in and out of the classroom. Teaching award honorees are recognized in one of the categories below and each honoree receives $1,000, a plaque, and a certificate.

2. James Hagg, ELA teacher at Gordon Parks High School, is the recipient of the Blue Heron Educators Award through Outward Bound. Every year, Outward Bound works with thousands of incredible educators across the country. In 2024 alone, 2,213 educators joined their students on Outward Bound courses, stepping outside the classroom walls to experience challenge, growth, and connection — together. These shared adventures highlight just how vital educators are in helping young people develop resilience, leadership, and compassion.

   The Blue Heron Educator Awards honor the extraordinary individuals shaping the future of education. Whether in classrooms, school communities, or youth-serving organizations, these change-makers reflect the very best of what it means to lead with agility, integrity, compassion, and perseverance—and to inspire those same traits in the students they serve.

3. 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.

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota

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

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

August 19, 2025
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, C. Allen, J. Vue, Y. Carrillo, C. Franco, E. Valliant
Superintendent Stanley

J. Wikstrom Donaghue, Assistant 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 Vue.

The motion was approved by roll call vote:

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

4. PUBLIC COMMENT

1.	**Mary Moore**	Athletic trainers
2.	**Donna Oda**	Test scores
3.	**James Kasel**	Athletic trainers
4.	**Thomas Lucy, Linda Jones, Sofia Cerkvenik**	SPFE Climate Action Team/Northern Iron Foundry update
5.	**Aiden Mulligan-Anderson**	Athletic trainers
6.	**Leah VanDassor**	SPFE contract

7. **Jennifer Mulligan** Athletic trainers

5. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

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

The motion was approved by roll call vote:

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

7. APPROVAL OF THE MINUTES

A. Minutes of the Regular Meeting of the Board of Education of July 15, 2025
B. Minutes of the Special Meeting of the Board of Education of July 29, 2025

MOTION: Director Henderson moved approval of the Minutes of the Regular Meeting of the Board of Education of July 15, 2025 and the Minutes of the Special Meeting of the Board of Education of July 29, 2025. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

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

8. COMMITTEE REPORTS

A. Minutes of the Committee of the Board Meeting of August 6, 2025

At the Committee of the Board Meeting on August 6, 2025, Superintendent Stanley began the meeting by welcoming everyone to the meeting and providing details on the recent leadership training and National Night Out events throughout the city. The Board requested additional information on the location and attendees of the training.

The first presentation was the Classification and Compensation Study. Questions from the Board included additional information on the custodian pay scales as noted in the presentation, bus driver data included in the study, further details about the recommendation for consolidation of titles, SCSP data and the market compared to our peer districts, and ways to share information with the community and alignment with the current market.

The next presentation was the Policy Update, which included three policies:
Policy 502.00 – Attendance Areas: Resident Students
Policy 520.00 – Technology Usage & Safety
Policy 419.00 – Professional and Respectful Workplace

Discussion around the Attendance Areas policy included the rationale for the three-reading process of these changes.

Discussion around the Technology Usage and Safety policy included information about use of technology as a privilege and impacts on students, further details about content deemed inappropriate, the process for parents to review files or terminate their student's account, and protective measures within this policy, or another, for cyber security.

Discussion about the Professional and Respectful Workplace policy included appreciation for bringing forth this policy, answering questions and concerns. This draft feels comprehensive, and will shape the culture of the district. The Board also requested information about "responsible parties" as noted within the draft policy, and further discussion about the role of board members in this policy and statutes that govern school board members.

Overall, the Board felt comfortable moving these policy revisions and proposed policy to the three-reading process.

The Board then conducted a work session on Board Initiated Goals Governance (B.I.G.G.) and discussion of shared expectations of communication for District Relations Goals.

MOTION: Director Ward moved to accept the report on the August 6, 2025 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 Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Carrillo	Yes
Director Franco	Yes
Director Valliant	Yes

9. FUTURE MEETING SCHEDULE

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

- 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 5:00pm)
- 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 p.m. unless otherwise noted)

- 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

10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Stanley provided a recap of her time greeting 200+ new teachers and educators to the district, and about 40% of them are new teachers to the profession. She is proud of them and that their job is like no other – years from now a former student will walk up to them to thank them for their growth and development. At the New Educator event she was able to speak about the mission, vision, quest for belonging and dignity in SPPS.

She also noted that she finished her parent listening session with a variety of parent groups, and thanked the Office of Family Engagement and Community Partnerships for their support. She also thanked Dr. Gray Akyea for her work in looking at another way to engage the community different than a typical survey.

She was also able to attend the Family Values for Like event with close to 2,000 attendees, with backpacks and supplies, clothing, food, and connections.

11. AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Consent Agenda

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

The motion was approved by roll call vote:

Director Henderson	Yes
Director Ward	Yes

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

1. Gifts

2. Grants

BF 34368 Request for Permission to Submit a Grant to the Ciresi Walburn Foundation Annual Grant Cycle Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Ciresi Walburn Foundation Annual Grant Cycle Program; to accept funds; and to implement the project as specified in the award documents.

BF 34369 Request for Permission to Submit a Grant to the Saint Paul Children's Collaborative's Youth Outcomes Plan Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Saint Paul Children's Collaborative Youth Outcomes Plan Grant Program; to accept funds; and to implement the project as specified in the award documents.

3. Contracts

BF 34370 Benefits Telehealth and In-Home Services with Kavira, Inc.

That the Board of Education approve a contract with Kavira, Inc. for employee benefits counseling, effective January 1, 2026 at the proposed rates.

BF 34371 Contract Amendment #2 & 3 for JLG Architects for Hamline Elementary School Secure Entry, Heating and Plumbing Replacement (Project # 4160-25-01)

That the Board of Education authorize award of Amendment #2 & 3 for JLG Architects in the amount of $13,560 (Amendment 2) and $6,800 (Amendment 3) for the Hamline Elementary School Secure Entry, Heating and Plumbing Replacement project (Project #4160-25-01).

BF 34372 Contract Amendment #6 for ATSR Planners, Architects, and Engineers for the Farnsworth Aerospace Upper HVAC Replacement (Project # 1030-23-01)

That the Board of Education authorize award of Amendment #6 for ATSR Planners, Architects, and Engineers in the amount of $5,827 for the Farnsworth Aerospace Upper HVAC Replacement project (Project #1030-23-01).

BF 34373 Post Age-65 Retiree Health Insurance with United Health Care Group (UHC)

That the Board of Education approve a contract for retiree employee health insurance coverage with United Healthcare Group, effective January 1, 2026, at the proposed rates.

BF 34374 RFP #A25-5547-MO FCC Pilot Cybersecurity Controls Awarded

That the Board of Education authorize administration to approve awarding contracts for Identity Provider (IdP) with Multi-Factor Authentication (MFA), Secure Browser technology, Internet of Things (IoT) security and AI Model Data Loss Prevention services not to exceed $2,000,000 over 3 years.

4. Agreements

BF 34375 Approval of an Employment Agreement with Operative Plasterers Local Union No. 265, to Establish Terms and Conditions of Employment for 2025-28

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom Operative Plasterers Local Union No. 265 is the exclusive representative; duration of said Agreement is for the period of June 1, 2025 through May 31, 2028.

BF 34376 Eastern New Mexico University Partnership Agreement with SPPS

That the Board of Education authorize the Superintendent (designee) to approve this partnership with Eastern New Mexico University for student internship experiences for SLP students.

BF 34377 Lease and Agreement for a Cooperative Educational Program with Belwin Conservancy

That the Board of Education authorize the execution of the Lease and Agreement for a Cooperative Educational Program between the District and Belwin Conservancy, located at 1553 Stagecoach Trail South, Afton, MN 55001.

BF 34378 UMTC Social Work Professional Agreement

That the Board of Education authorize the Superintendent (designee) to approve this partnership with the University of Minnesota - Twin Cities for student internship experiences for social work.

BF 34379 Approval of the Employment Agreement for General Counsel

That the Board of Education approve the employment agreement with a General Counsel, effective September 2, 2025.

5. Administrative Items

BF 34380 Monthly Operating Authority

That the Board of Education approve and ratify the following checks and electronic transfers for the period June 1, 2025- June 30, 2025

(a) General Account	#786698-787601 #0011443-0011464 #7005550-7005571 #0012969-0013178	$64,304,659.92

(b) Construction Payments	- 0 -	$9,920,949.86
(c) Debt Service	- 0 -	$287.50
		$74,225,897.28

Included in the above disbursements are two payrolls in the amount of $49,661,837.41and overtime of $234,208.77or 0.47% 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 December 31, 2025

Human Resources Transactions

BF 34381 Transactions for July 1 – July 31, 2025

BF 34382 Compensation and Classification Study

That the Board of Education approves moving forward with the implementation of the recommendations from the classification and compensation study.

BF 34383 Designation of an Identified Official with Authority (IOwA) for Education Identity Access Management

That the Board of Education authorize Superintendent Dr Stacie Stanley as the Identified Official with Authority (IOwA) for Saint Paul Public Schools and Anne McInerney as the Proxy Identified Official with Authority (IOwA) for Saint Paul Public Schools ISO 625.

BF 34384 FY2026 Indoor Air Quality Management Plan

That the Board of Education adopt the IAQ Management Plan by approval of this agenda item.

BF 34385 Phase Gate Approval of Randolph Heights Elementary Boiler Replacement (Project # 3150-22-02): Gate #5.2 – Project Final Fiscal Close-out

That the Board of Education accept the report provided for Randolph Heights Boiler Replacement project (Project # 3150-22-02) at Phase Gate Check #5.2 – Project Final Fiscal Close-out.

BF 34386 Settlement of an Insured Claim

That the Board of Education approve the settlement agreement, approve payment in the above referenced suit, and authorize and direct the issuance of payments in the amount of $80,000.

BF 34387 Phase Gate Approval of The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01): Gate #3 – Project Budget

That the Board of Education approve the The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at $13,526,000 and indicating direction to proceed with construction bidding.

BF 34388 Phase Gate Approval of the Washington Technology Magnet Pool AHU Replacement (Project # 4040-26-01): Gate #3 – Project Budget

That the Board of Education approve the Washington Technology Magnet Pool AHU Replacement (Project # 4040-26-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at $1,479,000 and indicating direction to proceed with construction bidding

6. Bids

BF 34389 Network Equipment Acquisition Award for Central High School, Creative Arts Secondary School, District Administration Building, Harding Senior High School, Hubbs Center, Johnson Senior High School, Journeys Secondary School, Murray Middle School, Open World Learning Community, and Washington Technology Magnet High School

That the Board of Education authorize award of network equipment for Central High School, Creative Arts Secondary School, District Administration Building, Harding Senior High School, Hubbs Center, Johnson Senior High School, Journeys Secondary School, Murray Middle School, Open World Learning Community, and Washington Technology Magnet High School to Affinitech for a lump sum base bid of $244,516.

7. Change Orders

ITEMS PULLED FOR SEPARATE CONSIDERATION - None

FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION

A. Fiscal Year 2023-2024 Audit

Dr. Stanley then welcomed Tom Sager, Executive Chief of Financial Services, and Troy Gabler from CLA, to present this report. Details included:

- Troy Gabler and Chris Knopik of Clifton Larson Allen LLP (CLA) presented to the Board of Education a status report for the Fiscal Year 2024 Financial Statement Audit on July 15, 2025. Since that time, the single audit and quality assurance review work continued. The audit has been completed and the final statements are now issued.
- The District was issued a “clean” or unmodified audit opinion. No Yellow Book Compliance issues were noted in the review of laws, regulations, contracts, and grants that could have significant financial implications to the District.
- As anticipated and budgeted for, in fiscal 2024, the District decreased its unassigned General Fund balance slightly to $78,261,330. Although, this decrease in fund balance was less than anticipated. This represents 10.12 percent of total General Fund expenses, and 37 days of operations. This fund balance will be used to help offset anticipated deficit spending in FY 25 and FY 26. In the Food Service Fund, expenses exceeded revenues by $4.25 million. In the Community Service Fund, revenues exceeded expenses by $853,174 and its fund balance is 41 percent of operating expenses.

- CLA did identify some findings related to Internal Controls, Single Audit, and Legal Compliance. Although, there are fewer findings in this audit as compared to last year's audit. There were no findings noted within Title I.
- The audit report for the fiscal year 2023-2024 has given the district clear direction and valuable feedback to address ongoing continuous improvement processes.

With the presentation, information also included further details on the required co0mmunications, audit results, financial results, and key issues/summary. Information on the upcoming accountant standard changes were also reviewed.

QUESTIONS/DISCUSSION:

- Mr. Gabler noted that the timing of this audit does not mean that the Board doesn't care about timelines. Director Franco will be joining the meeting tomorrow to discuss the upcoming audit, and they do have a pulse on the audit. In working with Chief Sager and the team, they have regularly attended training sessions about upcoming standards and best practices in accounting and legal topics. The auditors make recommendations, and there was a staff turnover on the finance team, and with reporting on a lag, they are working on the testing to issue the next audit on time. As auditors, they do not always have the same level of involvement from the Board as SPPS or a positive relationship with the financial management team. He believes SPPS does want and is trying to ensure the numbers are correct and working with the auditors to ensure the numbers are correct. We are ready to move in the right direction.
- What is the estimate of a healthy turnaround for the audit after the books are closed? Response: With a district this size, a reasonable goal is to have the numbers reconciled by the end of November, with an issuance in December. The auditors will be working with staff throughout mid-August and field work in October. The goal is to meet statutory deadlines, and there will be communication that if it takes longer than expected, the Board will receive the report. It's a collective goal to issue on the timeline, and to ensure there is an additional level of monitoring and oversight.
- Director Franco requested further details about the material weaknesses as noted in the presentation. Response: There were two material weaknesses – the first was around the timely reconciliation of cash, and bank reconciliation to review and catch errors, with adjustments to the end of February. It's an important control process. The second is the revenue controls of the organization, and internal controls changed during FY24, with changes from electronic signatures to in-person. There were not errors found, but missing documented approval, and it's important to control the documentation and staff member associated with each. Chief Sager noted that for the bank reconciliations, there were some changes in the Finance office, including staffing, training, reassignment of duties, and leveraging technology in the financial system to help the team move more quickly, and we anticipate to not see this in next year's audit.
- Director Henderson thanked the team and auditors for the time, presentations, and willingness to present multiple times. She hopes we are turning a new page and a new step in the process, and she looks forward to hearing more about the guardrails to ensure the audit is timely in the future.

BF 34390 Fiscal Year 2023-2024 Audit

MOTION: Director Henderson moved to accept and approve the Fiscal Year 2023-2024 financial statement audit issued by Clifton Larson Allen LLP. The motion was seconded by Director Franco.

The motion was approved by roll call vote:

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

10. INFORMATIONAL AGENDA ITEMS

A. Board Initiated Goals Governance (B.I.G.G.): Graduation Rates

Administration leaders then presented this report. The purpose of the report is to "Report the progress of B.I.G.G. programmatic goal, "The percentage of SPPS students who graduate in 4 years will increase from 68% in 2023 to 80% in 2029; returning to pre-pandemic levels for all student groups". Reporting parameters include the measure of 4-year graduation results, and the metric of the percentage of students in the graduating class of 2024 who graduated in 4 years. Information about the data was shared.

The 2024 results were also shown, with four-year graduation rates by school with the 2023 rate, 2024 rate, and the change. Additional details on the results, including student group changes within the graduation rate, were also discussed. Influencers, including expanding access to internships, industry-recognized certifications, work-based learning experiences, and partnerships to connect classroom learning with real-world applications, support for students through their compulsory age, expanding/enhancing academic support courses across all SPPS high schools, and increased credit recovery options were also detailed.

Information was also shared on the public dashboard for graduation rates for SPPS.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- The Board requested information about the inclusion of students within this data who either leave SPSP throughout their career, or those who join SPPS throughout their school career, and how those numbers are calculated within graduation rates. Response: It is about the end code in Campus, and if the student leaves the district and enrolls in another district, their enrollment is removed from the cohort. If they join the district and has been enrolled in another Minnesota district, they are removed from their cohort. If enrolling from another state, they are not included in the 9th grade cohort, and they need to be included in the 9th grade to be included. If a student joins SPPS from out of state in 10th, 11th, or 12th grade, that does not contribute to the graduation rate. If students enroll in a charter or private school, it is not more likely to count against us, but depends on the extent to which we are coding the end code and record in Campus at the end of the year. Many times students are enrolling in one or more schools, and it's important that the records are kept.
- The Board also requested information about which student groups need to increase still, after the pandemic? Response: That information can be sent via email with more details. There is work to do with American Indian students, those learning English as a second language, and Hispanic students.

- Director Valliant requested information about the enhanced academic support for high school students. Response: Academic opportunities start with daily advisory classes, as well as partnerships with networks for college success. We are also piloting work to support the framework for 9th graders, with information from the individual building data. Administrators meet monthly to discuss three-year trend information, including pass rates, specific classes, and courses where students may be struggling. We have discussed with the science department about supports for 9th graders for options, connections, and supports for students with data to drive conversations and feedback from staff and principals.
- Director Vue requested information about the figures in parentheses behind each identifier. Response: It was the difference in growth from 2023 to 2024.
- Director Ward uplifted this work in the district, and while there is room to grow and the growth is exciting, it means more students are graduating with diplomas, and he thanked the team for the progress on this B.I.G.G. goal, and spending time talking about our students
- Director Valliant noted her excitement about credit recovery, and her personal experience with a family member who attended. She thanked staff for the boost for students to graduate, and thanked staff – she has seen the firsthand impacts on the students of this program.
- Director Henderson echoed the sentiments, and that it is heartening to see the shifts from the previous numbers, and looks forward to the future. Our students leave with resources and the knowledge they deserve when they graduate.

B. <u>2025-26 School Readiness Report</u>

Members of Administration then presented this report. The purpose is to provide an overview for the Board of Education on the state of readiness for the first day of school, Tuesday, September 2, 2025, in the areas of Schools and Academics, Human Resources, and Operations.

With Schools and Academics, details were shared on professional learning, and new and expanded programming.

Within Human Resources, details were shared about talent acquisition, and educator development.

Within Administration and Operations, details were shared about communications and outreach, including regarding the referendum, Community Education, the school readiness tracker, security and emergency management, facilities – both major construction and cleaning, maintenance, and moves, nutrition services, student placement, technology services, and transportation

The full presentation can be found in the BoardBook.

<u>QUESTIONS/DISCUSSION:</u>

- Director Franco thanked the staff who are working on the iPads and new phones, and the connection to the recent Board approval of this item.
- He also noted that he expected to see details about the implementation of the cell phone policy, and recognizing it may be a drastic change for some school programs, and a request for insight on the roll-out. Response: There have been continuing, on-going conversations about the cell phone policy since it was adopted. Administrators have had conversations and planning is underway. Materials from the Communications department have been sent to buildings to share with families, and to post throughout the building. There will also be a meeting with administrators this week, and there is a high level of confidence and readiness, to reinforce the core tenants about the

implementation and enforcement. We believe in out admin and leadership teams to lead the effort in the policy and the beliefs through the process. The Board noted questions on how they can be supportive in community to ensure consistent messaging. Information will also be shared in back-to-school newsletters for families, and signage in the schools to remind students about this policy.

- Director Franco noted questions about how to ensure all staff across the building understand the procedures and protocols around safety plans. Response: Typically, that information is provided in opening week from a building administration perspective. There have been conversations with principals and SSLs, as well as roles and safety teams. In terms of the updates to plans, these plans roll over from year to year, and do not start over. There is collaboration with partners in Security and Emergency Management. There are safety teams at sites, and soliciting perspectives as staff members have questions. Director Franco noted that as strong safety teams are implementing practices, he does hope opening week is an opportunity to experience how the EOPs look and responsibilities around them. Safety is a critical pillar of our operations as a district.
- Director Franco also requested information in regards to the recent increase in actions of the federal government, and the understanding of protocols as related to federal law enforcement. It's critical that clerks and educators understand the protocols and protecting of our students in spaces. How are we monitoring the attendance of our young people, if they don't feel safe leaving their home? Response: Assistant General Counsel Wickstrom Donoghue noted that she did meet with the immigration workgroup this week, and they are cognizant of the ongoing concerns, and is personally monitoring the tenor throughout the country and potential movement in the direction of federal immigration enforcement accessing schools, and there will be a plan developed in January. She also noted communication with Mr. Sullivan in SEM and training SSLs on the protocols to ensure we are up-to-date, and there will be a memo and resources in the Principals Playbook, and it is top of mind as we move into this next school year.
- Director Carrillo noted questions about Google Gemini for teen students, and reception at school sites, and further details about the implementation and feedback. Response: It is a shared service with Office of Teaching and Learning for students in grades 9-12. We do have a policy 520.00 on student use of technology and digital citizenship. Part of a FCC grant that was approved includes AI controls and to provide learning and protect students. We partner closely with Technology Services and Educational Technology for professional learning for OTL, and determining ways this will be helpful for students. It is part of the Google Suite and we are protected in many ways inside the SPPS dataset. This will also allow teachers to leverage productivity and resources – such as creating tests in different formats.
    - If the experience of this tool is successful, is the plan to migrate it to other grades, or will it be limited to high school? Response: In elementary and middle, there are more applications, such as Waggle Math.
- Director Allen requested details on the process for school-developed individual goals. Response: Each school year, schools develop SCIP plans on an annual basis, and we have tried to make it more streamlined, simple, and aligned with overarching themes and focus. We also look at evidence-based practices and providing guidance from MDE with a building to tailor to their SMART goal, and provide opportunity for voice and choice, along with alignment of the B.I.G.G. goals. We look at action steps and how to make those steps happen in a place of support for our students, with interventions and productive conversations on how to progress monitor and collaborate with leaders at each school.
- Director Allen requested information on educator development and professional development for TAs going into this school year. Response: The majority of TAs are in special education, and we have done a great job of hiring folks into the system, and provided PD as designated, and additional

PD throughout the year. We do have a need within the organization for PD to go beyond special education work, and it needs to be broader.

  - Director Allen noted concerns about the TAs who are placed throughout the district and the many responsibilities within their role, and the right training to step into their job confidently. Response: Statutorily, we need to provide the minimum PD at the building level, with challenges that exist at the TA level, including less defined duty days, with EA duty days starting before the students start. TAs start the first day of school with the students. It does become about resource and planning. Additional details were also provided about onboarding opportunities for EAs and TAs in special education, including over the summer and at the start of every pay period, or about 1-2 times per month. Training includes unpacking the school year, READ Act training, and other topics like third party billing and responsibilities, documentation of services, overview of special education, different abilities, and the components of an IEP, as well as trauma informed practices and non-crisis intervention training, with check and connect mentor training.

- Director Allen also requested information about the Hidden River re-opening in January and the special transition tools to use over Winter Break. Response: The new building is outfitted with new furniture, which has been delivered and is ready, so there will not be transitioning furniture from the Wilson building to Hidden River. Educators will need to bring their classroom materials, and we are working with administration, facilities, and teacher to schedule times for the majority of items to be moved over Winter Break.
- Will there be sambuusas on the lunch menus? Response: Yes, they will be on the menu every quarter, along with the homemade basbaas sauce, as well as a basbaas mayo.
- Where will the grill pilots be? Response: There will be a grill at all secondary schools, and time for other initiatives, with the schedule to be from the first day of school through MEA break, with more choices.
- Director Valliant requested information about the supports for teachers of color, and what it means for "conditions for staff to thrive". Response: There are affinity groups within the pilot, and teachers also have the ability to request a mentor that is a member of their culture or background. There will also be professional development, including speakers to facilities discussions, as well as recruitment and retention specialists to work with groups and helping to identify issues and working with administrators in buildings and mentos to address issues as they arise.
- She also requested information about the new phone system. Every classroom will have a landline telephone, with a number for an individual person, as well for the room for Community Ed and flexibility for other programs. Many staff won't have a landline and will be able to access and receive calls via Zoom.
- Why did we choose Zoom phones? Response: Google Voice is not a full phone system, and there are some features we wanted for more flexibility with softphones.
- Director Valliant also requested information about the AI features of Waggle. Response: Individual student programs are monitored at the teacher level, and through the HMH system, we have purchased that access and use, and any fixes are at the classroom level.
- Director Valliant noted that she is excited for Hidden River to open, so her 8th grade student can attend in the new school.
- Director Vue requested insights from Superintendent Stanley in HR. Dr. Stanley noted the SCIP process and monitoring of them by principals, as well as the recent hiring fairs from Human Resources and thanked Chief Pratt-Cook and her team for moving forward toward fully-staffed schools. She also thanked Chief Sager for his work on the completed audit, and looks forward to the next year to be completed on time. She also shared about Leadership Advance and the

continued focus on development of leaders, change management, culture and climate, belonging, and dignity in the system.

- Director Henderson requested information about the shifts in compliance guidelines and testing for TAs to be "highly qualified." Response: The expectation for highly qualified staff is not new, and we are working with the government on these rules. Community Education is providing courses throughout the school year for paraprofessionals to take courses and for them to be paid for their time. She also provided details about the ParaPro and ParaEducator tests that are approved by the State, and the grant to switch to ParaEducator which often has a higher success rate and the process for hiring highly qualified staff.

C. Policy Update

a. SECOND READING: Policy 408.00 – Staff Hiring

Pat Pratt-Cook, Executive Chief of Human Resources, presented this proposed update. The proposed changes include a transition to a new policy format, that the Board will now be delegating the authority for hiring activities to the superintendent and their designee, and clarifies that the Board will not entertain applications for employment with the exception of positions that directly report to the Board.

The full presentation, and draft of the proposed updates, can be found in the BoardBook

QUESTIONS/DISCUSSION: None

b. SECOND READING: Policy 413.00 – Drug-Free Workplace

Pat Pratt-Cook, Executive Chief of Human Resources, presented this proposed update. The policy changes were reviewed, including the transition to the new policy format, the policy purpose statement of "The purpose of this policy is to health and well-being of employees, students, and visitors by prohibiting the use of alcohol, toxic substances, medical cannabis, nonintoxicating cannabinoids, edible cannabinoid products, and controlled substances without a physician's prescription" to align with statutory language, definitions, exceptions, and legal references.

Per discussion at the July 15, 2025 Regular Meeting, a Non-Discrimination clause was added.

The full presentation, and draft of the proposed updates, can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Chief Pratt-Cook noted that if there are legal requirements that folks must test drug-free, we will not be able to bypass those regulations as part of this policy.
- Assistant general Counsel Wikstrom Donoghue noted that adding their hope for the non-discrimination section is that it closely monitors guidance from the State for this type of policy and helps to emphasize not seeking to punish folks for using medical marijuana during their term of employment – only if it impacts their routine job functions. She can't advise to remove the distinction completely as the State of Minnesota allows through statute the ability to prohibit marijuana use on buses and in schools, and if we allowed that contrary to statute, and something did happen, there is a liability. She encouraged the district to move forward from a place of understanding, compassion, and non-discrimination as the baseline for statutory requirements.

- Director Allen noted that, based on a previous discussion, this language makes sense as there are jobs that involve driving, operating machinery, and others, including within the licensure of those roles, and in alignment with the State.

c. SECOND READING: Policy 414.00 - Tobacco-Free Environment

Pat Pratt-Cook, Executive Chief of Human Resources, presented this proposed update. The proposed changes include a transition to a new policy format, the general statement of policy, definitions, prohibition and exceptions, enforcement, and legal references.

The full presentation, and draft of the proposed updates, can be found in the BoardBook

QUESTIONS/DISCUSSION:

- Director Valliant requested more details about the potential corrective actions for student who wear promotional products, gear, or bags. Response: In follow-up, over the past two years, there have been 4 events across the district that were coded as dress code violations. There was not discipline, but student conferences and a parent outreach. We will be approaching this through compassion and to understand. In conversations with students, the counselors are the best to engage with students.
- Director Valliant noted that some brands are familiar, and some are not. She has a lot of feelings about this section of this policy draft, and has questions about other products and their promotional materials that may not show a tobacco-related item. Dr. Stanley noted that the ultimate goal is to ensure we do not allow students to promote products that we know are bad for their health and want them to remain safe. She appreciated the data around this topic, and wondered if continued monitoring would help to ease concerns.
- Director Valliant also noted questions about depictions of a marijuana leaf or poppy flower on a shirt or hat, and if those would be considered within this policy. Response: We should consider this further as it may be dipping into First Amendment territory, and details would need to be sorted very carefully to uphold the student's rights and maintain the learning environment.
- She also shared her personal experience in relation to this policy.

d. FIRST READING: Policy 502.00 - Attendance Areas: Resident Students

Jayné Williams, Director of Student Placement Center, presented this proposed update. Updates to this policy include the addition of the policy purpose – "The purpose of this policy is to define the manner in which designated school attendance boundaries are determined including factors considered for buildings. Additionally, this policy provides clarity for continuity of enrollment."

The full presentation, and draft of the proposed updates, can be found in the BoardBook

QUESTIONS/DISCUSSION: None

e. FIRST READING: Policy 520.00 – Technology Usage & Safety

Mario McHenry, Executive Director, Technology Services, presented this proposed update. A policy purpose was added, as well as a general statement, and provision to remove, replace, or disable SPPS hardware or software designated as obsolete, out of compliance, or dangerous. Per discussion at the August 6, 2025 Committee of the Board meeting, a definition of "cybersecurity" was also added.

The full presentation, and draft of the proposed updates, can be found in the BoardBook

QUESTIONS/DISCUSSION:

- Director Valliant requested information about the section for parents and guardians to review files and request termination of account access. Response: There is a form for families to opt out of technology, but there is not a known instance for family to opt out of the entire technology process. Reasons and challenges of technology were shared, as well as information on secure web content filters, restrictions on iPads and controls. Students can still use devices in a controlled manner to complete their learning. Information was also shared about how parents can access controls, and resources to maintain iPads.

f. FIRST READING: Policy 419.00 – Professional and Respectful Workplace

Pat Pratt-Cook, Executive Chief of Human Resources, presented this proposed update. SPPS is committed to promoting and maintaining a workplace environment where every individual is treated with civility, dignity, and respect. The District recognizes the importance of creating a culture where all employees feel safe, valued, and empowered to contribute their unique perspectives. Differences in culture, communication, and lived experience enrich our environment and must be honored in all interactions. The general statement of the policy was reviewed, as well as definitions, and reporting procedures. Discussion was also noted that the Board will need to determine if they are included within the scope of this policy.

The full presentation, and draft of the proposed updates, can be found in the BoardBook

QUESTIONS/DISCUSSION:

- Assistant General Counsel Wikstrom Donoghue noted that this is a matter of discretion for the Board if they would like to be named within this policy or not, there is no statute or procedure that would implicate them as employees under the law or blue the lines within the governance role. Other options include to apply similar standards within the Board's code of conduct policy, or a new policy to explicitly distinguish as employees.
- Director Carrillo noted that the purpose of this policy is about committing to maintaining a workplace environment where all employees feel safe, valued, and empowered. He did note a concern where it states, "All stakeholders (Board Members, Employees, Parents/Guardians, Volunteers, Contractors and Visitors) Must:…" which is a strong legal imperative, and he is unsure if our jurisdiction would apply to parents and guardians in the same ways as it would to employees, and expectations of ways to behave in SPPS facilities, or actions to take.
- He went on to note that parents and guardians do not sign a waiver about behaving in certain ways, and could claim violation of free speech rights to behave in a way that others may find offensive. He suggested an option of a separate policy for parents and guardians.
- He also noted his role as a board member within this policy, and possible legal implications as employee versus governance. Response: In terms of jurisdiction, the control of employees and those with contracts within the district and how they treat each other. We must also accept people as they are when walking through the doors, parents, students, and community members, are not held to the same expectations as employees and others in the district.
- Director Ward noted that the main questions were if school board members should be included in this policy, and if parents/guardians should be included as well. He noted he believes parents and guardians should **not** be included as the policy is written more for employees.

- He then went to the question if board members should be included within this policy. He noted that the accountability factors are different for board members, and the process and implications are different for disciplinary procedures.
- Director Valliant noted she believed that parents and guardians were removed from this policy, because it feels very internal-facing, with separate Rights and Responsibilities for families.
- She also noted that there is a separate policy for expected behaviors of board members, and while that policy can mirror this language for consistency, she believes the Board should be removed from this document. They are not technically employees of the district.
- Director Franco noted that it seems like the will of the Board to remove board members from this policy, but believes it will not implicate one way or the other, and the true discussion is if board members are employees or not.
- Director Vue noted that in previous discussions, the consensus was to remove parents and guardians from the policy, and it is concerning that they are still included. Parents do not work for SPPS. He recommended speaking with parents to ask them instead of telling them. A suggestion was a separate policy for parents, guardians, visitors, and volunteers.
- Director Stanley noted that parents do volunteers and are visitors in buildings. When we have volunteers and visitors, how do we differentiate that? She also provided context and examples, and if this policy would apply to them, and if not, it would need to be in a sperate policy. If a parent is volunteering in our school, and they make a derogatory comment, does this policy apply to them? These are real situations that occur, and must be discussed. They often times intersect. Either we create a sperate policy for parents, visitors, and volunteers to hold them accountable to the same standards. She would like those expectations to be listed as administration may need to step-in with a non-employee for a process in place. Director Vue noted a focus group to determine this information. Director Allen noted that there should be a separate policy, for example, athletic spectators. Volunteers are a part of our institution in working with us. We should do another policy to be in place for what we expect from spectators and visitors inside our buildings.
- Director Valliant noted that the district chooses the staff to work in the district, but we do not choose parents and families. There may be different abilities, mental health issues, and situations. We must accept parents and visitors as they are when they visit us, as a public institution. We do not want to create a policy that is punitive of parents.
- Director Franco noted that parents and guardians should be removed from this policy, and it may have been a clerical error that they were included in this draft.
- Director Ward noted this conversation could continue within Policy Work Group about parents, guardians, and visitors. He appreciated that we are approaching this topic from the perspective as to protect parents and not marginalize them, when they have historically been marginalized.
- He also provided his own experience on this topic both as a student, and as a teacher, and situations where students may have been put in unacceptable situations and folks may have been asked to leave, and it can be difficult. He believes that if those are not in this policy, they do need to be included in another space.
- Director Carrillo also noted his personal experience on this topic, and offering dignity in process and to protect the integrity of the system. He also noted that one of the expectations of a healthy community is to be healthy for students, and also want parents, guardians, and visitors to be welcomed into a healthy environment.
- He went on to noted that he believes board members should be removed from this policy because it sets the expectations of what should happen, and it may confuse folks and the public on the process for board members, who have their own conduct policy.

- Director Ward noted a question on the comfort to remove parents, guardians and visitors, as well as board members, from this policy. Director Franco noted that he believes board members should remain in the policy, but is also okay with moving forward without board members in this policy.
- It was also noted that volunteers should remain in this policy with the note that includes they agree to the policy.
- Clarification was also requested about concerns submitted to the Board Chair in relation to Policy 212.00, and it should also be removed from this policy. Board members noted differing opinions on this topic, including that staff may not see or know about Policy 212.00, and a clarifying approach on how to handle issues with board members. Director Vue noted that he believes it should be removed from this policy because the point of a policy is to provide clarity, and the Board's policy on their code of conduct already exists. Director Allen noted a reference for staff to understand the process for reporting complaints against a member of the Board, and direct them to Policy 212.00, which is also listed as a cross-reference. Including it in that way as a reference point will then allow it to be updated, without needing to also update this policy.
- Director Franco noted this policy is to fill a gap in terms of interactions that are not covered under Policy 415.00, and the misunderstandings related to that policy.

13. BOARD OF EDUCATION

A. Information Requests/Responses and Items for Future Agendas

- Director Carrillo requested feedback on the artificial intelligence tool that high school students will be able to use this school year, and feedback on this tool in a systemic way. The timeline is to be determined by Administration, including Office of Teaching and Learning. He requested information on the quality of work, how students are using it, measurements and feedback from schools on the implementation of this tool and the tool itself
- Director Franco reiterated his information requests, including an update on safety and emergency management plans and ways to ensure school staff are fully trained on these plans, implementation of the cell phone policy, athletic co-ops and the challenges and success with them, as well as a follow-up from public comment and protocols around athletic trainers, including the need to not overburden coaches, but also requirements for nurses in this role.
- Director Ward requested information about the trade pathways for students and partnering with trade unions to utilize the training processes, as well s the operating engineers pathway.

B. Board of Education Reports/Communications

- Director Franco acknowledged the start of the upcoming school year, and looks forward to it. He thanked staff for their work. He also noted his participation in the district negotiations team with SPFE and it's important to acknowledge the amount of work in the process with the Chair and Vice Chair, with the first time in 20 years for educators to come back after summer to a presumptively settled contract and to be ratified in opening week and approved by the Board next month. He was grateful to be part of the process, and thanked Chief Pratt-Cook for problem-solving and working collectively.
- Director Vue provided an update on the H.M.O.N.G. Project, including the core group meetings and subgroup meetings.
- Director Ward echoed Director Franco in that he was able to join the bargaining and negotiation teams, and that it was an engaging process.
- Dr. Stanley introduced Dr. Valora Unowksy, Senior Executive Academic Officer, and Andrea Schmidt, Athletic Director and welcomed them to SPPS.

14. ADJOURNMENT

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

The motion was approved by roll call vote:

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

The meeting adjourned at 9:52 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

September 9, 2025
4:30 p.m.

MINUTES

1. CALL TO ORDER

The meeting was called to order at 4:30 p.m. by Vice Chair Ward.

2. ROLL CALL

Board of Education:	U. Ward, E. Valliant, J. Vue, C. Franco, Y. Carrillo, H. Henderson C. Allen arrived at 5:02 p.m.
Staff:	Superintendent Stanley, K. Bergstrom, S. Dahlke, S. Gray Akyea, T. Sager, K. Thao, L. Olson, A. Collins, E. Wacker, K. Morris, H. Nistler, S. Schmidt de Carranza, V. Unowsky, J. Turner, M. McHenry, P. Pratt-Cook, A. Kunz, B. Schmidt, C. Anderson, S. Koppen, J. Kelly, D. Abrams, A. Schmidt, C. Landreau, C. Green, P. Matamoros, S. Reyes, A. Rios Dessalet
Community:	M. Wall, L. Van Dasser

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 Stanley shared that it has been a fabulous six days of school so far, with a recap of her time in schools and meeting with staff, students, and families. We are on the path to getting settled into learning, and we look forward to a great school year.

5. BOARD INITIATED GOALS GOVERNANCE (B.I.G.G.): REPORTING FRAMEWORK

Dr. Stanley introduced Dr. Stacey Gray Akyea, Executive Chief of Equity, Strategy, and Innovation, and Dr. Valora Unowsky, Senior Executive Academic Officer, to present this report.

The purpose of the report was reviewed – to share the framework to report progress towards Board Initiated Goals Governance (B.I.G.G.) goals for SY25-26. B.I.G.G. reporting expectations were reviewed, as well as an overall Board/public accountability monitoring calendar for August 2025-July 2026. Reporting

infrastructure was shared, including assessments/testing, and SPPS Research, Evaluation, and Assessment data reporting calendar. The framework was also reviewed, including the purpose, summary of the data, results, additional information, action steps/influencer, and additional interest resources template.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Ward requested information on the December report. Response: That will be the World's Best Workforce/Comprehensive Achievement Readiness report, which is a summative view which will incorporate the entire district for holistic outcomes perspective, which occurs once a year for progress on measures, such as social-emotional learning and others.
- Director Carrillo requested information on the reports in September and July, and if they are based on MCA scores. Response: It will be MCA scores, as well as FAST scores.
- Director Henderson noted she appreciates this calendar and it feels like what the Board was looking for in regards to progress monitoring.
- Director Vue noted the spacing of reports in the academic calendar, and the manageability of these reports. He also noted information available to the public, and its alignment or linkage to the B.I.G.G. section on the Board of Education website. Administration will work to determine the best way to report out the specific goals and progress, in a way that is different from the meeting presentation.
- Dr. Stanley thanked her team for assembling this, and it will take a team to do this work, and they are continuously looking at the data and asking questions to sure there is a review of learning throughout the year – not only on MCA or FAST scores, but an ongoing process. We have started the process of modifying SCIPs to be more streamlined and focused.
- The Board thanked the Superintendent for partnering on these goals, and making them realistic and possible, and embracing this and breathing life into it.

5. OFFICE OF FAMILY ENGAGEMENT AND COMMUNITY PARTNERSHIPS (OFECP) REPORT

Dr. Stanley then introduced Dana Abrams, Director, and Pablo Matamoros, Assistant Director, Office of Family Engagement & Community Partnerships to present this information.

The agenda for the presentation included information of the role of the department, reactions/comments about the information, and options for Parent Advisory Board input/feedback.

Core areas of focus include family and student support, school support, community support, partnerships support, and Board and Administration support. The primary goal of the OFECP work is to work directly with families and communities to improve the overall student performance outcomes.

Office of Family Engagement cultural specialists were also reviewed, including that the role and responsibilities of the Office of the Family Engagement and Community Partnerships (OFECP) Cultural Specialists is to engage with families, staff and community district-wide. Cultural Specialists promote and support student achievement by bridging the communication among, families, schools and communities. Their work with PACs, Parent Academy, cultural heritage events, language supports, and community outreach was also detailed.

Information was also shared about the alignment of parent advisory groups, including the future work and priorities, the path forward, and discussion about the SPPS guide for districtwide advisory councils.

More information was also shared on the work with SPPS stakeholder engagement, including the spectrum of public participation, work with budget engagement, and the 2024 superintendent search.

Options for board engagement with parent advisory councils was also addressed, including guidance, authorization and purpose of each, options for board engagement with PACs, and annual report timeline.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Franco thanked the team for this presentation, and previous Boards and families may have felt stuck in the Inform section of the spectrum, but we all have experiences, and can all work toward empowerment, and he encouraged the team to be proactive in decisions rather than reactive towards information-receiving.
- There was also discussion about the School Choice Fair, and ways to envision better attendance and success, and need to accomplish. We need to look at what our families need. Transportation is provided, including bus passes and shuttles. A needs assessment on the event itself would be helpful. It was also noted that half of families prefer the fair, and the other half note the location as a hindrance, with other events also occurring at the same location. We are in the process of looking into other venues, but also want to allow our new superintendent to participate in the process and provide options and input. We also hear from secondary sites that it is not the best use of their time, and that families prefer to go to the school.
- Director Carrillo noted questions about the experience of families in the PACs, and where are we at risk of losing trust with parents in the process? What is the biggest concern that parents have? Response: With one group, it's about to report to the Board. Another noted that meetings are intentional and working to support student achievement. Another noted the meeting schedule. The framework and guidance help because each group is very unique. We can provide equity and implementing the guidelines to stay on track without taking away the individuality of each group.
- Director Henderson noted the potential of reporting, and like to provide PACs, if desired, to have a conversation with the Board. She approves of that idea and to purse it. Is there a recommendation from the PACs about where they'd like to plug-in, and is there flexibility based on PAC? Response: Yes, we are protective of our families and PACs, and groups may choose different formats if they'd like to talk to the Board.
- What has been shared with PACs about potential reporting structure to the Board? Response: We have shared with them it could be a possibility. Some PACs would rather submit in writing, or others have requested presenting before the Board.
- All PACs have been informed this is a conversation, and are discussing their comfort level with sharing back with the Board. She noted that it would be helpful to get information from each APC about how they would like to share information, and for the Board to discuss collaboration with the PACs.
- Director Carrillo requested information on the timeframe for issuing the report from the PACs. Response: We would start with the PACs that are legally authorized, and then move into a rotation of the others, depending on how they'd like to present to the Board. It's important to be mindful of the calendar and reporting schedule.
- Director Carrillo also noted that if the asks from the PACs are budget-related, the timing will be important. We should look at the recommendations as monetary or non-monetary. Response:

Our experience is that some decisions presented after the budget acceptance, with the budget set earlier. Some PACs brought frustrations on their recommendations, but they could not be acted upon until the following year, and there were delays. This is a good point. Each PAC is unique, and the readiness of each PAC will depend on the group and historical context of each. We have two successful examples, including the Karen language classes and the East African Magnet School. It's important to start with the relationship between the PAC and district. Leadership is important for involvement and empowerment.

- Chief Turner noted that the calendar and schedule could allow for two additional PACs to report and share to the Board in person at a meeting, as well as the legally required PACs – LCD and AIPAC. OFECP would work with the PACs to determine which would like to present and report to the Board in person, or submit their report through other channels.
- Director Valliant noted questions on the framework for expectations for PACs. Chief Turner noted that the scheduling of topics and board parameters on number of topics and meeting times, as well as for PACs. They want to be ready and professional. We want to provide the year calendar for them, for the PACs to prepare. Some PACs work together all year as a team on their presentation to the Board.
- Director Valliant noted the feelings of PACs in waiting to present for a year.
- Director Allen noted questions about how the PACs operate to gather information to advise to us. Are they part of the engagement tool? Response: It depends on the PAC. We also go back to "advisory council", and it may not be advising, but instead informing or sharing information. Some families who want to advise because of the term. We are bringing this for clarity and how we want to look. Different groups want different aspects, and we want to determine how the Board wants it to look.
- Director Allen noted it would be helpful to have the tools to be the organizers, and the professional development and training, so the report has been compiled from folks in their community. She also noted it would be helpful if the reports from the groups were tied to B.I.G.G. or MCA scores, to learn what families are experiencing to shape how we are moving forward.
- Director Ward noted questions about how reports will be given and the different versions, and to let us know where we may be falling short and information, or feedback on a proposal – he also noted the different approaches, and to ensure there is a pathways to inform work in the District. He also noted that PACs could provide statements throughout the year with their thoughts, including policies and other decisions that are before the Board. He does believe that if there are recommendations or concerns about items related to dollars, we should have them in November as we look at the budget process.
- Dr. Stanley noted the evolution of PACs, and initially it was to give space to parents at the table. It is our goal to involve them in coordinated aspects, much like the eight PACs, and ongoing space to connect with each other for organizing space to connect with many families. She also thanked OFECP to allow her to support them in the focus groups – families are consistent. They want their students to learn at high levels, access to culturally responsive instruction, and a sense of belonging to ensure they know we are hearing their voice, and listening.
- Director Franco thanked the team for the presentation and to the OFECP teams and appreciates their work in all levels and events of the district and their involvement in the many areas of the district.
- He would also like to know from PACs their thoughts on attending PAC meetings, and he would be willing to support those groups in those spaces.
- He also noted questions on the process for agenda creation at the PAC meetings. Response: We share it with the co-chairs. Most of the cultural specialists and co-chairs create the agenda together. Most PACs want to give feedback and information, and they feel a sense of value, and

the importance to ensure we close the communication loop and build trust. We are also looking at ways to improve the process in building agendas, with district requests and to be flexible.

- He also noted ways for PACs to co-create an agenda, but also have space for non-agenda items to advise. There are strategies where there can be space for open conversations, and families have that opportunity and pathway for those conversations to folks that hold those decisions.
- While we're creating a guide for districtwide advisory committees, what has been the involvement with the PACs in creating that guide? Response: We have looked into the Code of Conduct with feedback from others, and how we conduct our meetings. PACs have had procedural guidelines and bylaws, and those have been used to guide the work and processes.
    - Director Franco noted the feedback on the code of conduct guide, and in thinking about community engagement, as public institutions we sometimes stay in Informed-space and one way to transform the work is to empower place to conduct hard things together, such as difficult decisions to bring folks in at the front end. It was also noted that previous work was rushed, and shift in understanding of the roles and advisory councils.
- Director Henderson notes next steps from the conversation, including the presentations from PACs to the Board with capacity and interest of the PACs, communication with the Board on a plan to engage with the PACs, parameters around decision-making, links from presentations to the Board based on topics or strategies, and ways to bring back for further conversation. She raised the point that she would like the Board to hear from PACs in ways in which they'd like to share, and there are different ways to engage with the Board if they'd like, and we will determine the rotation based on their preferences. Director Carrillo reiterated that it will be important to empower the PACs for gathering on information and important to represent the entire community. Director Henderson also noted the consistency on the role of PACs.
    - Ms. Abrams noted that one PAC has conducted a consultancy with the team and professional development on leadership training. If they are going to their communities to gather information, we are working to ensure the other PAC groups also have participated in that leadership development.
- Director Vue noted that as a parent in a PAC, the concerns they raise are not only about their school or isolated incidents, but their systemic and collective impact on the district overall, and as well as when they present to the Board.
- He also requested further details on the outcomes as noted in the presentations. Response: We are ready to start measuring outcomes in ways such as Parent Academy and the tracking of the success of students whose parents have participated in that program, as well as the tracking of student success based on other ways, such as the math lesson from PAASAC.
- Dr. Stanley noted the deep alignment with performance outcomes, and the alignment to B.I.G.G. goals within the district.
- Director Allen noted the B.I.G.G. goals and their importance to the Board, but also wanting to know progress in other areas as well.
- Director Valliant recapped the role of expectations for parents, and to gather information about what is best for students, and the bylaws of each group, including voting members and staff. She noted the question if PACs are for the parents or the district, and the impacts on families.
- Director Vue also noted cultural specialists in this work and the work of that role, especially with the Hmong cultural specialist last year, and how their work may look different. Response: Ms. Abrams noted that relationship-building with the co-chairs will be important, as well as sharing and understanding the same desired outcomes and ways to get there.
- Director Vue noted that some PAC meetings occur at the same time as Board of Education meetings. He noted the bylaws which govern each PAC and may be different to each group, and

use to shape the priorities before coming before the Board. The PACs also need training and encouraged the team to continue working with the groups to ensure they are prepared.

- Ms. Abrams appreciated the feedback, and each group is unique, and at different places. We have been working on the equitable practices and guidance. We will offer next steps, and offer to the groups about the opportunities to engage with the Board, the first 2 groups to present, and will report back via Superintendent Stanley.
- There was also consensus among the group to have groups beyond the three required to present before the Board.

5. APPROVAL OF EMPLOYMENT AGREEMENTS FOR THOSE GROUPS REPRESENTATED BY SAINT PAUL FEDERATION OF EDUCATORS

a. Approval of Employment Agreement and Related Memoranda of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators, Local 28, Exclusive Representative for Teachers, for 2023-2027

b. Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Educators, Exclusive Representative for Educational Assistants

c. Approval of Employment Agreement between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Educators, Exclusive Representative for School and Community Service Professionals

Superintendent Stanley welcomed Pat Pratt-Cook, Executive Chief of Human Resources, to provide details on these items. Chief Pratt-Cook reviewed these items, including the two-year cycle, and it is the first time in more than 20 years where the contracts have been settled before the school year. The board agenda items outline the changes in salaries, COLAs for year 2, and the increases that are being brought forward for insurance coverage. We believe the salary improvements are fair and competitive.

Board agenda items with detailed information can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Franco noted that he is thankful for these, and had the opportunity to participate in bargaining. This is typically something that would happen at the Regular Meeting, and this is occurring at the Committee of the Board, to ensure that it can be ratified quickly for less adjustments, and folks can be compensated their new wage quicker. Response: That is a big factor, and wanted it to appear on their first paycheck for the school year, for a good start and to minimize adjustments to be made to salary schedules.

BF 34391 Approval of Employment Agreement and Related Memoranda of Agreement Between Independent School District No. 625, Saint Paul Public Schools and Saint Paul Federation of Educators, Local 28, Exclusive Representative for Teachers, for 2023-2027

MOTION: Director Ward moved to approve and adopt the Agreement concerning the terms and conditions of employment of those Teacher employees in this District for whom the Saint Paul Federation of Educators is the exclusive representative; duration of said Agreement is for the period of July 1, 2025 through June 30, 2027. The motion was seconded by Director Henderson.

The motion was approved by roll call vote:

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

BF 34392 Approval of Employment Agreement Between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Educators, Exclusive Representative for Educational Assistants

MOTION: Director Ward approve and adopt the Agreement concerning the terms and conditions of employment of those Educational Assistant employees in this District for whom the Saint Paul Federation of Educators is the exclusive representative; duration of said Agreement is for the period of July 1, 2025 through June 30, 2027. The motion was seconded by Director Franco.

The motion was approved by roll call vote:

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

BF 34393 Approval of Employment Agreement between Independent School District No. 625, Saint Paul Public Schools, and Saint Paul Federation of Educators, Exclusive Representative for School and Community Service Professionals

MOTION: Director Ward moved approve and adopt the Agreement concerning the terms and conditions of employment of those School and Community Service Professional employees in this District for whom the Saint Paul Federation of Educators is the exclusive representative; duration of said Agreement is for the period of July 1, 2025 through June 30, 2027. The motion was seconded by Director Henderson.

The motion was approved by roll call vote:

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

6. POLICY UPDATE

a. Policy 209.00: Development, Adoption, Implementation, and Monitoring of Policies

Director Henderson then presented this policy update.

Additions include a policy purpose, general statement of policy, and definitions. Other changes, such as within the development of policy, adoption of policy, and policy revisions without three-readings were also reviewed.

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

QUESTIONS/DISCUSSION:

- Director Franco noted that it's reassuring that when policies go to Policy Work Group and the Committee of the Board, for determination if they are substantive changes, and the Board determines that a three-reading process is necessary, there is still a channel for that. He also noted the definition section and phrases as a specific item, and the interpretation previously was different, and this should help to clarify.
- Director Carrillo noted that policy revisions without the three-reading process in the draft that changes that are not substantive do not need to go through a formal approval and "minor editorial updates…do not need to go through the formal approval process." Is that the three-reading process or board approval? Response: The three-reading.
  - A minor editorial update would come to the Committee of the Board, and then be needed to go onto the consent agenda at the Regular Meeting.
  - This should be corrected within the policy draft.
- Director Ward noted questions within the definitions portion, including "when there is a change in requirements…" and what "requirements" means? Response: If we are changing the expectations, and they are substantive, and what we are requiring of students and staff.
  - This should be clarified within the policy draft for additional language.
- Under "policy revisions without three readings", there is language about the Policy Work Group moving policies to the board of education meetings. Typically the Policy Work Group will move items to the Committee of the Board meeting, and then from that point, to the Regular Meetings. Should this say "meetings of the Board of Education" to apply to both the Committee of the Board and Regular Meetings.
  - This should be clarified within the policy draft.
- He also noted questions about the three-reading process, and previous discussions about the first presentation at the Committee of the Board to count as a first reading, which may make it easier for the backlog of policies to be reviewed. It was noted this was not a conversation at Policy Work Group. Director Ward noted he would be supportive of this, as well as Director Carrillo as long as the Committee of the Board vote was a roll call to move forward and count it as a first reading. It
  - It would need to be brought back to the Policy Work Group for language.
  - The Board would vote if it needed to be brought back to the Policy Work Group, or if it could move forward and that would count as the first reading.
  - Director Henderson requested that Director Ward offer input into the proposed language on an updated draft.
    - There was further discussion on Open Meeting Law in regards to this process.
    - He noted that a line that notes that the presentation at the Committee of the Board would count as a first reading.
- Director Allen noted clarification on a policy that the Board would completely update and bring back to the Policy Work Group, and if it would still count as the first reading. Response: It would come back to the Committee of the Board, and then move onto the Regular Meeting. That would not count as the first reading if it goes back to the Policy Work Group after being presented at the Committee of the Board.
  - Language should be crafted that when a policy is presented and approved by the Board to move forward to the Regular meeting, it constitutes the first reading.
    - Director Ward noted that current practice also allows for edits throughout the three-reading process, but if the changes are so substantive, that it goes back to Policy Work Group.

    - There should be a clear process to get to the third reading at the Regular Meeting. The Robert's Rules process would be to table it at the meeting if the Board does not approve it at the third reading. We need to ensure the process is clear for future boards.
        - In the event that a policy needs to go back to the Policy Work Group, we will need language to clarify that process.
- Director Vue noted that in updating this policy, we are committing to updating the criteria of each policy. Response: We have been doing it - it wasn't in policy though. It was clarified the work and the policies that exist, and this is another clarification.
- This does not state we are out of compliance if there is a policy without this format, but we are working toward these components, and that we can add them without going through the three-reading process to make it easier to get to a place with consistent policies.
- Overall, the Board agreed with going-forward with these proposals with the suggested changes.

7. ADJOURNMENT

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

The meeting adjourned at 7:11 p.m.

8. WORK SESSION

The Board then conducted on work session on Board Initiated Goals Governance (B.I.G.G.) and discussion of shared expectations of communication for District Relations Goals.

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 5:00pm)
- June 10, 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 17, 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: September 23, 2025

TOPIC: Proposed 2026 Board of Education Meeting Dates

2026 REGULAR MEETING DATES – 5:30 p.m. (unless otherwise noted)

- January 6, 2026 (Annual Organizational Meeting at 4:00pm)
- January 20, 2026
- February 17, 2026
- March 17, 2026
- April 21, 2026
- May 19, 2026
- June 9, 2026 (Special re: Non-Renewals at 4:00pm)
- June 23, 2026
- July 14, 2026
- August 18, 2026
- September 22, 2026
- October 20, 2026
- November 17, 2026
- December 1, 2026 (Truth in Taxation Hearing at 6pm)
- December 15, 2026

2026 COMMITTEE OF THE BOARD MEETING DATES – 4:30 p.m.

- January 6, 2026
- February 3, 2026
- March 3, 2026
- April 7, 2026
- May 5, 2026
- June 9, 2026
- August 5, 2026 – Wednesday (Primary Election)
- September 1, 2026
- October 6, 2026
- November 4, 2026 – Wednesday (Election Day)
- December 1, 2026

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

DATE: September 23, 2025

TOPIC: Acceptance of Gift from Como Park Booster Club

A. **PERTINENT FACTS**:

1. Como Park Senior High School would like to accept a monetary gift of $5,000.00 from Como Park Booster Club

2. Como Park Senior High School was designated to receive the donation because of the year-end field trip expenses.

3. This donation was gifted to the Como Park Senior High School in the amount of $5,000.00.

4. This donation will go to one or more students to help with their field trip fees and transportation.

5. This item is submitted by Diana Brown, Principal; Kirk Morris, Assistant Superintendent; and Andrew Collins, Executive Chief of Schools.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to allow Como Park Senior High School to accept a monetary gift from Como Park Booster Club in the amount of $5,000.00. The money will be deposited into the field trip intra-school account, 19-212-291-000-5096-F050.

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

DATE: September 23, 2025

TOPIC: Accepting All Donations under $5,000 from July 1-August 31, 2025

A. PERTINENT FACTS:

1. Saint Paul Public Schools Board of Education approves of all donations that are under $5,000.00 as attached herewith.
2. The incoming funds are to be used for public purpose and support the need of the enrolled students and community.
3. These donations will help to meet the district's strategic plan focus area of Program Evaluation and Resource Allocation.
4. This item is submitted by Daniel Moser, Executive Directors of Finance; and Tom Sager, Executive Chief of Financial Services.

B. RECOMMENDATION:

That the Board of Education approve these donations under $5,000.00 from July 1-August 31, 2025, which shall be used for public purpose and to assist in fulfillment of public education for Saint Paul Public Schools students.

FUND_CODE	DEPTID	PROGRAM_CODE	PRODUCT	ACCOUNT	CLASS_FLD	DESCRIPTION	AMOUNT	JOURNAL_ID	INVOICE_ID	ACCOUNTING_DATE
4	5	520	322	5096	8520	AR/ RUTH & JAMES STEVENS/HUBBS DONATION BRYANT MEMORIAL	(100.00)	ARD0111520	10252-4	26-Aug-25
4	5	520	322	5096	8520	AR/ MAURO RODRIGUEZ-CORONADO & RUTH RODRIGUE/HUBBS DONATION BRYANT MEMORIAL	(50.00)	ARD0111520	10252-5	26-Aug-25
4	5	520	322	5096	8520	AR/ DIANNE M BROOKE/HUBBS DONATION BRYANT MEMORIAL	(25.00)	ARD0111520	10252-9	26-Aug-25
4	5	520	322	5096	8520	AR/ LYLE HEIKES/HUBBS DONATION BRYANT MEMORIAL	(100.00)	ARD0111520	10252-8	26-Aug-25
4	5	520	322	5096	8520	AR/ KATHLEEN O'SHAUGHNESSY/HUBBS DONATION BRYANT MEMORIAL	(50.00)	ARD0111520	10252-7	26-Aug-25
4	5	520	322	5096	8520	AR/ JANICE & TODD PALMER/HUBBS DONATION BRYANT MEMORIAL	(50.00)	ARD0111520	10252-6	26-Aug-25
4	5	520	322	5096	8520	AR/ CLAUDIA & DAVID BREDEMUS/HUBBS DONATION BRYANT MEMORIAL	(100.00)	ARD0111520	10252-3	26-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS TRACK	(4,095.00)	ARD0111203	10248-14	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS BASEBALL	(2,000.00)	ARD0111203	10248-15	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS BADMINTON	(1,078.56)	ARD0111203	10248-11	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS SOFTBALL	(4,095.00)	ARD0111203	10248-17	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS GIRLS BASKETBALL	(1,070.00)	ARD0111203	10248-5	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS FRISBEE	(1,500.00)	ARD0111203	10248-13	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS GIRLS LAX	(3,465.00)	ARD0111203	10248-18	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS BOYS SOCCER	(2,696.40)	ARD0111203	10248-3	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS BOYS SOCCER	(2,606.52)	ARD0111203	10248-4	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS FOOTBALL	(1,650.00)	ARD0111203	10248-9	21-Aug-25
19	210	292	0	5096	A001	AR/ RALPH & KATHLEEN WELLS/ATHLETICS SUPPLIES	(50.00)	ARD0111203	10248-19	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS LAX	(2,000.00)	ARD0111203	10248-16	21-Aug-25
19	210	292	0	5096	A001	AR/ IRA FBO STUART L KNAPPMILLER/ATHLETICS	(500.00)	ARD0111203	10248-1	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS GIRLS VOLLEYBALL	(472.50)	ARD0111203	10248-2	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS COACHES XC	(1,303.26)	ARD0111203	10248-6	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS TRACK	(1,284.00)	ARD0111203	10248-7	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS GIRLS VOLLEYBALL	(1,348.20)	ARD0111203	10248-8	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS GIRLS SOCCER	(1,498.00)	ARD0111203	10248-10	21-Aug-25
19	210	292	0	5096	A001	AR/ ST PAUL CENTRAL SPORTS BOOSTERS/ATHLETICS GIRLS LAX	(2,808.75)	ARD0111203	10248-12	21-Aug-25
19	210	292	0	5096	A001	AR/ SAINT PAUL CENTRAL SPORTS BOOSTERS/CORR. TO DEPOSIT 10248 WNG AMT	45.00	ARD0111204	10249-1	25-Aug-25
19	212	291	0	5096	J001	AR/ WICKED WINE RUN/MCJROTC CADET VOLUNTEERS	(705.00)	ARD0111204	10250-5	25-Aug-25
19	225	291	0	5096	U001	AR/ MIGHTY CAUSE/MIGHTYCAUSE - HUMBOLDT	(25.00)	ARD0111421	10257-2	11-Aug-25
19	230	291	0	5096	U001	AR/ MIGHTY CAUSE/MIGHTYCAUSE - JOHNSON	(25.00)	ARD0111421	10257-2	11-Aug-25
19	425	291	0	5096	U001	AR/ COMO PARK LUTHERAN CHURCH/MUSIC & ARTS USES	(2,000.00)	ARD0111204	10250-3	25-Aug-25
19	710	291	0	5096	U001	AR/ MIGHTY CAUSE/MIGHTYCAUSE - GORDON PARKS	(25.00)	ARD0111421	10257-2	11-Aug-25
							(38,731.19)			

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

DATE: September 23, 2025

TOPIC: Gift Acceptance from Central Parent Advisory Council

A. PERTINENT FACTS:

1. Central Senior High School would like to accept a monetary gift of $6,000.00 from the Central Parent Advisory Council.
2. This gift is to be used for the purpose of general youth development activities and transportation.
3. These donations will help to meet the district's strategic plan focus area of Family and Community Engagement by ensuring group participation for all students and by strengthening relationships with communities and families.
4. This item is submitted by Cherise Ayers, Principal; Nancy Páez, Assistant Superintendent; and Andrew Collins, Executive Chief of Schools.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent, Dr. Stacie Stanley, to allow Central Senior High School to accept a monetary gift of $6,000.00 from the Central Senior High School Parent Advisory Council. The total amount will be deposited in intraschool fund 19-210-291-5096-G402.

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

DATE: September 23, 2025

TOPIC: Request for Permission to Accept Financial Gift to the SPPS' Belwin Outdoor Science Program

A. **PERTINENT FACTS**:

1. SPPS' Belwin Outdoor Science Program received a legacy donation from Chuck Lea in the order of $20,000 to further nature-based learning for SPPS students. Chuck Lea volunteered with Belwin for nearly 30 years with his late spouse, Hope Lea, a retired principal from Dayton's Bluff and Saint Anthony Park schools.

2. This gift aims to support the bird sanctuary and bird blind at the Belwin Outdoor Science Program. Specific upgrades include planting bird habitats, installing deer fencing, interior improvements to the bird blind, professional development, and educational materials that students will engage in during field trips to Belwin.

3. SPPS' Belwin Outdoor Science Program received a gift of $20,000. There are no time constraints on this gift.

4. This project will support the strategic focus area of Effective and Culturally Responsive Instruction.

5. This item is submitted by Phil Wacker, Assistant Director of the Office of Teaching and Learning; Craig Anderson, Executive Director of the Office of Teaching and Learning; and Valora Unowsky, Senior Executive Academic Officer.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to accept funds gifted to the SPPS' Belwin Outdoor Science Program.

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

DATE: September 23, 2025

TOPIC: Request for Permission to Submit a Grant to the Minnesota Department of Employment and Economic Development Pathways to Prosperity Bridge to Career Pathways Grant

A. **PERTINENT FACTS**:

1. The Pathways to Prosperity Bridge to Career Pathways program seeks to serve participants from one or more of the Target Population groups who have multiple barriers to employment. Bridge to Career Pathways will target those who are prepared to enter credential level training. Participants will receive navigation services, wraparound support services, and training. At this level, training will culminate in one or more industry-recognized credentials. From Bridge to Career Pathways, participants will either continue their education at the next step in their path or enter employment at a family sustaining wage. Employer partners are imperative and programs with strong employer partners will be given prioritization for funding.

2. Saint Paul Public Schools' Adult Basic Education (ABE) with the support of SPPS Human Resources will use grant funds towards recruiting and training adults from diverse backgrounds into paraprofessional roles is crucial to the success of our school district, which serves over 33,000 St. Paul children. The proposed grant activities will help our community receive the training, education, and individualized support to reach their employment goals.

3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately $290,401 over two years.

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

5. This is a continuing grant-funded project.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Renada Rutmanis, Manager of Adult Basic Education; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Executive Chief of Equity, Strategy & Innovation; and Jacqueline Turner, Executive Chief of Administration & Operations.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Employment and Economic Development; 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: September 23, 2025

TOPIC: Request for Permission to Submit a Grant to the Minnesota Department of Employment and Economic Development Pathways to Prosperity On-Ramp to Career Pathways Grant

A. **PERTINENT FACTS**:

1. The Pathways to Prosperity On-Ramp to Career Pathways program seeks to serve participants from one or more of the Target Population groups who have multiple barriers to employment, to receive remedial adult learning and support through work readiness and On-Ramp certificate training. On-Ramp certificate training is defined as entry level training, in a relevant, in-demand industry sector, resulting in a certificate of completion or occupational skills certificate. Participants must receive navigation services, wraparound support services, and training. At this level training will focus on contextualized foundational academic skills, English language learning as needed, and result in one or more certificates in work readiness and On-Ramp certificate training in a relevant, in-demand industry sector. Programs at this level must have partnered with a Minnesota Department of Education Adult Basic Education consortia member. From On-Ramp to Career Pathways, participants will either continue their education at the next step in their path or enter employment at a family sustaining wage.

2. The Saint Paul Public Schools' Adult Basic Education team's project will prepare participants to enter in-demand Information Technology (IT) careers, providing English language acquisition integrated into IT workforce training. The Information Technology Pathway will provide education, career training, navigation services, and wraparound support for at least 60 EL adults annually in three levels of classes: IT Tier 1 - Computer Basics, IT Tier 2 - IT Google Information Technology Support Professional Certificate, and a new class, IT Tier 3 - Preparation for CompTIA A+ Certificate. This three-tiered program will provide digital literacy, intermediate and advanced technology skills training, along with work experience in entry-level IT positions. Students will gain skills that will open up opportunities to continue IT training or to find employment in the IT field.

3. Saint Paul Public Schools will serve as fiscal agent for the project. The grant is for approximately $277,965 over two years.

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

5. This is a continuing grant-funded project.

6. This item is submitted by Durowaa Agyeman-Mensah, Grants Assistant; Renada Rutmanis, Manager of Adult Basic Education; Charlotte Landreau, Director of the Innovation Office; Stacey Gray Akyea, Executive Chief of Equity, Strategy & Innovation; and Jacqueline Turner, Executive Chief of Administration & Operations.

B. **RECOMMENDATION**:

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Employment and Economic Development; 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: September 23, 2025

TOPIC: Request to Sign Income Contract with Saint Paul College for ENGL 0922 (Fundamentals of Writing 2).

A. PERTINENT FACTS:

1. Request to Sign the Income Contract with Saint Paul College to provide ENGL 0922 (Fundamentals of Writing 2) at Gateway to College. This is a course placement agreement, not a concurrent enrollment agreement.

2. The total cost for this course for the 2025-26 school year is $3,000.

3. This partnership aligns with the district's long-term goal of preparing all graduates for college, career and life.

4. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Income Contract between Saint Paul Public Schools and Saint Paul College for FY26.

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

DATE: September 23, 2025

TOPIC: Request to Sign Income Contract with Saint Paul College for READ 0722 (Reading 2)

A. PERTINENT FACTS:

1. Request to Sign the Income Contract with Saint Paul College to provide READ 0722 (Reading 2) at Gateway to College. This is a course placement agreement, not a concurrent enrollment agreement.

2. The total cost for this course for the 2025-26 school year is $3,000.

3. This partnership aligns with the district's long-term goal of preparing all graduates for college, career and life.

4. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports, and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Income Contract between Saint Paul Public Schools and Saint Paul College for FY26.

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

DATE: September 23, 2025

TOPIC: Request to Sign the Memorandum of Understanding (MOU) with St. Catherine University for Certified Nursing Assistant (CNA) Programming

A. PERTINENT FACTS:

1. Request to sign the MOU for CNA training with St. Catherine University.

2. This PSEO by Contract partnership supports students across all SPPS high schools. St. Catherine will deliver the skills, simulation, and clinical content necessary for CNA certification. CPR is included in the CNA courses.

3. Participation and associated fees paid by SPPS will not exceed $72,000. This has been an ongoing partnership. This school year up to 48 students will be able to complete CNA programming with St. Catherine University.

4. This partnership aligns with the district's long-term goal of preparing all graduates for college, career and life.

5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Paths & Student Support, and Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the contract with St. Catherine University for FY26.

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

DATE: September 23, 2025

TOPIC: Request to Sign the PSEO by Contract Agreement with Saint Paul College

A. PERTINENT FACTS:

1. Request to sign the PSEO By Contract Agreement with Saint Paul College for ACCT 2410 (Financial Accounting) and BUSN 2465 (Business Ethics).

2. This partnership supports students in the Academy of Finance at Como Park High School.

3. SPPS will pay $12,000 for ACCT 2410 (Financial Accounting) and $9,000 for BUSN 2465 (Business Ethics). Any books and materials purchased by SPPS will be the property of SPPS. This has been an ongoing partnership with a similar request as approved last year; this will be an annual request.

4. This partnership aligns with the district's long-term goal of preparing all graduates for college, career and life.

5. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports, and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the PSEO by Contract Agreement between Saint Paul Public Schools and Saint Paul College for FY26.

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

DATE: September 23, 2025

TOPIC: Contract Amendment #1 for Miller Dunwiddie Architects for the 740 York RTU Replacement and Re-Roof (Project # 1140-25-01)

A. PERTINENT FACTS:

1. This agenda item seeks approval for additional services on the 740 York RTU Replacement and Re-Roof project. Additional services include the following:
    a. Masonry repair assessment services.
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	July 16, 2024
#2 – Project Charter	Not Applicable
#3 – Project Budget	July 15, 2025
#4 – Contract Award	October 2025 (anticipated)
#5.1 – Project Close-Out	October 2026 (anticipated)
#5.2 – Final Project Summary	October 2027 (anticipated)

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$5,048,000	$385,860	$94,383	2%

4. The contract would be changed as follows:

	Amount	% Change
Original contract sum	$385,860	-
Previous Amendments approved to date	$0	0%
The contract sum prior to this Amendment was	$385,860	
Contract Amendment amount	$8,200	2%
New contract sum including this Amendment	$394,060	-

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

Funding Source	Amount
LTFM FY 25-28	$5,048,000

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 Director of Facilities; 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 Miller Dunwiddie Architects in the amount of $8,200 for the 740 York RTU Replacement and Re-Roof (Project # 1140-25-01).

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

DATE: September 23, 2025

TOPIC: Contract Amendment #1 for H+U Construction for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project #4160-25-01)

A. PERTINENT FACTS:

1. This agenda item seeks approval for additional services on the Hamline Elementary Secure Entry, Heating and Plumbing Replacement project. Additional services include the following:
    a. Additional sitework on North side of building to accommodate new 3" water line, revised domestic water connecting line between center of building and East 2 story, student single stall bathroom and custodial new room, further renovation design of stage and conference room.
2. The Project phase gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	July 18, 2023
#2 – Project Charter	June 18, 2024
#3 – Project Budget	March 18, 2025
#4 – Contract Award	October 2025 (anticipated)
#5.1 – Project Close-Out	September 2027 (anticipated)
#5.2 – Final Project Summary	September 2028 (anticipated)

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$14,474,000	$1,512,293	$362,036	2.5%

4. The contract would be changed as follows:

	Amount	% Change
Original contract sum	$609,440	-
Previous Amendments approved to date	$0	0%
The contract sum prior to this Amendment was	$609,440	
Contract Amendment amount	$50,713	8%
New contract sum including this Amendment	$660,153	-

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

Funding Source	Amount
Capital Bonds FY25-28	$3,186,971
LTFM FY25-28	$11,287,029

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 Director of Facilities; 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 H+U Construction in the amount of $50,713 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project #4160-25-01).

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

DATE: September 23, 2025

TOPIC: Contract Amendment #4 for RJM Construction, for Bruce Vento Elementary - New Construction (Project # 1020-22-01)

A. PERTINENT FACTS:

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

    a. Increase in general conditions to cover costs for temp cooling/dehumidification, temporary asphalt paving, temp fencing, and code related elevator assistance.

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	September 23, 2025 (current)
#5.2 – Final Project Summary	August 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	$76,082,610	$70,250,451	78%

4. The contract would be changed as follows:

	Amount	% Change
Original contract sum	$3,805,388	-
Previous Amendments approved to date	$1,372,334	36%
The contract sum prior to this Amendment was	$5,177,722	
Contract Amendment amount	$196,468	5%
New contract sum including this Amendment	$5,374,190	-

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 Director of Facilities; 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 #4 for RJM Construction in the amount of $196,468 for the Bruce Vento Elementary - New Construction (Project # 1020-22-01).

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

DATE: September 23, 2025

TOPIC: Approval of an Employment Agreement with Bricklayers and Allied Craftsworkers Local Union No. 1 of Minnesota to Establish Terms and Conditions of Employment for 2025-2028

A. PERTINENT FACTS:

1. New Agreement is for the three-year period May 1, 2025 through April 30, 2028.

2. Contract changes are as follows:

   Wage and benefit changes reflect prevailing wage for the industry. Year one reflects a $2.95 total increase. The second year reflects $3.00 total increase and third year total increase is $2.60.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates and outdated references.

4. The District has seven (7) employees in this bargaining unit.

5. The estimated total of all new costs (including wage adjustment, insurance, pension adjustments and non-taxable costs) for this agreement has been calculated as follows:

   - in the 2024-25 budget year (May 1, 2025-June 30, 2025): $4,406
   - in the 2025-26 budget year (July 1, 2025-June 30, 2026): $29,103
   - in the 2026-27 budget year (July 1, 2026-June 30, 2027): $41,044
   - in the 2027-28 budget year (July 1, 2027-June 30, 2028): $28,437

6. This item will meet the District's target area goal of alignment.

7. This request is submitted by Patricia Pratt-Cook, Chief of Human Resources and Talent Management; Daniel Wells, Assistant Director of Employee and Labor Relations.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom Bricklayers and Allied Craftsworkers Local Union No. 1 of Minnesota, is the exclusive representative; duration of said Agreement is for the period of May 1, 2025 through April 30, 2028.

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

DATE: September 23, 2025

TOPIC: Request to Sign the Agreement between Black Men Teach and Saint Paul Public Schools

A. PERTINENT FACTS:

1. The vision of Black Men Teach "is that all students have the opportunity to attend schools staffed with racially and culturally diverse teachers and leaders, reflecting the students' race, ethnicity and cultures, thereby creating an environment that affirms students for whom they are. Black Men Teach creates the environment and conditions where Black male teachers can thrive, because our children's schooling experience will never be complete without them."

2. Target Partnership Outcomes:
   - Increase number of men enrolled in Education Career Pathway programs at partner high schools.
   - Expose more students to education as a career through internships opportunities and professional/personal development
   - Increase the number of students who enroll in college by supporting partner schools' work in college and career readiness (FAFSA, college application process, etc.)

3. There is no cost to students, families, or SPPS for this partnership. This will be a multi-year agreement (2025 – 2030).

4. This item is submitted by Carita Green, Executive Director of College and Career Pathways & School Supports, and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Agreement with Black Men Teach.

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

DATE: September 23, 2025

TOPIC: Request to Sign Concurrent Enrollment Agreement with Minneapolis College

A. PERTINENT FACTS:

1. Request to sign the Concurrent Enrollment agreement with Minneapolis College.

2. This partnership supports students at Central, Harding, Humboldt and SPPS Online. This agreement provides SPPS students the opportunity to earn college credits for the Minneapolis College courses EDUC 1500 (Introduction to Urban Education and Reflective Practice) and EDUC 2350 (Multicultural Approaches to Education). These rigorous courses will help prepare students for college and career, and also save students/families tuition dollars by allowing them to take college courses while in high school. Concurrent Enrollment courses may be available at any SPPS high school; SPPS instructors must meet the required credentials as determined by postsecondary staff.

3. This will be an annual request. These courses are a part of the Community Justice and Education Pathway.

4. The total cost for these courses for the 2025-26 school year is $6,000 ($3,000 per course per semester per mentoring relationship).

5. This partnership aligns with the district's long-term goal of preparing all graduates for college, career and life.

6. This item is submitted by Carita Green, Executive Director of College and Career Pathways & Student Supports, and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Concurrent Enrollment agreement between Saint Paul Public Schools and Minneapolis College for FY26.

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

DATE: September 23, 2025

TOPIC: Request to Sign the Internship Agreement with St. Bonaventure University

A. PERTINENT FACTS:

1. Request to sign the School Counseling Internship Agreement with St. Bonaventure University. This formal agreement will meet the District's goal of alignment.

2. SPPS has one of the largest school counseling programs in the state of Minnesota. SPPS continues to hire school counselors who are trained in comprehensive school counseling according to the American School Counselor Association national model, are representative of the SPPS students and larger community, and share a commitment to equity. Formal partnerships with school counseling graduate programs are an important part of this process.

3. There is no cost to SPPS for this partnership. This will be an ongoing partnership with a similar request in future years.

4. This agreement is a multi-year agreement and will end on June 30, 2029.

5. This item is submitted by Carita Green, Executive Director of College and Career Pathways & School Supports, and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the School Counseling Internship Agreement between Saint Paul Public Schools and St. Bonaventure University.

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

DATE: September 23, 2025

TOPIC: Request to Sign Memorandum of Agreement (MOA) with Saint Paul College for MATH 0910 (Introductory Algebra)

A. PERTINENT FACTS:

1. Request to Sign the Memorandum of Agreement with Saint Paul College to provide MATH 0910 at Gateway to College. Students who earn a grade of C or better will receive advanced standing for MATH 0910, provided they choose to enroll at Saint Paul College. The Math course placements will remain valid for up to three years from the date of course completion.

2. There is no fee paid to Saint Paul College for this course.

3. This partnership aligns with the district's long-term goal of preparing all graduates for college, career and life.

4. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports, and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Memorandum of Agreement between Saint Paul Public Schools and Saint Paul College for FY26.

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

DATE: September 23, 2025

TOPIC: Request to Sign Memorandum of Agreement with Saint Paul College for MATH 0920 (Intermediate Algebra)

A. PERTINENT FACTS:

1. Request to sign the Memorandum of Agreement with Saint Paul College to provide MATH 0920 at Gateway to College. Students who earn a grade of C or better will receive advanced standing for MATH 0920, provided they choose to enroll at Saint Paul College. The Math course placements will remain valid for up to three years from the date of course completion.

2. There is no fee paid to Saint Paul College for this course.

3. This partnership aligns with the district's long-term goal of preparing all graduates for college, career and life.

4. This item is submitted by Carita Green, Executive Director of the Office of College and Career Pathways & Student Supports, and Dr. Valora Unowsky, Senior Executive Academic Officer.

B. RECOMMENDATION:

That the Board of Education authorize the Superintendent (designee) to sign the Memorandum of Agreement between Saint Paul Public Schools and Saint Paul College for FY26.

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

DATE: September 23, 2025

TOPIC: Partners in Energy Memorandum of Understanding – Graduate Support (2025-2026)

A. PERTINENT FACTS:

1. In August 2023, the Board of Education approved a Second Implementation Memo of Understanding (MOU) for SPPS Facilities to work with Xcel Energy as part of their "Partners in Energy" (PiE) program. The Implementation phase ended June 30th, 2025.

2. The Graduate Support MOU outlines how the District and Xcel Energy will continue to collaborate on key strategies for the next phase of the Energy Action Plan.

3. The term of this joint support will cover at a minimum October 1, 2025 through September 30, 2026.

4. Xcel Energy will support the District in achieving the goals of its Energy Action Plan by supporting the implementation of facilities & operations strategies and community strategies, in part by funding participation by a team from the Center for Energy and the Environment.

5. Xcel Energy will provide up to $500 for reimbursed expenses related to printing and distribution of co-branded marketing materials and other related needs associated with outreach and education.

6. The MOU is a voluntary agreement and not intended to be legally binding for either party.

7. This item meets the District Strategic Plan goals by aligning Program Evaluation and Resource Allocation to District priorities.

8. This item is presented 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 Superintendent (or designee) to execute a Memorandum of Understanding between Xcel Energy and Independent School District No. 625 in order for the District to implement the Partners in Energy program.

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

DATE: September 23, 2025

TOPIC: Monthly Operating Authority

A. PERTINENT FACTS:

1. The Board of Education must authorize and approve all expenditures of the District. Details of these expenditures are included under separate cover, on the following page.

2. Expenditure details are included for:
   a. Checks
   b. Electronic Payments
   c. ACH Payments
   d. EFT Payments
   e. Purchasing Card

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

4. This item meets the District strategic plan focus area of Program Evaluation and Resource Allocation.

5. 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 July 1, 2025- July 31, 2025.

MONTHLY OPERATING AUTHORITY

July 1, 2025 – July 31, 2025

September 23, 2025

Fund No	Descriptions	Amount
	Checks: 787602--788507	
1	General	$11,272,321.85
2	Food Service	$568,816.33
3	Transportation Services	$663,939.98
4	Community Service	$190,768.75
6	Building Construction	$11,172,716.92
		$23,868,563.83
	Electronic Payments: 0011465--0011501	
1	General	$22,970,721.68
2	Food Service	$621,663.56
3	Transportation Services	$347,166.46
4	Community Service	$1,431,830.81
6	Building Construction	$72,893.52
21	Work Compensatory	$8,956,192.67
		$34,400,468.70
	ACH Payments: 0013179--0013418	
1	General	$8,758,101.43
2	Food Service	$68,894.86
3	Transportation Services	$4,789,329.80
4	Community Service	$423,535.30
6	Building Construction	$6,287,129.55
		$20,326,990.94
	EFT Payments: 7005572--7005594	
1	General	$108,917.51
2	Food Service	-
3	Transportation Services	-
4	Community Service	$1,120.05
6	Building Construction	$1,610.90
		$111,648.46
	P- Card	
1	General	$178,549.29
2	Food Service	$1,000.31
3	Transportation Services	-
4	Community Service	$26,153.17
6	Building Construction	-
		$205,702.77
	TOTAL DISTRICT	**$78,913,374.70**

HUMAN RESOURCE TRANSACTIONS
August 1, 2025 to August 31, 2025
September 23, 2025

NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Armstrong, V.	Classroom Teacher	08/09/2025	$35.19	Nokomis Montessori North
Awad, M.	Classroom Teacher	08/09/2025	$36.67	Central Senior High
Bennethum, C.	Classroom Teacher	08/09/2025	$65.12	Groveland Park Elem
Bistrican, S.	Classroom Teacher	08/09/2025	$57.45	E-STEM Middle
Boorsma, K.	Classroom Teacher	08/09/2025	$35.19	Farnsworth Aerospace LWR
Burdick, N.	Classroom Teacher	08/09/2025	$53.49	Hazel Park Preparatory Academy
Cantrell, W.	Classroom Teacher	08/09/2025	$60.19	Battle Creek Middle
Constantine, J.	Classroom Teacher	08/09/2025	$51.46	Highwood Hills Elem
Dhaqane, M.	Classroom Teacher	08/09/2025	$44.98	East African Elem Magnet
Domagala, T.	Classroom Teacher	08/09/2025	$38.77	Como Park Elem
DuLac, T.	Classroom Teacher	08/23/2025	$39.46	Nokomis Montessori North
Faust, S.	Classroom Teacher	08/09/2025	$43.28	Washington Tech Middle
Filipiak, P.	Classroom Teacher	08/23/2025	$34.67	Wellstone Elem
Frank, A.	Classroom Teacher	08/09/2025	$34.25	American Indian Magnet
Fuentes, M.	Classroom Teacher	08/09/2025	$34.95	Global Arts Plus - UPR
Gurno, L.	Classroom Teacher	08/09/2025	$33.68	Benjamin Mays/Museum
Hansen, S.	Classroom Teacher	08/09/2025	$35.19	Cherokee Hts Community
Heras, H.	Classroom Teacher	08/09/2025	$35.19	Wellstone Elem
Hyvare, K.	Classroom Teacher	08/09/2025	$36.08	Washington Tech Middle
James, B.	Classroom Teacher	08/09/2025	$44.52	Hidden River Middle
Johnson McAllister, H.	Classroom Teacher	08/09/2025	$46.05	Battle Creek Middle
Johnson, R.	Classroom Teacher	08/23/2025	$32.61	St. Paul Music Academy
Krupiczewicz, K.	Classroom Teacher	08/09/2025	$32.61	Como Park Elem
Lee, T.	Classroom Teacher	08/09/2025	$34.67	Expo for Excellence Elem
Lieber, L.	Classroom Teacher	08/09/2025	$58.22	Central Senior High
Liston, M.	Classroom Teacher	08/09/2025	$43.28	Capitol Hill Magnet
Lor, Nou T.	Classroom Teacher	08/09/2025	$43.93	Washington Tech Middle
Lor, S.	Classroom Teacher	08/09/2025	$33.68	Txuj Ci HMong LWR PhalenLk

HUMAN RESOURCE TRANSACTIONS
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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Maldonado Meza, B.	Classroom Teacher	08/09/2025	$43.28	Adams Spanish Immrsn Magnet
Massard, L.	Classroom Teacher	08/09/2025	$47.03	Hazel Park Preparatory Academy
Morgan, G.	Classroom Teacher	08/09/2025	$49.64	Nokomis Montessori North
Morrell, B.	Classroom Teacher	08/09/2025	$53.49	Jie Ming Mandarin Immrsn Academy
Nitzschke, J.	Classroom Teacher	08/09/2025	$44.65	Washington Tech High
Olson, L.	Classroom Teacher	08/09/2025	$65.12	271 Belvidere Bldg
Ortiz-Robles, B.	Classroom Teacher	08/09/2025	$51.46	Riverview Dual Immrsn
Pancoast, L.	Classroom Teacher	08/09/2025	$43.28	Battle Creek Elem
Poulsen, M.	Classroom Teacher	08/09/2025	$55.82	271 Belvidere Bldg
Ramponi, K.	Classroom Teacher	08/09/2025	$45.24	271 Belvidere Bldg
Randolph, G.	Classroom Teacher	08/09/2025	$39.68	Como Park Elem
Raymond, H.	Classroom Teacher	08/09/2025	$34.67	Highwood Hills Elem
Rosemeier, S.	Classroom Teacher	08/09/2025	$40.73	Colborne Admin Offices
Rozowa, P.	Classroom Teacher	08/09/2025	$65.12	Harding Senior High
Schuck, L.	Classroom Teacher	08/09/2025	$32.61	Hidden River Middle
Serres, S.	Classroom Teacher	08/09/2025	$43.69	Expo for Excellence Elem
Silver, L.	Classroom Teacher	08/09/2025	$37.54	Global Arts Plus - UPR
Smith, C.	Classroom Teacher	08/09/2025	$32.61	Hazel Park Preparatory Academy
Smith, M.	Classroom Teacher	08/09/2025	$34.67	Wellstone Elem
Song, T.	Classroom Teacher	08/09/2025	$53.70	Harding Senior High
Strand, K.	Classroom Teacher	08/09/2025	$34.67	Central Senior High
Tesema, M.	Classroom Teacher	08/09/2025	$55.88	Benjamin Mays/Museum
Tuhy, M.	Classroom Teacher	08/09/2025	$32.61	Nokomis Montessori North
VanAlst, M.	Classroom Teacher	08/09/2025	$33.68	Chelsea Heights Elem
Velardi, K.	Classroom Teacher	08/09/2025	$51.46	Riverview Dual Immrsn
Verdick, G.	Classroom Teacher	08/09/2025	$34.67	Cherokee Hts Community
Vukich, S.	Classroom Teacher	08/09/2025	$54.94	Benjamin Mays/Museum
Wetzel, N.	Classroom Teacher	08/09/2025	$61.64	Crossroads Montessori

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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Windham, D.	Classroom Teacher	08/09/2025	$59.97	Wellstone Elem
Wofford, H.	Classroom Teacher	08/09/2025	$44.98	Washington Tech Middle
Xiong, Y.	Classroom Teacher	08/09/2025	$34.67	Txuj Ci HMong UPR Gr 6-8
Yang, A.	Classroom Teacher	08/23/2025	$37.54	Four Seasons A+
Nguyen, T.	Classroom Teacher	08/09/2025	$39.51	Eastern Heights Elem
Brey, M.	Classroom Teacher	08/09/2025	$39.51	Early Learning Hub
He, M.	Classroom Teacher	08/09/2025	$46.07	Expo for Excellence Elem
Johann Marchand, G.	Classroom Teacher	08/09/2025	$40.73	Expo for Excellence Elem
Metcalf, M.	Classroom Teacher	08/09/2025	$46.05	Bruce F Vento Elem
Riemermann, K.	Classroom Teacher	08/09/2025	$42.58	Early Learning Hub
Lee, C.	Classroom Teacher	08/09/2025	$39.46	Farnsworth Aerospace UPR
Cosgrove, L.	Classroom Teacher	08/23/2025	$59.97	Colborne Admin Offices
Lantto, A.	Classroom Teacher	08/09/2025	$44.98	Colborne Admin Offices
Matz, S.	Classroom Teacher	08/09/2025	$42.18	Colborne Admin Offices
Riggs, L.	Classroom Teacher	08/16/2025	$39.04	Colborne Admin Offices
Tatro, A.	Classroom Teacher	08/09/2025	$59.08	Colborne Admin Offices
Wucherpfennig, A.	Classroom Teacher	08/09/2025	$36.67	Colborne Admin Offices
Sorensen, E.	Classroom Teacher	08/09/2025	$55.68	271 Belvidere Bldg
Durango, S.	Classroom Teacher	08/09/2025	$55.68	Colborne Admin Offices
Gryskiewicz, A.	Classroom Teacher	08/09/2025	$40.19	Adams Spanish Immrsn Magnet
Hanson, A.	Classroom Teacher	08/09/2025	$39.04	Daytons Bluff Achievement Plus
Mohamed, L.	Classroom Teacher	08/09/2025	$34.67	Bridge View
O'Donnell, M.	Classroom Teacher	08/09/2025	$34.67	St. Paul Music Academy
Peralta, K.	Classroom Teacher	08/09/2025	$36.08	Randolph Heights Elem
Peterson, K.	Classroom Teacher	08/09/2025	$47.72	L Etoile du Nord French Immrsn
Rowe, L.	Classroom Teacher	08/23/2025	$58.87	Como Park Senior High
Ruhland, M.	Classroom Teacher	08/09/2025	$62.75	Highland Park Elem
Sullivan, E.	Classroom Teacher	08/09/2025	$55.51	Farnsworth Aerospace UPR

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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Vang, T.	Classroom Teacher	08/23/2025	$53.70	Early Learning Hub
Warzeka, A.	Classroom Teacher	08/09/2025	$41.73	Johnson Senior High
Beatty, A.	Classroom Teacher	08/09/2025	$62.75	Johnson Senior High
Carter, M.	Classroom Teacher	08/09/2025	$46.68	271 Belvidere Bldg
Epker, E.	Classroom Teacher	08/09/2025	$41.73	Como Park Senior High
Forrester, S.	Classroom Teacher	08/09/2025	$55.51	Groveland Park Elem
McCallister, A.	Classroom Teacher	08/09/2025	$59.08	Early Learning Hub
Ronnebaum, B.	Classroom Teacher	08/09/2025	$43.28	Hazel Park Preparatory Academy
Woodson, D.	Classroom Teacher	08/09/2025	$55.51	Farnsworth Aerospace UPR
Abdallah, E.	Classroom Teacher	08/09/2025	$41.31	Colborne Admin Offices
Clarkson, A.	Classroom Teacher	08/09/2025	$44.52	Colborne Admin Offices
Connelly, M.	Classroom Teacher	08/09/2025	$40.19	Colborne Admin Offices
Cutler, L.	Classroom Teacher	08/09/2025	$60.19	Colborne Admin Offices
Jordan, C.	Classroom Teacher	08/09/2025	$62.75	Colborne Admin Offices
Kubala, R.	Classroom Teacher	08/09/2025	$59.08	Colborne Admin Offices
Levato, E.	Classroom Teacher	08/09/2025	$41.31	Colborne Admin Offices
Morseth, E.	Classroom Teacher	08/09/2025	$37.42	Colborne Admin Offices
Nelson, A.	Classroom Teacher	08/09/2025	$60.19	Colborne Admin Offices
Pedersen, T.	Classroom Teacher	08/09/2025	$59.97	Colborne Admin Offices
Richardson, M.	Classroom Teacher	08/09/2025	$59.97	Colborne Admin Offices
Weinlaeder, A.	Classroom Teacher	08/09/2025	$60.19	Colborne Admin Offices
Westphalen, M.	Classroom Teacher	08/09/2025	$42.85	Colborne Admin Offices
Wiebusch, H.	Classroom Teacher	08/09/2025	$61.64	Colborne Admin Offices
Zeglovitch, J.	Classroom Teacher	08/09/2025	$47.72	Colborne Admin Offices
Bergstrom, K.	Superintendency	09/02/2025	$96.15	Colborne Admin Offices
Garcia, C.	School / Community Professional	08/09/2025	$31.92	Battle Creek Middle
Hayden, J.	School / Community Professional	08/23/2025	$32.91	Expo for Excellence Elem

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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Landers, M.	School / Community Professional	09/06/2025	$39.25	Central Senior High
Alonzo, J.	Education Assistant	08/09/2025	$22.76	Como Park Senior High
Atnafu, T.	Education Assistant	08/09/2025	$32.02	Bruce F Vento Elem
Bleskachek, C.	Education Assistant	08/09/2025	$25.29	RiverEast Elem/Secondary
Brady-Cook, R.	Education Assistant	08/09/2025	$29.22	Focus Beyond (18-Adult)
Butts, H.	Education Assistant	08/09/2025	$31.49	RiverEast Elem/Secondary
Caldwell, T.	Education Assistant	08/09/2025	$29.29	Focus Beyond (18-Adult)
Carlson, P.	Education Assistant	08/09/2025	$32.02	Focus Beyond (18-Adult)
Case, C.	Education Assistant	08/09/2025	$23.48	Bridge View
Cummins, W.	Education Assistant	08/02/2025	$30.37	Highland Park Elem
Erickson, H.	Education Assistant	08/09/2025	$31.49	Global Arts Plus – LWR
Graefe, A.	Education Assistant	08/30/2025	$26.50	1780 West 7th St
Haile, K.	Education Assistant	08/23/2025	$26.50	East African Elem Magnet
Luna, C.	Education Assistant	08/23/2025	$32.02	Hidden River Middle
Malan, C.	Education Assistant	08/09/2025	$23.87	RiverEast Elem/Secondary
Mattix-Foster, J.	Education Assistant	08/23/2025	$30.05	Colborne Admin Offices
Mohamud, A.	Education Assistant	08/09/2025	$27.24	St Anthony Park Elem
Moua, D.	Education Assistant	08/09/2025	$31.49	Focus Beyond (18-Adult)
Parks, G.	Education Assistant	08/09/2025	$25.29	Cherokee Hts Community
Roettger, J.	Education Assistant	08/09/2025	$24.75	Journeys Secondary
Schultz, C.	Education Assistant	08/09/2025	$36.06	271 Belvidere Bldg
Toftey, G.	Education Assistant	08/09/2025	$23.87	RiverEast Elem/Secondary
Topliff, W.	Education Assistant	08/09/2025	$25.45	RiverEast Elem/Secondary
Utke, H.	Education Assistant	08/09/2025	$28.80	1780 West 7th St
Whisler, R.	Education Assistant	08/09/2025	$29.29	Focus Beyond (18-Adult)
Yang, S.	Education Assistant	08/09/2025	$35.78	Colborne Admin Offices
Abdi, A.	Teaching Assistant	08/09/2025	$26.28	Barack & Michelle Obama Middle

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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Aguirre, S.	Teaching Assistant	08/09/2025	$23.35	Battle Creek Elem
Ali, I.	Teaching Assistant	08/09/2025	$23.35	Highland Park Senior High
Allen, D.	Teaching Assistant	08/09/2025	$26.28	Highland Park Elem
Anderson, B.	Teaching Assistant	08/09/2025	$26.28	Murray Middle
Anderson-Hume, J.	Teaching Assistant	08/09/2025	$21.63	American Indian Magnet
Appelhans, R.	Teaching Assistant	08/23/2025	$20.94	East African Elem Magnet
Ballard, P.	Teaching Assistant	08/09/2025	$26.28	The Heights Community
Becker, J.	Teaching Assistant	08/09/2025	$23.94	Hidden River Middle
Belland, L.	Teaching Assistant	08/09/2025	$21.63	Bridge View
Belonge, S.	Teaching Assistant	08/23/2025	$20.94	Expo for Excellence Elem
Bofferding, A.	Teaching Assistant	08/09/2025	$23.35	Bridge View
Booker, N.	Teaching Assistant	08/09/2025	$23.35	Expo for Excellence Elem
Boxrud, M.	Teaching Assistant	08/09/2025	$23.35	Chelsea Heights Elem
Bruder, E.	Teaching Assistant	08/09/2025	$23.35	Mississippi Creative Arts Elem
Burchill, J.	Teaching Assistant	08/23/2025	$26.28	Bridge View
Caban, R.	Teaching Assistant	08/09/2025	$23.94	Cherokee Hts Community
Campbell, J.	Teaching Assistant	08/09/2025	$23.35	Como Park Senior High
Carter, D.	Teaching Assistant	08/09/2025	$21.63	The Heights Community
Carter, D.	Teaching Assistant	08/09/2025	$21.63	Wellstone Elem
Christian, E.	Teaching Assistant	08/23/2025	$20.94	Como Park Elem
Clark, N.	Teaching Assistant	08/09/2025	$26.28	Johnson Senior High
Crippen, T.	Teaching Assistant	08/09/2025	$23.35	Highland Park Middle
Crosby, J.	Teaching Assistant	08/09/2025	$23.35	Highland Park Elem
Cudjoe, M.	Teaching Assistant	08/09/2025	$21.63	Crossroads Montessori
Curtis, P.	Teaching Assistant	08/09/2025	$23.35	Highland Park Elem
Dally, A.	Teaching Assistant	08/09/2025	$23.94	Chelsea Heights Elem
Darrington-Ewing, C.	Teaching Assistant	08/09/2025	$21.63	Central Senior High

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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Davidson, D.	Teaching Assistant	08/23/2025	$20.94	Highwood Hills Elem
Davis, P.	Teaching Assistant	08/09/2025	$23.94	Bridge View
DiMaggio, J.	Teaching Assistant	08/09/2025	$21.63	Maxfield Elem
Dymit, C.	Teaching Assistant	08/09/2025	$23.94	Horace Mann
Ellington, C.	Teaching Assistant	08/09/2025	$26.28	Eastern Heights Elem
Fatema, J.	Teaching Assistant	08/09/2025	$26.28	Highwood Hills Elem
Felker, S.	Teaching Assistant	08/23/2025	$26.28	American Indian Magnet
Finley, D.	Teaching Assistant	08/09/2025	$23.94	Johnson Senior High
Garcia, B.	Teaching Assistant	08/09/2025	$23.35	Frost Lake Elem
Goergen, D.	Teaching Assistant	08/09/2025	$21.63	Battle Creek Middle
Gundale, M.	Teaching Assistant	08/09/2025	$23.35	Humboldt Secondary
Harris, M.	Teaching Assistant	08/09/2025	$26.28	Central Senior High
Harris, T.	Teaching Assistant	08/09/2025	$21.63	Frost Lake Elem
Heags, A.	Teaching Assistant	08/09/2025	$21.63	Farnsworth Aerospace UPR
Henderson, P.	Teaching Assistant	08/09/2025	$26.28	Highland Park Elem
Hertelendy, J.	Teaching Assistant	08/09/2025	$20.19	Four Seasons A+
Hogan, O.	Teaching Assistant	08/23/2025	$23.35	Open World Learning Community
Holland, L.	Teaching Assistant	08/09/2025	$23.35	The Heights Community
Howard, J.	Teaching Assistant	08/09/2025	$26.28	Bridge View
Iverson, S.	Teaching Assistant	08/09/2025	$23.35	Expo for Excellence Elem
Jacobo, C.	Teaching Assistant	08/09/2025	$26.28	Nokomis Montessori North
Jacobs, T.	Teaching Assistant	08/23/2025	$23.35	Bridge View
Jinkerson, D.	Teaching Assistant	09/02/2025	$26.28	Central Senior High
Johnson, J.	Teaching Assistant	08/09/2025	$23.35	Farnsworth Aerospace UPR
Johnson, K.	Teaching Assistant	08/09/2025	$23.35	The Heights Community
Juriel, L.	Teaching Assistant	08/09/2025	$21.63	JJ Hill Montessori Magnet
Koel, J.	Teaching Assistant	08/09/2025	$23.35	Battle Creek Elem
Lambert, D.	Teaching Assistant	08/09/2025	$26.28	Daytons Bluff Achievement Plus

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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Lee, X.	Teaching Assistant	09/02/2025	$20.94	Txuj Ci HMong UPR Gr 6-8
Lerpwel, M.	Teaching Assistant	08/09/2025	$23.35	Harding Senior High
Lor, L.	Teaching Assistant	08/09/2025	$21.63	Crossroads Science
Lucy, T.	Teaching Assistant	08/09/2025	$21.63	Chelsea Heights Elem
Maciel, R.	Teaching Assistant	08/23/2025	$23.94	The Heights Community
Mack, D.	Teaching Assistant	08/09/2025	$26.28	JJ Hill Montessori Magnet
Manz, P.	Teaching Assistant	08/09/2025	$23.35	RiverEast Elem/Secondary
Matschina, M.	Teaching Assistant	08/09/2025	$21.63	Bridge View
Matysik, C.	Teaching Assistant	08/09/2025	$26.28	Nokomis Montessori North
McDermott, C.	Teaching Assistant	08/09/2025	$23.35	Nokomis Montessori South
Meacham, M.	Teaching Assistant	08/09/2025	$23.94	Como Park Elem
Messman, C.	Teaching Assistant	08/09/2025	$23.35	Frost Lake Elem
Micheyl, Q.	Teaching Assistant	08/09/2025	$21.63	Highland Park Senior High
Mohamed, A.	Teaching Assistant	08/09/2025	$23.35	JJ Hill Montessori Magnet
Mohamed, N.	Teaching Assistant	08/09/2025	$21.63	Highwood Hills Elem
Mohamud, A.	Teaching Assistant	08/23/2025	$23.30	Groveland Park Elem
Mosity, C.	Teaching Assistant	08/09/2025	$23.35	Nokomis Montessori North
Myers, J.	Teaching Assistant	08/23/2025	$20.94	Frost Lake Elem
Nelson, J.	Teaching Assistant	08/09/2025	$23.35	Groveland Park Elem
Nyoni, J.	Teaching Assistant	08/09/2025	$23.35	Highwood Hills Elem
Odell, F.	Teaching Assistant	08/09/2025	$23.35	Central Senior High
Ossanna, A.	Teaching Assistant	08/09/2025	$26.28	Johnson Senior High
Paul, M.	Teaching Assistant	08/09/2025	$23.35	Wellstone Elem
Perez, D.	Teaching Assistant	08/09/2025	$26.28	Nokomis Montessori South
Raheem, A.	Teaching Assistant	08/09/2025	$23.35	Highland Park Middle
Rogosheske, M.	Teaching Assistant	08/09/2025	$23.35	Bridge View
Salinas, D.	Teaching Assistant	08/09/2025	$26.28	Crossroads Montessori
Say, N.	Teaching Assistant	08/23/2025	$20.19	Eastern Heights Elem

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NEW APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Seeley, K.	Teaching Assistant	08/09/2025	$26.28	Johnson Senior High
Smith, D.	Teaching Assistant	08/09/2025	$23.35	Wellstone Elem
Thao, C.	Teaching Assistant	08/09/2025	$21.63	Txuj Ci HMong LWR PhalenLk
Tongrit-Green, K.	Teaching Assistant	08/09/2025	$23.35	St Anthony Park Elem
Towle, B.	Teaching Assistant	08/09/2025	$23.94	Bridge View
Valero Nolasco, G.	Teaching Assistant	08/09/2025	$23.35	Early Learning Hub
Vang, D.	Teaching Assistant	08/23/2025	$20.19	Frost Lake Elem
Vang, P.	Teaching Assistant	08/09/2025	$21.63	Eastern Heights Elem
Vang, S.	Teaching Assistant	08/09/2025	$23.35	Bridge View
Velasquez, A.	Teaching Assistant	08/09/2025	$23.35	St. Paul Music Academy
Walter, A.	Teaching Assistant	08/09/2025	$23.35	Mississippi Creative Arts Elem
Wentzel, A.	Teaching Assistant	08/09/2025	$26.28	Highland Park Elem
West, C.	Teaching Assistant	08/09/2025	$23.35	Central Senior High
West, K.	Teaching Assistant	08/09/2025	$23.94	Central Senior High
Williams, B.	Teaching Assistant	08/23/2025	$26.28	Bridge View
Wilmes, A.	Teaching Assistant	08/09/2025	$23.35	Bridge View
Woiwor, J.	Teaching Assistant	08/09/2025	$21.63	Washington Tech Middle
Woods, Q.	Teaching Assistant	08/09/2025	$23.94	Highland Park Senior High
Xiong, A.	Teaching Assistant	08/09/2025	$21.63	Txuj Ci HMong LWR PhalenLk
Mata, B.	Clerical	08/02/2025	$27.55	Humboldt Secondary
Hanle, S.	Professional Employee	08/23/2025	$38.02	Como Service Center
Kong, Y.	Technical	08/30/2025	$30.74	Colborne Admin Offices
Albertson, N.	Transportation	09/06/2025	$37.30	Transportation Services

PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Keenan, A.	Classroom Teacher From: Temporary Employee	08/09/2025	$34.95	Mississippi Creative Arts Elem
Lisutsa, W.	Classroom Teacher From: Temporary Employee	08/09/2025	$44.85	East African Elem Magnet
Lor, P.	Classroom Teacher From: Temporary Employee	08/09/2025	$38.90	Crossroads Science

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PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Perron Pantano, K.	Classroom Teacher From: School / Community Professional	08/09/2025	$58.22	Riverview Dual Immrsn
Ross, T.	Classroom Teacher From: Temporary Employee	08/09/2025	$36.58	Mississippi Creative Arts Elem
Tesfai, N.	Classroom Teacher From: Education Assistant	08/09/2025	$55.51	Highland Park Senior High
Vang, C.	Classroom Teacher From: Temporary Employee	08/16/2025	$40.16	St Anthony Park Elem
Wolff, A.	Classroom Teacher From: Teaching Assistant	08/09/2025	$38.77	Benjamin Mays/Museum
Hutchinson, S.	Classroom Teacher From: Temporary Employee	08/09/2025	$36.92	Benjamin Mays/Museum
Kenney, D.	Classroom Teacher From: Teaching Assistant	08/16/2025	$36.67	E-STEM Middle
Moore, N.	Classroom Teacher From: Teaching Assistant	08/09/2025	$39.04	Bridge View
Phillips, C.	Classroom Teacher From: Temporary Employee	08/09/2025	$41.73	Farnsworth Aerospace UPR
White, M.	Classroom Teacher From: Temporary Employee	08/16/2025	$43.74	Hamline Elem
Kawai, R.	Superintendency From: Central Administrator	08/16/2025	$68.98	Como Service Center
Carter, B.	School / Community Professional From: Education Assistant	08/09/2025	$32.78	RiverEast Elem/Secondary
Knox, A.	School / Community Professional From: Teaching Assistant	09/02/2025	$28.54	JJ Hill Montessori Magnet
Johnson, M.	Education Assistant From: Teaching Assistant	08/09/2025	$29.22	Focus Beyond (18-Adult)
Laechelt, R.	Education Assistant From: Teaching Assistant	08/09/2025	$29.29	St. Paul Music Academy
McDermott, A.	Education Assistant From: Teaching Assistant	09/02/2025	$30.17	Washington Tech Middle
Moran-Rodriguez, E.	Education Assistant From: Teaching Assistant	08/09/2025	$30.37	Focus Beyond (18-Adult)

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PROMOTION

Name	Job Category	Eff Date	Pay Rate	Location
Uslianer, Z.	Education Assistant From: Teaching Assistant	08/09/2025	$26.50	Expo for Excellence Elem
Washington, M.	Education Assistant From: Teaching Assistant	08/09/2025	$29.71	Benjamin Mays/Museum
Xiong, M.	Education Assistant From: Teaching Assistant	08/09/2025	$29.22	Txuj Ci HMong LWR PhalenLk
Henry, Z.	Teaching Assistant Career Progression	08/09/2025	$23.35	St. Paul Music Academy
White, S.	Teaching Assistant Career Progression	08/09/2025	$23.35	Hamline Elem
Yang, S.	Teaching Assistant Career Progression	08/09/2025	$23.35	Txuj Ci HMong UPR Gr 6-8
Hardy, F.	Clerical Career Progression	09/06/2025	$30.53	RiverEast Elem/Secondary
Jaeger, P.	Clerical Career Progression	08/09/2025	$30.53	Journeys Secondary
Rehr, J.	Clerical Career Progression	09/02/2025	$31.82	Colborne Admin Offices
Reyenga, H.	Custodian Career Progression	08/09/2025 Elem	$29.81	Obama Service Learning
Morris, A.	Professional Employee From: Technical	08/30/2025	$41.37	Colborne Admin Offices
Menchaca, A.	Transportation From: Clerical	08/23/2025	$44.97	Transportation Services
Munson, L.	Transportation From: Clerical	08/23/2025	$40.16	Transportation Services

TEMPORARY APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Gerber, O.	Classroom Teacher	08/09/2025	$33.68	Farnsworth Aerospace UPR
Jacobsen, C.	Classroom Teacher	08/09/2025	$43.94	Bridge View
Kabeya, S.	Classroom Teacher	08/09/2025	$34.67	L Etoile du Nord French Immrsn
Levin, J.	Classroom Teacher	08/16/2025	$51.65	Horace Mann
Li, W.	Classroom Teacher	08/23/2025	$34.67	Jie Ming Mandarin Immrsn Academy
Montoya, C.	Classroom Teacher	08/09/2025	$34.67	Open World Learning Community
Otieno, J.	Classroom Teacher	08/09/2025	$39.04	East African Elem Magnet

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TEMPORARY APPOINTMENT

Name	Job Category	Eff Date	Pay Rate	Location
Sagos, S.	Classroom Teacher	08/09/2025	$38.07	Hazel Park Preparatory Academy
Street, C.	Classroom Teacher	08/09/2025	$45.24	Battle Creek Elem
Suyak, P.	Classroom Teacher	08/09/2025	$34.67	Bridge View
Weathers, M.	Classroom Teacher	08/23/2025	$49.64	Humboldt Secondary
Xiong, X.	Classroom Teacher	08/09/2025	$39.46	Battle Creek Middle
Yang, A.	Classroom Teacher	08/09/2025	$34.67	Washington Tech Middle
Kyser, L.	Classroom Teacher	08/09/2025	$62.75	Murray Middle
Hendrick, K.	Classroom Teacher	08/09/2025	$62.75	271 Belvidere Bldg
Holland, M.	Classroom Teacher	08/09/2025	$36.67	Daytons Bluff Achievement Plus
Mills, E.	Classroom Teacher	08/23/2025	$34.67	Frost Lake Elem
Myers, K.	Classroom Teacher	08/09/2025	$36.67	Como Park Senior High
Paton, E.	Classroom Teacher	08/23/2025	$35.19	Como Park Elem
Phan, C.	Classroom Teacher	08/09/2025	$38.77	Murray Middle

LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Baillet, F.	Classroom Teacher	08/09/2025	Hazel Park Preparatory Academy
Derby-Sessions, M.	Classroom Teacher	08/27/2025	Capitol Hill Magnet
Doenges, M.	Classroom Teacher	08/09/2025	Colborne Admin Offices
Murphy, K.	Classroom Teacher	09/05/2025	Battle Creek Elem
Strong, L.	Classroom Teacher	08/21/2025	Expo for Excellence Elem
Wellington, S.	Classroom Teacher	08/09/2025	Colborne Admin Offices
Miller-Moburg, K.	Classroom Teacher	08/25/2025	Gordon Parks High – ALC
Thao, N.	Classroom Teacher	09/17/2025	Eastern Heights Elem
Fretty, H.	Classroom Teacher	08/25/2025	Battle Creek Middle
Gall, N.	Classroom Teacher	10/02/2025	Nokomis Montessori South
Wathum-Ocama, D.	Classroom Teacher	06/14/2025	Hidden River Middle
Youngquist, N.	Classroom Teacher	08/09/2025	Colborne Admin Offices
Kummer, M.	Education Assistant	08/25/2025	Colborne Admin Offices

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LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Nowatzki, N.	Education Assistant	08/09/2025	Colborne Admin Offices
Casebeer, S.	Teaching Assistant	09/18/2025	Eastern Heights Elem
Svendsen, R.	Clerical	08/16/2025	Como Service Center
Weyandt, R.	Machinists	08/07/2025	Como Service Center

MILITARY LEAVE OF ABSENCE (WITHOUT PAY)

Name	Job Category	Eff Date	Location
Perez, A.	Technical	08/18/2025	Como Service Center

REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Beck, E.	Classroom Teacher	08/09/2025	$40.19	Battle Creek Middle
Bedell, A.	Classroom Teacher	08/09/2025	$34.95	Washington Tech Middle
Brown, C.	Classroom Teacher	08/09/2025	$42.58	Gordon Parks High - ALC
Cobbett, A.	Classroom Teacher	08/09/2025	$40.73	Cherokee Hts Community
Davalos- Reyes, W.	Classroom Teacher	08/09/2025	$46.68	Adams Spanish Immrsn Magnet
DeCleene, C.	Classroom Teacher	08/09/2025	$49.40	Benjamin Mays/Museum
Her, M.	Classroom Teacher	08/09/2025	$35.19	Battle Creek Middle
Kelly, S.	Classroom Teacher	08/25/2025	$54.64	Global Arts Plus - UPR
Peters, C.	Classroom Teacher	08/09/2025	$49.64	Washington Tech High
Rhodes, E.	Classroom Teacher	08/09/2025	$59.08	Battle Creek Middle
Sahli, A.	Classroom Teacher	08/09/2025	$42.18	Juvenile Service Center
Schweiss, R.	Classroom Teacher	08/09/2025	$58.87	Farnsworth Aerospace UPR
Shafer-Mayhew, A.	Classroom Teacher	08/09/2025	$52.70	Creative Arts Secondary
Taylor, L.	Classroom Teacher	08/09/2025	$42.18	Highland Park Senior High
Thomas, V.	Classroom Teacher	08/09/2025	$35.19	Four Seasons A+
Torres, R.	Classroom Teacher	08/09/2025	$46.07	St. Paul Music Academy
Towle, Z.	Classroom Teacher	08/23/2025	$52.45	Washington Tech High
Villalobos, D.	Classroom Teacher	08/09/2025	$43.96	Wellstone Elem
Whalen, A.	Classroom Teacher	08/09/2025	$53.59	Benjamin Mays/Museum
Wade, A.	Classroom Teacher	08/09/2025	$38.77	East African Elem Magnet
Troske, M.	Classroom Teacher	08/09/2025	$53.70	271 Belvidere Bldg

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REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Harris, M.	Classroom Teacher	08/09/2025	$34.67	Frost Lake Elem
Hobert, L.	Classroom Teacher	08/09/2025	$59.08	271 Belvidere Bldg
Puroway, D.	Classroom Teacher	08/09/2025	$41.55	271 Belvidere Bldg
Yang, X.	Classroom Teacher	08/09/2025	$55.51	Txuj Ci HMong UPR Gr 6-8
Jones, R.	Education Assistant	08/09/2025	$27.24	RiverEast Elem/Secondary
Mortenson, T.	Education Assistant	08/09/2025	$38.00	Hazel Park Preparatory Academy
Ahmed, L.	Teaching Assistant	08/09/2025	$27.14	Battle Creek Elem
Beyene, G.	Teaching Assistant	08/23/2025	$23.30	Horace Mann
Bowen, J.	Teaching Assistant	08/09/2025	$23.94	Central Senior High
Burt, M.	Teaching Assistant	08/23/2025	$20.19	The Heights Community
Caldwell, L.	Teaching Assistant	08/09/2025	$26.28	Eastern Heights Elem
Davis, S.	Teaching Assistant	08/09/2025	$26.28	Bridge View
Gant, B.	Teaching Assistant	08/09/2025	$26.28	American Indian Magnet
Green, C.	Teaching Assistant	08/09/2025	$26.28	Como Park Senior High
Henderson, J.	Teaching Assistant	08/09/2025	$23.35	Eastern Heights Elem
Jakes, D.	Teaching Assistant	08/09/2025	$26.28	Highland Park Middle
Kargbo, Z.	Teaching Assistant	09/02/2025	$27.14	Bridge View
Kaste, M.	Teaching Assistant	08/09/2025	$21.63	American Indian Magnet
Kirkley, L.	Teaching Assistant	08/09/2025	$23.35	Groveland Park Elem
Kpulajei, B.	Teaching Assistant	08/09/2025	$23.35	Global Arts Plus - LWR
Lewis-Wright, A.	Teaching Assistant	08/09/2025	$27.14	E-STEM Middle
Martin, M.	Teaching Assistant	09/02/2025	$26.28	Benjamin Mays/Museum
McDonald, M.	Teaching Assistant	08/09/2025	$21.63	Johnson Senior High
McKinley, J.	Teaching Assistant	08/09/2025	$23.35	American Indian Magnet
Olson, A.	Teaching Assistant	08/09/2025	$23.35	Central Senior High
Pei, Y.	Teaching Assistant	08/09/2025	$26.28	Farnsworth Aerospace UPR
Perry, S.	Teaching Assistant	08/09/2025	$23.94	Nokomis Montessori South
Roper, M.	Teaching Assistant	08/09/2025	$26.28	Early Learning Hub

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REHIRE

Name	Job Category	Eff Date	Pay Rate	Location
Simmons, L.	Teaching Assistant	08/09/2025	$23.35	Battle Creek Elem
Smith, A.	Teaching Assistant	08/09/2025	$26.28	Capitol Hill Magnet
Ukle, A.	Teaching Assistant	08/09/2025	$23.35	Adams Spanish Immrsn Magnet
Vavra, S.	Teaching Assistant	08/09/2025	$23.94	Farnsworth Aerospace UPR
Voss, J.	Teaching Assistant	08/23/2025	$20.94	Crossroads Science
Williams, R.	Teaching Assistant	08/09/2025	$28.48	Bridge View
Woods, D.	Teaching Assistant	08/09/2025	$26.28	Crossroads Science
Battles, K.	Clerical	08/09/2025	$28.35	Barack & Michelle Obama Middle
Xiong, Y.	Clerical	08/09/2025	$22.50	Colborne Admin Offices
Darrell, J.	Custodian	08/02/2025	$19.18	Como Service Center

REINSTATEMENT FROM LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Vue, M.	Central Administrator	08/09/2025	Colborne Admin Offices
Yang, C.	Central Administrator	08/09/2025	Colborne Admin Offices
Argetsinger, P.	Classroom Teacher	08/25/2025	Humboldt Secondary
Atchison, J.	Classroom Teacher	08/09/2025	Murray Middle
Atkinson, J.	Classroom Teacher	08/09/2025	Murray Middle
Birkholz, E.	Classroom Teacher	08/09/2025	St. Paul Music Academy
Ellestad, S.	Classroom Teacher	08/09/2025	Battle Creek Middle
Engelstad, L.	Classroom Teacher	08/09/2025	Murray Middle
Imbertson, D.	Classroom Teacher	08/09/2025	Daytons Bluff Achievement Plus
Lamm, M.	Classroom Teacher	07/31/2025	Crossroads Science
Mayhew, T.	Classroom Teacher	08/09/2025	Benjamin Mays/Museum
Mayock, J.	Classroom Teacher	08/09/2025	Capitol Hill Magnet
Nichols, J.	Classroom Teacher	08/09/2025	Global Arts Plus - LWR
O'Doubhlain, C.	Classroom Teacher	08/09/2025	Journeys Secondary
Ousley, A.	Classroom Teacher	08/09/2025	Hidden River Middle
Rignell, A.	Classroom Teacher	08/09/2025	Creative Arts Secondary
Schumacher, C.	Classroom Teacher	08/09/2025	Nokomis Montessori North

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REINSTATEMENT FROM LEAVE OF ABSENCE

Name	Job Category	Eff Date	Location
Sedlacek, T.	Classroom Teacher	08/11/2025	271 Belvidere Bldg
Sprandel, C.	Classroom Teacher	08/09/2025	Hamline Elem
Tran, H.	Classroom Teacher	08/25/2025	Como Park Senior High
Weyandt, M.	Classroom Teacher	08/09/2025	Harding Senior High
Williams, D.	Classroom Teacher	08/25/2025	Hamline Elem
King, L.	Classroom Teacher	08/09/2025	Como Park Elem
Lee, T.	Classroom Teacher	08/09/2025	Colborne Admin Offices
Matas, B.	Classroom Teacher	08/09/2025	271 Belvidere Bldg
Meyers, K.	Classroom Teacher	08/09/2025	Bridge View
Wathum-Ocama, D.	Classroom Teacher	08/09/2025	Hidden River Middle
Konikoff, N.	Classroom Teacher	08/09/2025	Rondo Education Center
Marass, L.	Classroom Teacher	08/09/2025	Harding Senior High
Wallo, L.	Classroom Teacher	08/09/2025	Nokomis Montessori South
Menase, I.	School / Community Professional	08/25/2025	Eastern Heights Elem
Escobar, G.	Education Assistant	08/09/2025	Creative Arts Secondary
Pelto, S.	Education Assistant	08/25/2025	Four Seasons A+
Lee, P.	Teaching Assistant	08/09/2025	Txuj Ci HMong LWR PhalenLk
Rhodes, T.	Teaching Assistant	09/02/2025	Hazel Park Preparatory Academy
Thomas, J.	Teaching Assistant	09/02/2025	Daytons Bluff Achievement Plus
Vruno, D.	Clerical	08/04/2025	The Heights Community
Machado Pearson, A.	Nutrition Services	08/09/2025	Como Service Center

REHIRE AFTER TERMINATION

Name	Job Category	Eff Date	Pay Rate	Location
Wathum-Ocama, D.	Classroom Teacher	06/14/2025	$55.68	Hidden River Middle

VOLUNTARY REDUCTION IN TITLE

Name	Job Category	Eff Date	Pay Rate	Location
Yang, C.	Classroom Teacher	08/23/2025	$62.75	Washington Tech High
Johnson, T.	Teaching Assistant	09/02/2025	$27.14	Expo for Excellence Elem

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CHANGE IN TITLE

Name	Job Category	Eff Date	Pay Rate	Location
Aden, F.	Classroom Teacher From: Education Assistant	08/23/2025	$38.77	East African Elem Magnet
Bornholdt, K.	Classroom Teacher From: Teaching Assistant	08/09/2025	$35.19	Murray Middle
Carlson, S.	Classroom Teacher From: Temporary Employee	08/09/2025	$38.07	Global Arts Plus - LWR
Coleman, B.	Classroom Teacher From: Temporary Employee	08/09/2025	$38.90	Washington Tech High
Galdamez, J.	Classroom Teacher From: Teaching Assistant	08/09/2025	$40.73	Adams Spanish Immrsn Magnet
Gallegos, M.	Classroom Teacher From: Temporary Employee	08/09/2025	$38.07	Crossroads Montessori
Guidinger, A.	Classroom Teacher From: Temporary Employee	08/09/2025	$36.08	Expo for Excellence Elem
Lamm, M.	Classroom Teacher Career Progression	08/23/2025	$55.51	Crossroads Science
Vue, M.	Classroom Teacher From: Central Administrator	08/23/2025	$59.08	Txuj Ci HMong UPR Gr 6-8
Brooks, C.	Classroom Teacher From: Education Assistant	08/09/2025	$50.41	271 Belvidere Bldg
Bates Childs, L.	Classroom Teacher From: Temporary Employee	08/09/2025	$37.42	Washington Tech Middle
Bruber, C.	Classroom Teacher From: Teaching Assistant	08/18/2025	$46.05	Early Learning Hub
Humphrey, J.	Classroom Teacher From: Temporary Employee	08/09/2025	$38.07	Frost Lake Elem
Anglin, R.	School / Community Professional From: Classroom Teacher	08/09/2025	$39.25	Virtual Learning 9-11
Currie, M.	Education Assistant From: Teaching Assistant	08/09/2025	$30.20	Farnsworth Aerospace UPR

RETIREMENT

Name	Job Category	Eff Date	Location
Combs, D.	Classroom Teacher	11/15/2025	Murray Middle
Tun Baw, D.	Education Assistant	08/30/2025	Mississippi Creative Arts Elem
Christiansen, E.	Teaching Assistant	06/14/2025	St. Paul Music Academy
DeVries, S.	Teaching Assistant	11/03/2025	Highwood Hills Elem

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RETIREMENT

Name	Job Category	Eff Date	Location
Johnson, K.	Teaching Assistant	09/03/2025	Bridge View
Lang, M.	Teaching Assistant	08/02/2025	Bridge View
Stroeing, C.	Transportation	11/29/2025	Transportation Services

RESIGNATION

Name	Job Category	Eff Date	Location
Atkins, A.	Classroom Teacher	06/14/2025	Central Senior High
Berkas, K.	Classroom Teacher	08/23/2025	Mississippi Creative Arts Elem
Budin, J.	Classroom Teacher	08/23/2025	Como Park Elem
Emerson, L.	Classroom Teacher	08/23/2025	Farnsworth Aerospace UPR
Halvorson, J.	Classroom Teacher	06/14/2025	Como Park Elem
Moua, B.	Classroom Teacher	06/14/2025	Virtual Learning - Elem
O'Brien, L.	Classroom Teacher	08/23/2025	Washington Tech High
Prasad, E.	Classroom Teacher	06/14/2025	Horace Mann
Sandstrom, E.	Classroom Teacher	06/14/2025	Cherokee Hts Community
Troseth, K.	Classroom Teacher	06/21/2025	1780 W. 7th Street
Veszi, C.	Classroom Teacher	06/14/2025	Washington Tech High
Western, S.	Classroom Teacher	06/14/2025	Txuj Ci HMong UPR Gr 6-8
Xiong, C.	Classroom Teacher	06/14/2025	Txuj Ci HMong LWR PhalenLk
Whiting, T.	Classroom Teacher	06/14/2025	Frost Lake Elem
Borkenhagen, L.	Classroom Teacher	09/03/2025	JJ Hill Montessori Magnet
Wiest, S.	Classroom Teacher	06/14/2025	Central Senior High
Deacon, B.	Classroom Teacher	08/23/2025	Virtual Learning - Elem
Hancock, K.	Classroom Teacher	06/14/2025	Hamline Elem
Ronnebaum, B.	Classroom Teacher	08/27/2025	Hazel Park Preparatory Academy
Walker, A.	Classroom Teacher	06/14/2025	Bridge View
Quoie, Z.	School / Community Professional	06/12/2025	Central Senior High
Krassin, S.	Education Assistant	09/06/2025	Randolph Heights Elem
Langston, A.	Education Assistant	08/23/2025	1780 West 7th St

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RESIGNATION

Name	Job Category	Eff Date	Location
McNinch, J.	Education Assistant	08/24/2025	RiverEast Elem/Secondary
Mena, E.	Education Assistant	06/14/2025	271 Belvidere Bldg
Schlagel, C.	Education Assistant	06/12/2025	Colborne Admin Offices
Trejo Zuniga, A.	Education Assistant	06/14/2025	Colborne Admin Offices
Abdi, J.	Teaching Assistant	06/14/2025	East African Elem Magnet
Ahmed, R.	Teaching Assistant	06/14/2025	East African Elem Magnet
Anderson, J.	Teaching Assistant	08/16/2025	East African Elem Magnet
Armendariz, Y.	Teaching Assistant	06/14/2025	Washington Tech Middle
Belval, D.	Teaching Assistant	07/31/2025	Crossroads Science
Corbett, M.	Teaching Assistant	06/14/2025	Groveland Park Elem
Dai, Y.	Teaching Assistant	06/14/2025	Jie Ming Mandarin Immrsn Academy
Godfrey, A.	Teaching Assistant	06/14/2025	St. Paul Music Academy
Grinstead, J.	Teaching Assistant	06/14/2025	Farnsworth Aerospace UPR
Lerpwel, M.	Teaching Assistant	08/24/2025	Harding Senior High
Rivas Recarte, J.	Teaching Assistant	06/11/2025	Frost Lake Elem
Todd, W.	Teaching Assistant	06/11/2025	Battle Creek Middle
Tschida, C.	Teaching Assistant	06/11/2025	Como Park Elem
Wah, H.	Teaching Assistant	07/31/2025	Crossroads Montessori
Xiong, H.	Teaching Assistant	06/11/2025	Eastern Heights Elem
Yang, M.	Bus Driver	09/20/2025	Transportation Services
Cody, K.	Clerical	08/22/2025	Como Park Elem
Franson, M.	Clerical	09/03/2025	Colborne Admin Offices
Kussmaul, G.	Clerical	11/01/2025	Harding Senior High
Karki, Y.	Custodian	09/03/2025	St Anthony Park Elem
Kabayiza, P.	Nutrition Services	06/11/2025	Como Service Center
Thao, A.	Nutrition Services	06/11/2025	Farnsworth Aerospace UPR
Payton, C.	Professional Employee	08/30/2025	Como Service Center
Hartgers, M.	Technical	07/13/2025	Como Service Center

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TERMINATION

Name	Job Category	Eff Date
H., A.	Teaching Assistant	08/24/2025
S., D.	Clerical	08/10/2025

TERMINATION OF TEMPORARY EMPLOYMENT

Name	Job Category	Eff Date
C., P.	Principal	07/01/2025

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

DATE: September 23, 2025

TOPIC: 2025 Facilities Radon Testing Results

A. PERTINENT FACTS:

1. Per MN §123B.571, a school District may complete routine radon testing every five (5) years, or after major renovation work and ventilation equipment modifications.

2. The findings shall be reported to the Board of Education and the Minnesota Department of Health.

3. The Facilities Department has a radon testing plan that is in accordance with the Minnesota Department of Health 'Radon Testing Plan.'

4. This item meets the District Strategic Plan goals by aligning Program Evaluation and Resource Allocation to District priorities.

5. This item is presented by John Elling, Environmental Services Manager, and Kathryn Wallace, Interim Director of Facilities.

B. RECOMMENDATION:

If optional radon testing is undertaken, the District is required by law to report the results to the Board of Education. This agenda item fulfills that reporting requirement.

Saint Paul Public Schools
2025 Short-term Radon Testing Results

In February and March 2025, the buildings listed in the table below were tested for radon by the Institute for Environmental Assessment, Inc (IEA). Radon is a naturally occurring colorless and odorless gas that can enter buildings from the underlying soil and build up to levels that are unsafe. Pursuant Minnesota State Statute 123B.571, school districts may do routine radon testing a minimum of every five years and after major HVAC renovation work.

Below are the results of the radon testing that was conducted in 2025. The U.S. Environmental Protection Agency (EPA) and MDH recommend additional investigation when a space measures 4.0 picocuries per liter (pCi/L) or higher.

Saint Paul Public Schools – 2025 Radon Testing – Range of Results						
		Passing Samples			Follow-up Testing Required	
Building Name	Total Samples	0.0 – 1.9 pCi/L	2.0 – 2.9 pCi/L	3.0 – 3.9 pCi/L	≥ 4 pCi/L	Follow-up CRM Testing Results
Adams Spanish Immersion	51	51	0	0	0	
American Indian Magnet	66	66	0	0	0	
Chelsea Heights Elementary	38	30	6	1	0	
Cherokee Heights Elementary	48	46	1	0	0	
Creative Arts High	55	55	0	0	0	
Crossroads Elementary	84	84	0	0	0	
Dayton's Bluff Elementary	66	66	0	0	0	
Eastern Heights Elementary	34	34	0	0	0	
EXPO Magnet	43	41	1	1	0	
Farnsworth Lower	32	32	0	0	0	
Farnsworth Upper	71	71	0	0	0	
Four Seasons Elementary	48	48	0	0	0	
Global Arts Plus – Lower	35	34	0	0	1*	2.1 pCi/L
Global Arts Plus - Upper	69	69	0	0	0	
Gordon Parks High	35	32	3	0	0	
Hazel Park Academy	68	68	0	0	0	
Highland Park Elementary	50	48	1	0	0	
Horace Mann	38	38	0	0	0	
Journey's Secondary	28	27	0	0	0	
LEAP at John A Johnson	70	69	0	0	1**	N/A
L'Etoile du Nord	27	27	0	0	0	
Mississippi Elementary	57	57	0	0	0	
Randolph Heights Elementary	36	36	0	0	0	
RiverEast Elementary	94	88	0	0	0	
Rondo Education Center	200	200	0	0	0	
Saint Paul Music Academy	52	52	0	0	0	
St. Anthony Park Elementary	46	46	0	0	0	
The Heights Community	48	47	1	0	0	
Txuj Ci Upper	52	49	2	0	0	
Wheelock Early Education	19	19	0	0	0	
Wilson Building (FKA LEAP)	37	33	3	0	0	

***NOTE:** Follow-up continuous radon monitor (CRM) testing was conducted at Global Arts Plus - Lower. The room, which is a basement mechanical room and custodial break room, tested above 4.0 pCi/L during occupied hours. Ventilation to the space was increased and the room was tested again and was below 4.0 pCi/L.

****NOTE:** Follow-up CRM testing was not conducted at LEAP at John A Johnson since the space with elevated radon was not occupied and there are no plans to occupy the space.

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

DATE: September 23, 2025

TOPIC: Phase Gate Approval of Highland Park Middle School Entry Addition and Renovation (Project # 3081-23-01): Gate #5.1 – Project Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of this report for the Highland Park Middle School Entry Addition and Renovation at the following gate check(s):
    a. Gate #5.1 – Project Close-out
2. This project has moved into the close-out phase which indicates substantial completion of construction and review of work in place in anticipation of final invoicing and release of retainage.

Project Milestone	Dates
Design Start	December 2022
Bidding / Procurement	December 2023
Construction Start	May 2024
Substantial Completion (Occupancy)	August 2025
Final Close-Out	In Progress

3. At this phase of a project there may be ongoing activity as individual contracts are completed and reviewed. As such, the overall final fiscal health of the project can be assessed at this time and a subsequent report (Gate 5.2) will be provided at final fiscal close-out. That said, at this stage of completion it is expected that this project will finish within the Board approved project budget.
4. The Project 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	February 20, 2024
#5.1 – Project Close-Out	September 23, 2025 (current)
#5.2 – Final Project Summary	September 2026 (anticipated)

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$36,943,000	$33,772,947	$25,290,194	68%

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

Funding Source	Amount
LTFM FY23-27	$12,925,000
COP FY23-27	$24,018,000

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 Director of Facilities; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept this report provided for Highland Park Middle School Entry Addition and Renovation project (Project #3081-23-01) at Phase Gate Check #5.1 – Project Close-out.

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

DATE: September 23, 2025

TOPIC: Phase Gate Approval of Barack and Michelle Obama School Addition and Renovation (Project # 3210-23-01): Gate #5.1 – Project Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of this report for the Barack and Michelle Obama School Addition and Renovation at the following gate check(s):
    a. Gate #5.1 – Project Close-out
2. This project has moved into the close-out phase which indicates substantial completion of construction and review of work in place in anticipation of final invoicing and release of retainage.

Project Milestone	Dates
Design Start	February 2022
Bidding / Procurement	August 2023
Construction Start	December 2023
Substantial Completion (Occupancy)	August 2025
Final Close-Out	In Progress

3. At this phase of a project there may be ongoing activity as individual contracts are completed and reviewed. As such, the overall final fiscal health of the project can be assessed at this time and a subsequent report (Gate 5.2) will be provided at final fiscal close-out. That said, at this stage of completion it is expected that this project will finish within the Board approved project budget.
4. The Project gate schedule is currently:

Gate # and Description	Date
#1 – Master Planning	December 14, 2021
#2 – Project Charter (Predesign)	August 23, 2022
#3 – Project Budget	January 17, 2023
#4 – Contract Award	January 23, 2024
#5.1 – Project Close-Out	September 23, 2025 (current)
#5.2 – Final Project Summary	August 2026 (anticipated)

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$55,255,000	$53,286,208	$48,624,388	88%

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

Funding Source	Amount
COP FY22-26	$30,408,000
LTFM FY24-26	$24,847,000

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 Director of Facilities; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept this report provided for Barack and Michelle Obama School Addition and Renovation project (Project #3210-23-01) at Phase Gate Check #5.1 – Project Close-out.

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

DATE: September 23, 2025

TOPIC: Phase Gate Approval of Bruce Vento Elementary - New Construction (Project # 1020-22-01): Gate #5.1 – Project Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of this report for the Bruce Vento Elementary - New Construction at the following gate check(s):
    a. Gate #5.1 – Project Close-out
2. This project has moved into the close-out phase which indicates substantial completion of construction and review of work in place in anticipation of final invoicing and release of retainage.

Project Milestone	Dates
Design Start	February 2022
Bidding / Procurement	June 2023
Construction Start	September 2023
Substantial Completion (Occupancy)	August 2025
Final Close-Out	In Progress

3. At this phase of a project there may be ongoing activity as individual contracts are completed and reviewed, and at Bruce Vento there is substantial remaining site-work that will take place over the next 9 months. However, with completion of building construction, the overall final fiscal health of the project can be assessed at this time and a subsequent report (Gate 5.2) will be provided at final fiscal close-out. That said, at this stage of completion it is expected that this project will finish within the Board approved project budget.
4. The Project gate schedule is currently:

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

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$89,900,000	$76,082,610	$70,250,451	78%

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

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

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 Director of Facilities; Tom Sager, Executive Chief of Financial Services; and Jackie Turner, Chief Administration and Operations Officer.

B. RECOMMENDATION:

That the Board of Education accept this report provided for Bruce Vento Elementary - New Construction (Project # 1020-22-01) at Phase Gate Check #5.1 – Project Close-out.

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

DATE: September 23, 2025

TOPIC: Phase Gate Approval of FY22 Mechanical Replacement Program at Open World Learning and Saint Paul Music Academy (Project # 0579-22-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the FY22 Mechanical Replacement Program at Open World Learning and Saint Paul Music Academy 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	January 2022
Bidding / Procurement	July 2022
Construction Start	June 2023
Substantial Completion (Occupancy)	October 2023
Final Close-Out	December 2023

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 7% 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	July 19, 2022
#4 – Contract Award	July 19, 2022
#5.1 – Project Close-Out	Not applicable
#5.2 – Final Project Summary	September 23, 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
$1,639,185	$1,521,073	$1,521,073	100%

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

Funding Source	Amount
LTFM FY22-24	$1,521,073

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 Director of Facilities; 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 FY22 Mechanical Replacement Program at Open World Learning and Saint Paul Music Academy at Phase Gate Check #5.2 – Project Final Fiscal Close-out.

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

DATE: September 23, 2025

TOPIC: Phase Gate Approval of FY24 A/V Replacement Program at Washington Technology Magnet and Journeys Secondary School (Project # 0680-24-01): Gate #5.2 – Project Final Fiscal Close-out

A. PERTINENT FACTS:

1. This agenda item seeks acceptance of report for the FY24 A/V Replacement Program at Washington Technology Magnet and Journeys Secondary School 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	December 2023
Bidding / Procurement	April 2024
Construction Start	June 2024
Substantial Completion (Occupancy)	February 2025
Final Close-Out	June 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 54% 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	April 23, 2024
#5.1 – Project Close-Out	Not applicable
#5.2 – Final Project Summary	September 23, 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
$2,500,000	$1,342,987	$1,342,987	100%

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

Funding Source	Amount
Capital Bonds FY24-25	$1,342,911

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 Director of Facilities; 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 FY24 A/V Replacement Program at Washington Technology Magnet and Journeys Secondary School project (Project # 0680-24-01) at Phase Gate Check #5.2 – Project Final Fiscal Close-out.

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

DATE: September 23, 2025

TOPIC: Phase Gate Approval of the Humboldt Senior High School AHU Replacement (Project # 2142-25-01): Gate #4 - Contract Award

A. PERTINENT FACTS:

1. This agenda item seeks approval for the Humboldt Senior High School AHU Replacement 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 18, 2023
#2 – Project Charter (Predesign)	Not applicable
#3 – Project Budget	June 18, 2024
#4 – Contract Award	September 23, 2025 (current)
#5.1 – Project Close-Out	September 2026 (anticipated)
#5.2 – Final Project Summary	September 2027 (anticipated)

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

Project Budget	Current Obligations	Invoiced to Date	Percent Invoiced
$3,650,000	$162,220	$107,984	3%

4. The following bids were received:

	Lump Sum Base Bid
JPMI Construction Company Co.	$2,462,000
Jorgenson Construction, Inc.	$2,509,000
Corval Constructors, Inc.	$2,649,310
Versacon, Inc.	$2,685,000
CM Construction Company, Inc.	$2,888,000

5. Bids will be reviewed by Purchasing.
6. A summary of current and anticipated funding is as follows:

Funding Source	Amount
LTFM FY25-27	$3,285,000
Capital Bonds FY25-27	$365,000

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 Director of Facilities; 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 Bid No. A25-5667 for the Humboldt Senior High School AHU Replacement to JPMI Construction Company for a lump sum base bid of $2,462,000.

PMA Securities part of:

PTMA FINANCIAL SOLUTIONS

ISD 625
SAINT PAUL PUBLIC SCHOOLS

SALE SUMMARY

FULL-TERM CERTIFICATES OF PARTICIPATION, SERIES 2025A

G.O. SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B

September 23, 2025

Michael Hart
Vice President, Managing Director
michael.hart@ptma.com
612-509-2569

Steve Pumper
Senior Vice President
steve.pumper@ptma.com
612-509-2565

FULL-TERM CERTIFICATES OF PARTICIPATION, SERIES 2025A

Purpose

- Construction at Bruce Vento Elementary, various capital deferred maintenance projects, additions to, and repairs at Barak and Michelle Obama Elementary, Hidden River Middle School and Highland Park Middle School.

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Mechanism

- Full-Term Certificates of Participation

Authority

- Minnesota Statutes, Section 126C.40, Subdivision 6, authorizes the District to enter into the Lease to finance real and personal property.

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BID SUMMARY
FULL-TERM CERTIFICATES OF PARTICIPATION, SERIES 2025A

Independent School District No. 625 (St. Paul Public Schools)

$27,000,000

Full-Term Certificates of Participation, Series 2025A

Date of Sale: September 22, 2025

Award: Morgan Stanley & Co, LLC

Bidder	True Interest Cost (TIC)
Morgan Stanley & Co, LLC	3.8563%
Mesirow Financial, Inc.	3.9061%
Robert W. Baird & Co., Inc.	3.9476%
RBC Capital Markets	3.9599%
Hilltop Securities	3.9668%
Janney Montgomery Scott LLC	3.9736%
Wells Fargo Bank, NA	3.9999%
KeyBanc Capital Markets	4.0421%

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SALE SUMMARY
FULL-TERM CERTIFICATES OF PARTICIPATION, SERIES 2025A

	Pre-Sale Finance Plan	Final	Difference
Par Amount	$27,000,000	$27,000,000	$0
Premium	$1,212,858	$1,618,498	$405,639
True Interest Cost	4.53%	3.85%	-0.68%
Deposit to Construction	$27,843,992	$28,330,443	$486,450

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G.O. SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B

Purpose

- The Bonds will be used to provide funds for various capital projects and facilities maintenance projects identified by the District.

Mechanism

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- General Obligation School Building and Facilities Maintenance Bonds

Authority

- MN Statutes, Chapter 475, Section 123B.595 and Laws of Minnesota which authorize the District to issue up to $15,000,000 of School Building Bonds annually.

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BID SUMMARY
G.O. SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B

$49,000,000

General Obligation School Building and Facilities Maintenance Bonds, Series 2025B

Date of Sale: September 22, 2025

Award: Janney Montgomery Scott LLC

Bidder	True Interest Cost (TIC)
Janney Montgomery Scott LLC	3.7845%
Jefferies LLC	3.7939%
Piper Sandler & Co	3.7940%
Morgan Stanley & Co, LLC	3.7964%
Huntington Securities, Inc.	3.7994%
UBS Financial Services Inc.	3.7995%
Hilltop Securities	3.7999%
Wells Fargo Bank, National Association	3.8000%
Mesirow Financial, Inc.	3.8199%
TD Securities	3.8252%
Robert W. Baird & Co., Inc.	3.8340%
Truist Securities, Inc.	3.8473%
RBC Capital Markets	3.8895%

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SALE SUMMARY
G.O. SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B

	Pre-Sale Finance Plan	Final	Difference
Par Amount	$49,000,000	$49,000,000	$0
Premium	$2,617,498	$3,396,979	$779,481
True Interest Cost	4.47%	3.78%	-0.69%
Deposit to Construction	$50,889,776	$52,089,033	$1,199,257

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NEXT STEPS

- Funds received on October 15, 2025
- Funds will be available to draw as project expenditures come due
- Proceeds will be invested so that funds are available based on construction draw schedules
- Investment earnings can be used to enhance the project budget
- PMA will help monitor for compliance with IRS Arbitrage/Rebate regulations

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

DATE: September 23, 2025

TOPIC: Resolution Relating to school district property and improvements and the financing thereof; authorizing the execution and delivery of the lease-purchase agreement and approving and authorizing the execution of related documents and the issuance of $27,000,000 Certificates of Participation, Series 2025A, ratifying the Award of Sale.

A. PERTINENT FACTS:

1. At the July 16, 2024 School Board meeting, the School Board received and reviewed information pertaining to an upcoming Certificate of Participation sale for purposes of obtaining the resources for the District's capital needs included in the SPPS Builds plan.

2. Also at this July 16 meeting, the School Board approved a resolution that authorized the Superintendent, Chief of Administration and Operations, or Executive Chief of Financial Services to execute a Certificate Purchase Agreement for the purposes of financing the ongoing SPPS Builds plan for Fiscal Year 2026.

3. At the July 15, 2025 Board of Education meeting, the Board received and reviewed background information and further details pertaining to the impending certificate sale to help fund construction projects at Hidden River MiddleSchool, Highland Park Middle School, Barack and Michelle Obama Elementary, and Bruce Vento Elementary.

4. The sale of these Certificates of Participation will commence on Monday September 22, 2025. Additional information will be provided at the School Board once the sale is final. The COP's proceeds will be applied to expenses related to projects identified as part of the District's capital plan in accordance with the SPPS Builds program.

5. The Certificate closing will be on October 15, 2025 at which time the District will receive the funds.

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

B. RECOMMENDATION:

The administration recommends that the School Board approve the resolution relating to school district property and improvements and the financing thereof; authorizing the execution and delivery of the lease-purchase agreement and approving and authorizing the execution of related documents and the issuance of $27,000,000 Certificates of Participation, Series 2025A, ratifying the Award of Sale.

CERTIFICATION OF MINUTES RELATING TO LEASE-PURCHASE AGREEMENT AND $27,000,000 FULL-TERM CERTIFICATES OF PARTICIPATION, SERIES 2025A

Issuer: Independent School District No. 625 (St. Paul), Minnesota

Governing Body: Board of Education

Kind, date, time and place of meeting: A regular meeting held September 23, 2025, at 5:30 p.m., at the Administration Building, Conference Room A and B, 360 Colborne Street, Saint Paul, Minnesota, Minnesota, or by electronic means, as authorized by law.

Members present:

Members absent:

Documents Attached:

Excerpt of minutes of the above-described meeting relating to the resolution described below.

RESOLUTION RELATING TO SCHOOL DISTRICT PROPERTY AND IMPROVEMENTS AND THE FINANCING THEREOF; AUTHORIZING THE EXECUTION AND DELIVERY OF A LEASE-PURCHASE AGREEMENT AND APPROVING AND AUTHORIZING THE EXECUTION OF RELATED DOCUMENTS AND THE ISSUANCE OF CERTIFICATES OF PARTICIPATION

I, the undersigned, being the duly qualified and acting recording officer of the public corporation issuing the obligations referred to in the title of this certificate, certify that the documents attached hereto have been carefully compared with the original records of said public corporation in my legal custody, from which they have been transcribed; that said documents are a correct and complete transcript of the portion of the minutes of a meeting of the governing body of said public corporation, and correct and complete copies of all resolutions and other actions taken and of all documents approved by the governing body at said meeting, so far as they relate to said obligations; and that said meeting was duly held by the governing body of the public corporation at the time and place indicated above and attended throughout by the members of the governing body in a number sufficient to legally transact business, pursuant to call and notice of such meeting given as required by law.

WITNESS my hand officially as such recording officer on September ____, 2025.

_____

School District Clerk

EXCERPT OF MINUTES

Member _____ introduced the following resolution and moved its adoption, which motion was seconded by Member _____:

RESOLUTION RELATING TO SCHOOL DISTRICT PROPERTY AND IMPROVEMENTS AND THE FINANCING THEREOF; AUTHORIZING THE EXECUTION AND DELIVERY OF A LEASE-PURCHASE AGREEMENT AND APPROVING AND AUTHORIZING THE EXECUTION OF RELATED DOCUMENTS AND THE ISSUANCE OF CERTIFICATES OF PARTICIPATION

BE IT RESOLVED by the Board of Education (the "Board") of Independent School District No. 625 (St. Paul), Minnesota (the "District"), as follows:

SECTION 1. PRIOR AUTHORIZATION. By resolution duly adopted on July 16, 2024 (the "Parameters Resolution"), this Board found it in the best interest of the District to enter into a Lease-Purchase Agreement (the "Lease") and issue certificates of participation therein (the "Certificates") for the purpose of (i) financing the acquisition, construction, installation and improvements of Highland Park Middle School, Hidden River Middle School, Barak and Michelle Obama Elementary and Bruce Vento Elementary (collectively, the "Project"), and (ii) financing costs of issuing the Lease and Certificates.

By the Parameters Resolution, this Board further authorized the Superintendent, the Executive Chief of Financial Services and the Executive Chief of Administration and Operations, and each acting individually (each an "Authorized Officer"), to approve the award of the Lease and sale of the Certificates in the Lease in an aggregate principal amount not to exceed $35,000,000, provided that the true interest cost of the Lease and Certificates to the District is less than or equal to 5.50% per annum, and to execute an agreement with the purchaser(s) of the Certificates. The Commissioner of the Minnesota Department of Education (the "Commissioner") has authorized the Lease and the making of an additional capital expenditure levy in connection with the Lease. This Board hereby further authorizes the execution of the Lease and the creation of full-term certificates of participation (the "Certificates") therein for the purpose of financing the Equipment and other authorized costs. Pursuant to Minnesota Statutes, Section 126C.40, subdivision 6, this Board now hereby authorizes the execution and delivery of the Lease and the creation of the Certificates therein for the purpose of financing the Project and other authorized costs.

SECTION 2. AWARD AUTHORIZATION. On September 22, 2025, the District received a proposal from Morgan Stanley & Co., LLC (the "Purchaser"), to purchase the Certificates, in an aggregate amount of $27,000,000, at a price of $28,482,465.90 plus accrued interest on all the Certificates to the day of delivery and payment, at a true interest cost of 3.8508820% per annum. Pursuant to the authority granted by the Parameters Resolution, an Authorized Officer, with the assistance of PMA Securities, LLC ("Municipal Advisor"), municipal advisor to the District, approved and executed a Certificate Purchase Agreement (the "Purchase Agreement") with Purchaser for the sale of the Certificates to the Purchaser on September 22, 2025. The terms of the sale and the execution of the Purchase Agreement being in compliance with the parameters set forth in the Parameters Resolution, this Board hereby ratifies such action in all respects and

authorizes the issuance of the Certificates in the principal amount of $27,000,000 on the further terms and conditions set forth herein.

SECTION 3. FINANCING DOCUMENTS. The following documents have been prepared and are on file in the office of the Executive Chief of Financial Services:

(a) the Lease between U.S. Bank Trust Company, National Association, as trustee (the "Trustee"), as lessor, and the District, as lessee; and

(c) the Trust Agreement between the District and the Trustee.

The forms of such documents (collectively, the "Documents") are hereby approved, with such variations, insertions and additions as are deemed appropriate by the parties and approved by counsel to the District, Dorsey & Whitney LLP.

SECTION 4. EXECUTION; OTHER DOCUMENTS. Upon completion of the Documents and the execution thereof by the other parties thereto, the Board Chair and School District Clerk, other designated signatories acting on their behalf, or any of the Authorized Officers individually, are hereby authorized to execute and deliver the Documents on behalf of the District. The Board Chair and the School District Clerk (or other designated signatories acting on their behalf, or any of the Authorized Officers individually) are hereby further authorized to execute, on behalf of the District, such other contracts, certifications, documents or instruments as counsel to the District or the Trustee shall require, and all certifications, recitals, warranties and representations therein and in the Documents shall constitute the certifications, recitals, warranties and representations of the District. Execution of any contract, certification, document or instrument by one or more appropriate officers of the District will constitute and be deemed conclusive evidence of the approval and authorization by the District and this Board of the contract, certification, document or instrument so executed. Without limiting the generality of the foregoing, in the absence or other unavailability of the Chair, any document authorized in this resolution to be executed by the Chair may be executed by the Vice Chair or the Acting Chair and, in the absence or other unavailability of the School District Clerk, any document authorized in this resolution to be executed by the School District Clerk may be executed by the Acting Clerk.

SECTION 5. PAYMENT OF RENTAL PAYMENTS; NO GENERAL OBLIGATION; CAPITAL EXPENDITURE LEVY. The District shall pay to the Trustee promptly when due, all of the Rental Payments (as defined in the Lease) and other amounts required by the Lease. The Lease and the obligations of the District thereunder will be special, limited obligations of the District payable solely from the proceeds of the additional capital expenditures levy hereby authorized and made pursuant to Minnesota Statutes, Section 126C.40, and approved by the Commissioner. Subject to existing law, the District will cause such levy to be spread against all taxable property within the corporate limits of the District for the years and in the amounts sufficient to pay the obligations of the District under the Lease, and the District will utilize the taxes generated by such levy solely to pay such obligations during the term of the Lease, and shall remit such funds to the Trustee pursuant to the terms of the Trust Agreement. The full faith and credit and ability of the District to levy ad valorem taxes without limitation as to rate or amount are not pledged to the payment of the Lease or any obligation of the District thereunder.

SECTION 6. STATE CREDIT ENHANCEMENT PROGRAM. By the Parameters Resolution, the District covenanted and agreed to, among other things, participate in the State of

Minnesota Credit Enhancement Program and comply with provisions of Minnesota Statutes, Section 126C.55 to guarantee payment of the principal and interest on the Certificates when due. The provisions, covenants, obligations and authorizations contained in the Parameters Resolution relating to the Minnesota Credit Enhancement Program are incorporated herein by reference as if fully set forth herein and the same are restated and renewed in all respects by the District in connection with the issuance of the Certificates.

SECTION 7. ISSUANCE OF CERTIFICATES. Upon all acts, conditions and things which are required by the Constitution and laws of the State of Minnesota to be done, to exist, to happen and to be performed precedent to and in the valid issuance of the Lease and the Certificates, the District shall proceed forthwith to cause the Trustee to issue the Certificates in the form and upon the terms set forth in the Trust Agreement. The Chair and School District Clerk (or other designated signatories acting on their behalf, or any of the Authorized Officers individually) are hereby authorized to approve the final terms of the Certificates, which approval shall be conclusively evidenced by the execution of the Trust Agreement by said officer or officers. The Certificates shall be prepared, executed and delivered as prescribed in the Trust Agreement and the officers of the District shall deliver to the Trustee a certified copy of this resolution and other documents required by the Trust Agreement, for delivery to the Purchasers or the registered owners of the Certificates, as necessary. The Trustee is hereby appointed paying agent for the Certificates pursuant to the Trust Agreement.

SECTION 8. OFFICIAL STATEMENT; RATIFICATION OF PRIOR ACTIONS TAKEN. The Preliminary Official Statement dated September 8, 2025, and the final Official Statement dated on or about September 22, 2025, each relating to the Certificates and prepared and distributed by the Municipal Advisor, and the District, together with any necessary amendments or supplements to be prepared hereafter, are hereby approved. The Executive Chief of Financial Services and the Executive Director of Financial Services (or other designated signatories acting on their behalf, or any of the Authorized Officers individually) are authorized and hereby directed to sign such certifications as may be necessary with respect to the completeness and accuracy of the Preliminary Official Statement, the Supplement to Preliminary Official Statement or the final Official Statement. The Municipal Advisor is hereby authorized on behalf of the District to prepare and distribute to the Purchasers, within seven business days from September 22, 2025, a final Official Statement listing the offering price, the interest rates, selling compensation, delivery date, the underwriters and such other information relating to the Lease and Certificates required to be included in the Official Statement by the Rule (as defined herein). All actions heretofore taken by the Executive Chief of Financial Services and the Executive Director of Financial Services (or other designated signatories acting on their behalf, or any of the Authorized Officers individually) or other District officers and staff, or by others acting on behalf of the District, with respect to the acquisition of the Project, the structuring of the financing, the marketing and sale of the Certificates, the preparation of Documents and the consummation of the transaction contemplated by the Documents and this resolution, including but not limited to the engagement of third-party advisors and counsel, are hereby ratified and approved in full.

SECTION 9. TAX COVENANTS AND ARBITRAGE MATTERS.

(a) Covenant. The District covenants and agrees with the owners from time to time of the Certificates that it will not take, or permit to be taken by any of its officers, employees or agents, any action which would cause the interest component of the Rental Payments payable under the Lease and received by the registered owners of the Certificates to become subject to taxation under

the Internal Revenue Code of 1986 (the "Code") and any regulations issued thereunder (the "Regulations"), in effect at the time of such action, and that it will take, or it will cause its officers, employees or agents to take, all affirmative actions within their powers which may be necessary to ensure that the interest component of the Rental Payments payable under the Lease and received by the registered owners of the Certificates will not become subject to taxation under the Code and the Regulations, as presently existing or as hereafter amended and made applicable to the Lease and Certificates. So long as the Lease and Certificates are outstanding, the District will not enter into any lease, use agreement or other contract or agreement respecting the Project which would cause the Lease and Certificates to be considered a "private activity bond" or "private loan bond" pursuant to the provisions of Section 141 of the Code.

(b) Tax Certificate. The Chair and School District Clerk (or other designated signatories acting on their behalf, or any of the Authorized Officers individually) being the officers of the District charged with the responsibility for issuing the Lease and Certificates pursuant to this resolution, are authorized and hereby directed to execute and deliver a certificate (the "Tax Certificate") in accordance with the provisions of Section 148 of the Code, and Section 1.148-2(b) of the Regulations, stating, among other things, the facts, estimates and circumstances in existence on the date of issue and delivery of the Lease and Certificates which make it reasonable to expect that the proceeds of the Lease and Certificates]will not be used in a manner that would cause the Lease and Certificates to be an arbitrage bond within the meaning of the Code and the Regulations.

(c) Arbitrage Rebate. The District acknowledges that the Lease and Certificates are subject to the rebate requirements of Section 148(f) of the Code. The District covenants and agrees to retain such records, make such determinations, file such reports and documents and pay such amounts at such times as are required under Section 148(f) and applicable Regulations to preserve the exclusion of interest on the Lease and Certificates from gross income for federal income tax purposes, unless the Lease and Certificates qualify for an exception from the rebate requirement pursuant to one of the exceptions set forth in the Code and the Regulations.

(d) Reimbursement. The District certifies that the proceeds of the Lease and Certificates will not be used by the District to reimburse itself for any expenditure with respect to the Project which the District paid or will have paid more than 60 days prior to adoption of the Parameters Resolution (which was adopted in part to comply with the requirements of Section 1.150-2 of the Regulations), except as authorized by the Code and the Regulations.

SECTION 10. CONTINUING DISCLOSURE.

(a) Definitions. The following capitalized terms shall have the following meanings for purposes of this section.

"*Annual Report*" means any annual report provided by the District pursuant to, and as described in, subsection (c) of this section.

"*Beneficial Owner*" means any person which (i) has the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Certificates (including persons holding Certificates through nominees, depositories or other intermediaries), or (ii) is treated as the owner of any Certificates for federal income tax purposes.

"*EMMA*" means the MSRB's Electronic Municipal Market Access system available at http://emma.msrb.org.

"*Holders*" means the registered holders of the Certificates, as recorded in the registration books of the Registrar (as defined in the Trust Agreement).

"*Listed Events*" means the events listed in subsection (d) of this section.

"*MSRB*" means the Municipal Securities Rulemaking Board, 1300 I Street NW, Suite 1000, Washington, DC 20005.

"*Participating Underwriter*" means any of the original underwriters of the Certificates required to comply with the Rule in connection with offering of the Certificates.

"*Rule*" means Rule 15c2-12 adopted by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as the same may be amended from time to time.

(b) Purpose and Beneficiaries. The District makes the following covenants for the benefit of the Holders and Beneficial Owners of the Certificates and in order to assist the Participating Underwriters in complying with the Rule.

(c) Provision of Annual Reports.

(i) Not later than 12 months after the end of each fiscal year of the District (the "Submission Deadline") (the first report being due not later than 12 months after June 30, 2025), the District shall, either directly or indirectly through an agent designated by the District, file on EMMA an electronic copy of its Annual Report in a format and accompanied by such identifying information as prescribed by the MSRB. If the District's fiscal year changes, it shall, either directly or indirectly through an agent designated by the District, give notice of such change in the same manner as for a Listed Event under subsection (d), and the Submission Deadline beginning with the subsequent fiscal year will become one year following the end of the new fiscal year. If the District is unable to provide an Annual Report by the Submission Deadline, in a timely manner thereafter, the District shall, either directly or indirectly through an agent designated by the District, file a notice on EMMA stating that there has been a failure to provide an Annual Report on or before the Submission Deadline.

(ii) The Annual Report must contain or include by reference the following:

(1) The audited financial statements of the District for the prior fiscal year, prepared in accordance with generally accepted accounting principles promulgated by the Financial Accounting Standards Board as modified in accordance with the governmental accounting standards promulgated by the Governmental Accounting Standards Board or as otherwise provided under Minnesota state law, as in effect from time to time, or, if and to the extent such audited financial statements have not been prepared in accordance with generally accepted accounting principles, noting the discrepancies therefrom and the effect thereof. If the District's audited financial statements are not available by the Submission Deadline, the Annual Report shall contain unaudited financial information (which may include any annual filing information required by Minnesota state law) accompanied by a notice that the audited financial statements are not yet available, and the audited financial statements shall be filed on EMMA within 10 days of when they become available.

(2) To the extent not included in the financial statements provided as part of the Annual Report, tables, schedules or other information of the type contained in the

Official Statement for the Certificates under the following headings or captions, which information may be unaudited:

(A) The District – Enrollment
(B) The District – District Employment
(C) Socio-Economic Characteristics – Largest Taxpayers
(D) Financial Information
(E) Summary of Debt and Debt Statistics

(iii) The Annual Report may be submitted as a single document or as separate documents comprising a package. The contents of the Annual Report may be included in the Annual Report by specific reference to other documents, including official statements of debt issues of the District or related public entities, which are available on EMMA or are filed with the Securities and Exchange Commission. If the document included by reference is a final official statement, it must be available on EMMA. The Annual Report shall clearly identify each such other document so included by reference. The audited financial statements of the District may be submitted separately from the balance of the Annual Report and later than the Submission Deadline if they are not available by that date.

(d) Reporting of Significant Events.

(i) The District shall, either directly or indirectly through an agent designated by the District, give notice of the occurrence of any of the following events with respect to the Certificates, all pursuant to the provisions of this subsection (d):

(1) Principal and interest payment delinquencies.

(2) Non-payment related defaults, if material.

(3) Unscheduled draws on debt service reserves reflecting financial difficulties.

(4) Unscheduled draws on credit enhancements reflecting financial difficulties.

(5) Substitution of credit or liquidity providers, or their failure to perform.

(6) Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the security, or other material events affecting the tax status of the security.

(7) Modifications to rights of security holders, if material.

(8) Bond calls, if material, and tender offers.

(9) Defeasances.

(10) Release, substitution, or sale of property securing repayment of the securities, if material.

(11) Rating changes.

(12) Bankruptcy, insolvency, receivership or similar event of the obligated person.

For the purposes of the event identified in this subparagraph (12), the event is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent or similar officer for an obligated person in a proceeding under the U.S. Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the obligated person, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the obligated person.

(13) The consummation of a merger, consolidation, or acquisition involving an obligated person or the sale of all or substantially all of the assets of the obligated person, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material.

(14) Appointment of a successor or additional trustee or the change of name of a trustee, if material.

(15) Incurrence of a Financial Obligation of the obligated person, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a Financial Obligation of the obligated person, any of which affect security holders, if material.

(16) Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a Financial Obligation of the obligated person, any of which reflect financial difficulties.

For purposes of the events identified in subparagraph (15) and (16) above, the term "Financial Obligation" means a (i) debt obligation, (ii) derivative instrument entered into in connection with, or pledged as security or a source of payment for, an existing or planned debt obligation, or (iii) guarantee of either (i) or (ii). The term "Financial Obligation" does not include municipal securities as to which a final official statement has been provided to the MSRB pursuant to the Rule.

(ii) If a Listed Event described in subparagraph (2), (7), (8) (but only with respect to bond calls under (8)), (10), (13), (14) or (15) has occurred and the District has determined that such Listed Event is material under applicable federal securities laws, the District shall, either directly or indirectly through an agent designated by the District, in a timely manner but not later than 10 business days after the occurrence of such Listed Event, promptly file a notice of such occurrence on EMMA, with such notice in a format and accompanied by such identifying information as prescribed by the MSRB.

(iii) If a Listed Event described in subparagraph (1), (3), (4), (5), (6), (8) (but only with respect to tender offers under (8)), (9), (11), (12) or (16) above has occurred the District shall, either directly or indirectly through an agent designated by the District, in a timely manner but not later than 10 business days after the occurrence of such Listed Event, promptly file a notice of such occurrence on EMMA, with such notice in a format and accompanied by such identifying information as prescribed by the MSRB. Notwithstanding the foregoing,

notice of Listed Events described in subparagraphs (8) and (9) need not be given under this subsection (d) any earlier than the notice (if any) of the underlying event is given to Holders of affected Certificates pursuant to the Trust Agreement.

(e) Termination of Reporting Obligation. The District's obligations under this section will terminate upon the legal defeasance, prior redemption or payment in full of all of the Certificates or upon the District's receipt of an opinion of nationally recognized bond counsel to the effect that, because of legislative action or final judicial action or administrative actions or proceedings, the failure of the District to comply with the terms hereof will not cause Participating Underwriters to be in violation of the Rule or other applicable requirements of the Securities Exchange Act of 1934, as amended.

(f) Dissemination Agent. The District may, from time to time, appoint or engage a dissemination agent to assist it in carrying out its obligations under this section, and may discharge any such dissemination agent, with or without appointing a successor dissemination agent. The dissemination agent will not be responsible in any manner for the content of any notice or Annual Report prepared by the District pursuant to this section.

(g) Amendment; Waiver. Notwithstanding any other provision of this section, the District may amend the covenants contained in this section, and any provision of this section may be waived, if

(i) (1) the amendment or waiver is made in connection with a change in circumstances that arises from a change in legal requirements, change in law, or change in the identity, nature or status of an obligated person with respect to the Certificates, or the type of business conducted; (2) the undertaking, as amended or taking into account such waiver, would, in the opinion of nationally recognized bond counsel, have complied with the requirements of the Rule at the time of the original issuance of the Certificates, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances; and (3) the amendment or waiver either (A) is approved by a majority of the Holders, or (B) does not, in the opinion of nationally recognized bond counsel, materially impair the interests of the Holders or Beneficial Owners; or

(ii) the amendment or waiver is necessary to comply with modifications to or interpretations of the provisions of the Rule as announced by the Securities and Exchange Commission.

In the event of any amendment or waiver of a provision of this section, the District shall describe such amendment in the next Annual Report, and shall include, as applicable, a narrative explanation of the reason for the amendment or waiver and its impact on the type (or in the case of a change of accounting principles, on the presentation) of financial information or operating data being presented by the District. In addition, if the amendment relates to the accounting principles to be followed in preparing audited financial statements, (i) notice of such change shall be given in the same manner as for a Listed Event under subsection (d), and (ii) the Annual Report for the year in which the change is made will present a comparison or other discussion in narrative form (and also, if feasible, in quantitative form) describing or illustrating the material differences between the audited financial statements as prepared on the basis of the new accounting principles and those prepared on the basis of the former accounting principles.

(h) Additional Information. Nothing in this section will be deemed to prevent the District from disseminating any other information, using the means of dissemination set forth in this section or any other means of communication, or including any other information in any Annual Report or notice of occurrence of a Listed Event, in addition to that which is required by this section. If the District chooses to include any information in any Annual Report or notice of occurrence of a Listed Event in addition to that which is specifically required by this section, the District shall have no obligation under this section to update such information or include it in any future Annual Report or notice of occurrence of a Listed Event.

(i) Default. In the event of a failure of the District to comply with any provision of this section, any Holder or Beneficial Owner may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the District to comply with its obligations under this section. Direct, indirect, consequential and punitive damages will not be recoverable by any person for any default hereunder and are hereby waived to the extent permitted by law. A default under this section will not be deemed an event of default under the Lease, the Trust Agreement or this resolution, and the sole remedy under this section in the event of any failure of the District to comply with this section will be an action to compel performance.

Upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

whereupon the resolution was declared duly passed and adopted.

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

DATE: September 23, 2025

TOPIC: Resolution Relating to $49,000,000 General Obligation School Building and Facilities Maintenance Bonds, Series 2025B; Ratifying the Award of Sale, Prescribing the Form and Details and Providing for the Payment Thereof.

A. PERTINENT FACTS:

1. At the July 16, 2024 School Board meeting, the School Board received and reviewed information pertaining to an upcoming General Obligation bond issuance for purposes of obtaining the resources for the District's capital needs included in the SPPS Builds plan.

2. Also, at this July 16 School Board Meeting, the School Board approved a resolution that authorized the Superintendent, Chief of Administration and Operations, or Executive Chief of Financial Services to execute a bond sale to finance the ongoing SPPS Builds plan for Fiscal Year 2026.

3. On July 15, 2025 the School Board also received and reviewed background information and further details pertaining to the impending bond sale to help fund several construction and maintenance projects throughout the school district.

4. The sale of these General Obligation bonds will commence on Monday September 22, 2025. Additional information will be provided to the School Board once the sale is final. The bond proceeds will be applied to expenses related to projects identified as part of the District's capital plan in accordance with the SPPS Builds program.

5. The bond closing will be on October 15, 2025 at which time the District will receive the funds.

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

B. RECOMMENDATION:

The administration recommends that the School Board approve the resolution Relating to $49,000,000 General Obligation School Building and Facilities Maintenance Bonds, Series 2025B; Ratifying the Award of Sale, Prescribing the Form and Details and Providing for the Payment Thereof.

CERTIFICATION OF MINUTES RELATING TO
$49,000,000 GENERAL OBLIGATION SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B

Issuer: Independent School District No. 625 (Saint Paul), Minnesota

Governing Body: School Board

Kind, date, time and place of meeting: A regular meeting held on September 23, 2025 at 5:30 p.m. at the Administration Building, Conference Room A and B, 360 Colborne Street, Saint Paul, Minnesota, or by electronic means, as authorized by law.

Members present:

Members absent:

Documents attached:

Minutes of said meeting (including):

RESOLUTION RELATING TO $49,000,000 GENERAL OBLIGATION SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B; RATIFYING THE AWARD OF SALE, PRESCRIBING THE FORM AND DETAILS AND PROVIDING FOR THE PAYMENT THEREOF

I, the undersigned, being the duly qualified and acting recording officer of the public corporation issuing the bonds referred to in the title of this certificate, certify that the documents attached hereto, as described above, have been carefully compared with the original records of said corporation in my legal custody, from which they have been transcribed; that said documents are a correct and complete transcript of the minutes of a meeting of the governing body of said corporation, and correct and complete copies of all resolutions and other actions taken and of all documents approved by the governing body at said meeting, so far as they relate to said bonds; and that said meeting was duly held by the governing body at the time and place and was attended throughout by the members indicated above, pursuant to call and notice of such meeting given as required by law.

WITNESS my hand officially as such recording officer this 23rd day of September, 2025.

_____
School District Clerk

It was reported that thirteen (13) sealed proposals for the purchase of the District's General Obligation School Building and Facilities Maintenance Bonds, Series 2025B were received prior to 9:30 a.m. on September 22, 2025, pursuant to the Preliminary Official Statement distributed to potential purchasers of the Bonds by PMA Securities, LLC, independent municipal advisor to the District. The proposals have been publicly opened, read and tabulated and were found to be as follows:

(See Attached)

St Paul ISD #625
$49,000,000 General Obligation School Building and Facilities Maintenance Bonds, Series 2025B
(Minnesota School District Credit Enhancement Program)

The following bids were submitted using *PARITY*® and displayed ranked by lowest TIC.
Click on the name of each bidder to see the respective bids.

Bid Award*	Bidder Name	TIC
☑ Reoffering	Janney Montgomery Scott LLC	3.784460
☐	Jefferies LLC	3.793895
☐	Piper Sandler & Co	3.794002
☐	Morgan Stanley & Co. LLC	3.796384
☐	Huntington Securities, Inc.	3.799403
☐	UBS Financial Services Inc.	3.799511
☐	HilltopSecurities	3.799855
☐	Wells Fargo Bank, National Association	3.799999
☐	Mesirow Financial, Inc.	3.819926
☐	TD Securities	3.825151
☐	Robert W. Baird & Co., Inc.	3.834032
☐	Truist Securities, Inc.	3.847257
☐	RBC Capital Markets	3.889492

*Awarding the Bonds to a specific bidder will provide you with the Reoffering Prices and Yields.

Member _____ introduced the following resolution and moved its adoption, which motion was seconded by Member _____:

RESOLUTION RELATING TO $49,000,000 GENERAL OBLIGATION SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B; RATIFYING THE AWARD OF SALE, PRESCRIBING THE FORM AND DETAILS AND PROVIDING FOR THE PAYMENT THEREOF

BE IT RESOLVED by the School Board (the Board) of Independent School District No. 625 (Saint Paul), Minnesota (the District), as follows:

SECTION 1. AUTHORIZATION; SALE AND RATIFICATION.

1.01. Authorization; Purpose.

(a) The District is authorized, pursuant to Minnesota Statutes, Chapter 475 and Laws of Minnesota 2007, Regular Session, Chapter 146, Article 4, Sections 12 and 13, as amended by Laws of Minnesota 2013, Regular Session, Chapter 116, Article 6, Section 8 and Minnesota Statutes, Chapter 475, to borrow money by the issuance of its general obligation school building bonds, and pursuant to Minnesota Statutes, Section 123B.595 and Chapter 475, to borrow money by the issuance of its general obligation facilities maintenance bonds.

By resolution adopted on July 16, 2024 (the Parameters Resolution), this Board authorized the Superintendent, the Executive Chief of Financial Services or the Executive Chief of Administration and Operations, in consultation with and upon the advice of representatives of PMA Securities, LLC, in Albertville, Minnesota (PMA), to approve the sale of the District's: (i) General Obligation Facilities Maintenance Bonds (the Facilities Maintenance Bonds); and (ii) General Obligation School Building Bonds (the School Building Bonds, and together with the Facilities Maintenance Bonds, the Bonds) and to execute one or more bond purchase agreements for the Bonds with the purchaser(s) of the Bonds; provided that the aggregate principal amount of the Facilities Maintenance Bonds does not exceed $34,000,000 and the true interest cost does not exceed 5.50%, and provided that the aggregate principal amount of the School Building Bonds does not exceed $15,000,000 and the true interest cost does not exceed 5.50%.

Pursuant to the Parameters Resolution, in addition to paying costs of issuance of the respective Bonds, the proceeds of the Bonds were to be used, together with any additional funds of the District, which might be required, to finance: various deferred capital maintenance and health and safety projects at various existing District sites and facilities (the Facilities Maintenance Projects), as described in the District's ten-year facility plan (the Facility Plan) approved by both this Board and the Commissioner of the Department of Education of the State of Minnesota (the Commissioner), pursuant to Minnesota Statutes, Section 123B.595 and Chapter 475; and the acquisition and betterment of school facilities and grounds (the School Building Projects, and together with the Facilities Maintenance Projects, the Projects).

The District has published a notice in its official newspaper describing the Facilities Maintenance Projects, the amount of the Facilities Maintenance Bonds and the total amount of District indebtedness.

(b) The maturities of the Bonds are allocated between these purposes of the issue as follows:

Year	School Building Bonds	Facilities Maintenance Bonds	Total
2026	$ 965,000	$ 2,190,000	$ 3,155,000
2027	500,000	1,165,000	1,665,000
2028	485,000	1,095,000	1,580,000
2029	510,000	1,150,000	1,660,000
2030	535,000	1,210,000	1,745,000
2031	560,000	1,270,000	1,830,000
2032	590,000	1,335,000	1,925,000
2033	615,000	1,400,000	2,015,000
2034	650,000	1,470,000	2,120,000
2035	680,000	1,545,000	2,225,000
2036	715,000	1,620,000	2,335,000
2037	750,000	1,700,000	2,450,000
2038	790,000	1,785,000	2,575,000
2039	830,000	1,875,000	2,705,000
2040	870,000	1,970,000	2,840,000
2041	910,000	2,070,000	2,980,000
2042	950,000	2,150,000	3,100,000
2043	990,000	2,240,000	3,230,000
2044	1,030,000	2,330,000	3,360,000
2045	1,075,000	2,430,000	3,505,000
TOTAL	**$15,000,000**	**$34,000,000**	**$49,000,000**

1.02. Sale. The District has retained PMA as independent municipal advisor in connection with the sale of the Bonds. Pursuant to Minnesota Statutes, Section 475.60, subdivision 2, paragraph 9, the requirements as to a public sale do not apply to the issuance of the Bonds. A proposal that meets the requirements set forth in the Parameters Resolution has been received from Janney Montgomery Scott LLC, in Philadelphia, Pennsylvania (the Purchaser) to purchase the Bonds at a price of $52,336,879.31 and a combined true interest cost of 3.7789781%, on the further terms and conditions hereinafter set forth. The true interest cost of the School Building Bonds is 3.7793437%, and the true interest cost of the Facilities Maintenance Bonds is 3.7788167%.

1.03. Ratification of Award. Pursuant to the Parameters Resolution, the sale of the Bonds has been awarded by the Executive Chief of Financial Services to the Purchaser. The sale of the Bonds to the Purchaser and the execution of the bond purchase agreement by the Executive Chief of Financial Services with the Purchaser for the sale of the Bonds to the Purchaser are hereby ratified in all respects

SECTION 2. BOND TERMS; REGISTRATION; EXECUTION AND DELIVERY.

2.01. Issuance of Bonds. All acts, conditions and things which are required by the Constitution and laws of the State of Minnesota to be done prior to the issuance of the Bonds

having been done, existing and having happened, it is necessary for this Board to establish the form and terms of the Bonds, to provide for the security thereof, and to issue the Bonds forthwith.

2.02. Maturities, Interest Rates and Denominations. The Bonds shall be originally dated as of October 15, 2025, shall be in denominations of $5,000 or any integral multiple thereof of single maturities, shall mature on February 1 in the years and amounts stated below and shall bear interest from date of issue until paid or called for redemption at the annual rates set forth opposite such years and amounts, as follows:

Year	Amount	Rate	Year	Amount	Rate
2026	$3,155,000	5.000%	2037	$2,450,000	5.000%
2027	1,665,000	5.000	2038	2,575,000	5.000
2028	1,580,000	5.000	2039	2,705,000	5.000
2029	1,660,000	5.000	2040	2,840,000	5.000
2030	1,745,000	5.000	2041	2,980,000	4.000
2031	1,830,000	5.000	2042	3,100,000	4.125
2032	1,925,000	5.000	2043	3,230,000	4.125
2033	2,015,000	5.000	2044	3,360,000	4.250
2034	2,120,000	5.000	2045	3,505,000	4.250
2035	2,225,000	5.000			
2036	2,335,000	5.000			

The Bonds shall be issuable only in fully registered form. Interest shall be computed on the basis of a 360-day year composed of twelve 30-day months. The interest thereon and, upon surrender of each Bond, the principal amount thereof, shall be payable by check or draft issued by the Registrar described herein; provided that, so long as the Bonds are registered in the name of a securities depository, or a nominee thereof, in accordance with Section 2.08 hereof, principal and interest shall be payable in accordance with the operational arrangements of the securities depository.

2.03. Dates and Interest Payment Dates. Upon initial delivery of the Bonds pursuant to Section 2.07 and upon any subsequent transfer or exchange pursuant to Section 2.06, the date of authentication shall be noted on each Bond so delivered, exchanged or transferred. The interest on the Bonds shall be payable on February 1 and August 1, commencing February 1, 2026, to the owners of record thereof as of the close of business on the fifteenth day of the immediately preceding month, whether or not such day is a business day.

2.04. Redemption. The Bonds maturing on and after February 1, 2035 and later years shall be subject to redemption and prepayment at the option of the District, in whole or in part, in such order as the District shall determine and within a maturity by lot as selected by the Registrar in multiples of $5,000, on February 1, 2034, and on any date thereafter, at a price equal to the principal amount thereof and accrued interest to the date of redemption. The Clerk shall cause notice of the call for redemption thereof to be published as required by law and, at least thirty (30) days prior to the designated redemption date, shall cause notice of the call for redemption to be mailed, by first class mail, to the registered owners of any Bonds to be redeemed at their addresses as they appear on the bond register described in Section 2.06 hereof but no defect in or failure to give such mailed notice of redemption shall affect the validity of proceedings for the redemption of any Bond not affected by such defect or failure. Official notice of redemption having been given as aforesaid, the Bonds or portions of Bonds so to be redeemed shall, on the redemption

date, become due and payable at the redemption price therein specified, and from and after such date (unless the District shall default in the payment of the redemption price) such Bonds or portions of Bonds shall cease to bear interest. Upon partial redemption of any Bond, a new Bond or Bonds will be delivered to the registered owner without charge, representing the remaining principal amount outstanding.

2.05. Appointment of Initial Registrar. The District hereby appoints U.S. Bank Trust Company, National Association, in St. Paul, Minnesota, as the initial bond registrar, transfer agent and paying agent (the Registrar). The Chairperson and the Clerk are authorized to execute and deliver, on behalf of the District, a contract with the Registrar. Upon merger or consolidation of the Registrar with another corporation, if the resulting corporation is a bank or trust company organized under the laws of the United States or one of the states of the United States and authorized by law to conduct such business, such corporation shall be authorized to act as successor Registrar. The District agrees to pay the reasonable and customary charges of the Registrar for the services performed. The District reserves the right to remove the Registrar upon thirty (30) days' notice and upon the appointment and acceptance of a successor Registrar, in which event the predecessor Registrar shall deliver all cash and Bonds in its possession to the successor Registrar and shall deliver the bond register to the successor Registrar.

2.06. Registration. The effect of registration and the rights and duties of the District and the Registrar with respect thereto shall be as follows:

(a) Register. The Registrar shall keep at its principal corporate trust office a bond register in which the Registrar shall provide for the registration of ownership of Bonds and the registration of transfers and exchanges of Bonds entitled to be registered, transferred or exchanged.

(b) Transfer of Bonds. Upon surrender for transfer of any Bond duly endorsed by the registered owner thereof or accompanied by a written instrument of transfer, in form satisfactory to the Registrar, duly executed by the registered owner thereof or by an attorney duly authorized by the registered owner in writing, the Registrar shall authenticate and deliver, in the name of the designated transferee or transferees, one or more new Bonds of a like aggregate principal amount and maturity, as requested by the transferor. The Registrar may, however, close the books for registration of any transfer after the fifteenth day of the month preceding each interest payment date and until such interest payment date.

(c) Exchange of Bonds. Whenever any Bonds are surrendered by the registered owner for exchange the Registrar shall authenticate and deliver one or more new Bonds of a like aggregate principal amount and maturity, as requested by the registered owner or the owner's attorney in writing.

(d) Cancellation. All Bonds surrendered upon any transfer or exchange shall be promptly canceled by the Registrar and thereafter disposed of as directed by the District.

(e) Improper or Unauthorized Transfer. When any Bond is presented to the Registrar for transfer, the Registrar may refuse to transfer the same until it is satisfied that the endorsement on such Bond or separate instrument of transfer is valid and genuine and that the requested transfer is legally authorized. The Registrar shall incur no liability for

the refusal, in good faith, to make transfers which it, in its judgment, deems improper or unauthorized.

(f) Persons Deemed Owners. The District and the Registrar may treat the person in whose name any Bond is at any time registered in the bond register as the absolute owner of such Bond, whether such Bond shall be overdue or not, for the purpose of receiving payment of, or on account of, the principal of and interest on such Bond and for all other purposes, and all such payments so made to any such registered owner or upon the owner's order shall be valid and effectual to satisfy and discharge the liability upon such Bond to the extent of the sum or sums so paid.

(g) Taxes, Fees and Charges. For every transfer or exchange of Bonds, the Registrar may impose a charge upon the owner thereof sufficient to reimburse the Registrar for any tax, fee or other governmental charge required to be paid with respect to such transfer or exchange.

(h) Mutilated, Lost, Stolen or Destroyed Bonds. In case any Bond shall become mutilated or be destroyed, stolen or lost, the Registrar shall deliver a new Bond of like amount, number, maturity date and tenor in exchange and substitution for and upon cancellation of any such mutilated Bond or in lieu of and in substitution for any such Bond destroyed, stolen or lost, upon the payment of the reasonable expenses and charges of the Registrar in connection therewith; and, in the case of a Bond destroyed, stolen or lost, upon filing with the Registrar of evidence satisfactory to it that such Bond was destroyed, stolen or lost, and of the ownership thereof, and upon furnishing to the Registrar of an appropriate bond or indemnity in form, substance and amount satisfactory to it, in which both the District and the Registrar shall be named as obligees. All Bonds so surrendered to the Registrar shall be canceled by it and evidence of such cancellation shall be given to the District. If the mutilated, destroyed, stolen or lost Bond has already matured or been called for redemption in accordance with its terms it shall not be necessary to issue a new Bond prior to payment.

(i) Authenticating Agent. The Registrar is hereby designated authenticating agent for the Bonds, within the meaning of Minnesota Statutes, Section 475.55, subdivision 1, as amended.

(j) Valid Obligations. All Bonds issued upon any transfer or exchange of Bonds shall be the valid obligations of the District, evidencing the same debt, and entitled to the same benefits under this resolution as the Bonds surrendered upon such transfer or exchange.

2.07. Execution; Authentication and Delivery. The Bonds shall be prepared under the direction of the Clerk and shall be executed on behalf of the District by the signatures of the Chairperson and the Clerk, provided that all signatures may be printed, engraved, or lithographed facsimiles of the originals. In case any officer whose signature, or a facsimile of whose signature, shall appear on the Bonds shall cease to be such officer before the delivery of any Bond, such signature or facsimile shall nevertheless be valid and sufficient for all purposes, the same as if such officer had remained in office until delivery. Notwithstanding such execution, no Bond shall be valid or obligatory for any purpose or entitled to any security or benefit under this resolution unless and until a certificate of authentication on such Bond has been duly executed by the manual

signature of the Registrar. The executed certificate of authentication on each Bond shall be conclusive evidence that it has been authenticated and delivered under this resolution. When the Bonds have been so delivered and authenticated, they shall be delivered by the Clerk to the Purchaser upon payment of the purchase price in accordance with the contract of sale heretofore made and executed, and the Purchaser shall not be obligated to see to the application of the purchase price.

2.08. Securities Depository. (a) For purposes of this section the following terms shall have the following meanings:

"Beneficial Owner" shall mean, whenever used with respect to a Bond, the person in whose name such Bond is recorded as the beneficial owner of such Bond by a Participant on the records of such Participant, or such person's subrogee.

"Cede & Co." shall mean Cede & Co., the nominee of DTC, and any successor nominee of DTC with respect to the Bonds.

"DTC" shall mean The Depository Trust Company of New York, New York.

"Participant" shall mean any broker-dealer, bank or other financial institution for which DTC holds Bonds as securities depository.

"Representation Letter" shall mean the Representation Letter pursuant to which the District agrees to comply with DTC's Operational Arrangements.

(b) The Bonds shall be initially issued as separately authenticated fully registered bonds, and one Bond shall be issued in the principal amount of each stated maturity of the Bonds. Upon initial issuance, the ownership of such Bonds shall be registered in the bond register in the name of Cede & Co., as nominee of DTC. The Registrar and the District may treat DTC (or its nominee) as the sole and exclusive owner of the Bonds registered in its name for the purposes of payment of the principal of or interest on the Bonds, selecting the Bonds or portions thereof to be redeemed, if any, giving any notice permitted or required to be given to registered owners of Bonds under this resolution, registering the transfer of Bonds, and for all other purposes whatsoever; and neither the Registrar nor the District shall be affected by any notice to the contrary. Neither the Registrar nor the District shall have any responsibility or obligation to any Participant, any person claiming a beneficial ownership interest in the Bonds under or through DTC or any Participant, or any other person which is not shown on the bond register as being a registered owner of any Bonds, with respect to the accuracy of any records maintained by DTC or any Participant, with respect to the payment by DTC or any Participant of any amount with respect to the principal of or interest on the Bonds, with respect to any notice which is permitted or required to be given to owners of Bonds under this resolution, with respect to the selection by DTC or any Participant of any person to receive payment in the event of a partial redemption of the Bonds, or with respect to any consent given or other action taken by DTC as registered owner of the Bonds. So long as any Bond is registered in the name of Cede & Co., as nominee of DTC, the Registrar shall pay all principal of and interest on such Bond, and shall give all notices with respect to such Bond, only to Cede & Co. in accordance with DTC's Operational Arrangements, and all such payments shall be valid and effective to fully satisfy and discharge the District's obligations with respect to the principal of and interest on the Bonds to the extent of the sum or sums so paid. No person other than DTC shall receive an authenticated Bond for each separate stated maturity evidencing the obligation of

the District to make payments of principal and interest. Upon delivery by DTC to the Registrar of written notice to the effect that DTC has determined to substitute a new nominee in place of Cede & Co., the Bonds will be transferable to such new nominee in accordance with paragraph (e) hereof.

(c) In the event the District determines that it is in the best interest of the Beneficial Owners that they be able to obtain Bonds in the form of bond certificates, the District may notify DTC and the Registrar, whereupon DTC shall notify the Participants of the availability through DTC of Bonds in the form of certificates. In such event, the Bonds will be transferable in accordance with paragraph (e) hereof. DTC may determine to discontinue providing its services with respect to the Bonds at any time by giving notice to the District and the Registrar and discharging its responsibilities with respect thereto under applicable law. In such event the Bonds will be transferable in accordance with paragraph (e) hereof.

(d) The execution and delivery of the Representation Letter to DTC by the Chairperson or Clerk, if not previously filed, or if required to be re-filed, with DTC, is hereby authorized and directed.

(e) In the event that any transfer or exchange of Bonds is permitted under paragraph (b) or (c) hereof, such transfer or exchange shall be accomplished upon receipt by the Registrar of the Bonds to be transferred or exchanged and appropriate instruments of transfer to the permitted transferee in accordance with the provisions of this resolution. In the event Bonds in the form of certificates are issued to owners other than Cede & Co., its successor as nominee for DTC as owner of all the Bonds, or another securities depository as owner of all the Bonds, the provisions of this resolution shall also apply to all matters relating thereto, including, without limitation, the printing of such Bonds in the form of bond certificates and the method of payment of principal of and interest on such Bonds in the form of bond certificates.

2.09. Form of Bonds. The Bonds shall be prepared in substantially the form found at EXHIBIT A hereto.

SECTION 3. USE OF PROCEEDS; GENERAL OBLIGATION SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B CONSTRUCTION FUND. There is hereby established on the official books and records of the District a General Obligation School Building and Facilities Maintenance Bonds, Series 2025B Construction Fund (the Construction Fund), and the District shall continue to maintain the Construction Fund until payment of all costs and expenses incurred in connection with the Projects financed by the Bonds have been paid. Within the Construction Fund shall be established the following accounts:

(a) *School Building Projects Account.* To the School Building Projects Account there shall be credited from the proceeds of the School Building Bonds an amount equal to the estimated construction costs and expenses of the School Building Projects and from the School Building Projects Account there shall be paid all such construction costs and expenses. After payment of all such construction costs and expenses, the School Building Projects Account shall be discontinued and any School Building Bond proceeds remaining therein shall be credited to the School Building Bonds Account of the Debt Service Fund established by Section 4.01(a) hereof. All proceeds of the School Building Bonds deposited in the School Building Projects Account will be expended solely for the payment of the costs and expenses of the School Building Projects as required pursuant to Minnesota Statutes, Section 475.58, subdivision 4.

(b) *Facilities Maintenance Projects Account.* To the Facilities Maintenance Projects Account there shall be credited from the proceeds of the Facilities Maintenance Bonds an amount equal to the estimated construction costs and expenses of the Facilities Maintenance Projects and from the Facilities Maintenance Projects Account there shall be paid all such construction costs and expenses. After payment of all such construction costs and expenses, the Facilities Maintenance Projects Account shall be discontinued and any Facilities Maintenance Bond proceeds remaining therein shall be credited to the Facilities Maintenance Bonds Account of the Debt Service Fund established by Section 4.01(b) hereof.

After payment of all such construction costs and expenses described in this Section 3, the Construction Fund shall be discontinued and any Bond proceeds remaining therein shall be credited to the Debt Service Fund established by Section hereof.

SECTION 4. DEBT SERVICE FUND AND TAX LEVIES.

4.01. General Obligation School Building and Facilities Maintenance Bonds, Series 2025B Debt Service Fund. So long as any of the Bonds are outstanding and any principal of or interest thereon unpaid, the District shall maintain a separate debt service fund on the official books and records of the District to be known as the General Obligation School Building and Facilities Maintenance Bonds, Series 2025B Debt Service Fund (the Debt Service Fund), which the District agrees to maintain until the Bonds have been paid in full, and the principal of and interest on the Bonds shall be payable from the Debt Service Fund. Pursuant to Minnesota Statutes, Section 123B.595, subdivision 5(c), the portion of long-term facilities maintenance revenue for bonded debt must be recognized in the Debt Service Fund. The moneys on hand in the Debt Service Fund from time to time shall be used only to pay the principal of and interest on the Bonds.

Within the Debt Service Fund shall be established the following accounts:

(a) *School Building Bonds Account.* The District irrevocably appropriates to the School Building Bonds Account:

i. any funds received from the Purchaser upon delivery of the School Building Bonds in excess of (I) the amount required by Section 3(a) above to be credited to the School Building Projects Account of the Construction Fund and (II) the amount required to be set aside for payment of the costs of issuance of the School Building Bonds;

ii. the amounts specified in Section 3(a) above, after payment of all costs and expenses of the School Building Projects;

iii. all taxes levied and collected in accordance with this resolution or any additional resolutions of the Board; and

iv. all other moneys as shall be appropriated by the Board to the Debt Service Fund from time to time.

(b) *Facilities Maintenance Bonds Account.* The District irrevocably appropriates to the Facilities Maintenance Bonds Account:

i. any funds received from the Purchaser upon delivery of the Facilities Maintenance Bonds in excess of the amount required by Section 3(b) above to be credited to the Facilities Maintenance Projects Account of the Construction Fund and (II) the amount required to be set aside for payment of the costs of issuance of the Facilities Maintenance Bonds;

ii. the amounts specified in Section 3(b) above, after payment of all costs and expenses of the Facilities Maintenance Projects;

iii. all taxes levied and collected in accordance with this resolution or any additional resolutions of the Board;

iv. amounts, if any, transferred from the general fund account for long-term facilities maintenance to the Debt Service Fund, pursuant to Minnesota Statutes, Section 123B.595, subdivision 10(a)(4);

v. any long-term facilities maintenance equalized aid receivable under Minnesota Statutes, Section 123B.595, subdivision 9; and

vi. all other moneys as shall be appropriated by the Board to the Debt Service Fund from time to time.

Pursuant to Minnesota Statutes, Section 123B.595, subdivision 12, the portion, if any, of long-term facilities maintenance revenue not recognized in the Facilities Maintenance Bonds Account of the Debt Service Fund shall be maintained with the general fund of the District in a reserve account pledged to the payment of Facility Plan costs not financed by the Facilities Maintenance Bonds.

If any payment of principal of and interest on the Bonds shall become due when there is not sufficient money in the Debt Service Fund to make such payment, the Clerk shall pay the same from any other available fund of the District, and such other fund shall be reimbursed for such advances out of the proceeds of the taxes levied for the payment of the Bonds when available.

4.02. Tax Levies. For the prompt and full payment of the principal of and interest on the Bonds as the same respectively become due, the full faith, credit and taxing power of the District shall be and are hereby irrevocably pledged. To provide moneys for the payment of principal of and interest on the Bonds as required by Minnesota Statutes, Section 475.61, subdivision 1, there is hereby levied on all taxable property in the District a direct, annual ad valorem tax which shall be spread upon the tax rolls for collection in the years and amounts as follows, as a part of other general taxes of the District, as follows:

Levy Years	Collection Years	Amount

(See attached levy computation)

The taxes shall be irrepealable as long as any of the Bonds are outstanding and unpaid; provided that the District reserves the right and power to reduce the levies in the manner and to the extent permitted by Minnesota Statutes, Section 475.61. It is estimated that the ad valorem taxes will be collected in amounts not less than five percent in excess of the annual principal and interest requirements of the Bonds. If, as of the date tax levies are certified in any year, the sum of the

balance in the Debt Service Fund plus any ad valorem taxes theretofore levied for the payment of Bonds payable therefrom and collectible through the end of the following calendar year is not sufficient to pay when due all principal and interest to become due on all Bonds payable therefrom in said following calendar year, or the Debt Service Fund has incurred a deficiency in the manner provided in Section 4.01, an additional direct, irrepealable, ad valorem tax shall be levied on all taxable property within the corporate limits of the District for the purpose of restoring such accumulated or anticipated deficiency in accordance with the provisions of this resolution. Pursuant to Minnesota Statutes, Section 123B.595, subdivision 6, if the debt service revenue required to pay the principal and interest on the Facilities Maintenance Bonds exceeds the District's long-term facilities maintenance revenue for the same fiscal year, the District's general fund levy must be reduced by the amount of the excess.

4.03. Debt Service Fund Balance Restriction. In order to ensure compliance with the Internal Revenue Code of 1986 (the Code), and applicable Treasury Regulations (the Regulations), upon allocation of any funds to the Debt Service Fund, the balance then on hand in the Fund shall be ascertained. If it exceeds the amount of principal and interest on the Bonds to become due and payable through February 1 next following, plus a reasonable carryover equal to 1/12th of the debt service due in the following bond year, the excess shall (unless an opinion is otherwise received from bond counsel) be used to prepay or purchase Bonds, or invested at a yield which does not exceed the yield on the Bonds calculated in accordance with Section 148 of the Code.

SECTION 5. DEFEASANCE. When all of the Bonds have been discharged as provided in this section, all pledges, covenants and other rights granted by this resolution to the registered owners of the Bonds shall cease. The District may discharge its obligations with respect to any Bonds which are due on any date by depositing with the Registrar on or before that date a sum sufficient for the payment thereof in full; or, if any Bond should not be paid when due, it may nevertheless be discharged by depositing with the Registrar a sum sufficient for the payment thereof in full with interest accrued from the due date to the date of such deposit. The District may also discharge its obligations with respect to any prepayable Bonds called for redemption on any date when they are prepayable according to their terms, by depositing with the Registrar on or before that date an amount equal to the principal, interest and redemption premium, if any, which are then due, provided that notice of such redemption has been duly given as provided herein. The District may also at any time discharge its obligations with respect to any Bonds, subject to the provisions of law now or hereafter authorizing and regulating such action, by depositing irrevocably in escrow, with a bank or trust company qualified by law as an escrow agent for this purpose, cash or securities which are authorized by law to be so deposited, bearing interest payable at such time and at such rates and maturing or callable at the holder's option on such dates as shall be required to pay all principal and interest to become due thereon to maturity or earlier designated redemption date. Provided, however, that if such deposit is made more than ninety days before the maturity date or specified redemption date of the Bonds to be discharged, the District shall have received a written opinion of Bond Counsel to the effect that such deposit does not adversely affect the exemption of interest on any Bonds from federal income taxation and a written report of an accountant or investment banking firm verifying that the deposit is sufficient to pay when due all of the principal and interest on the Bonds to be discharged on and before their maturity dates or earlier designated redemption date.

SECTION 6. CERTIFICATION OF PROCEEDINGS.

6.01. Filing with County Auditor. The Clerk is hereby authorized and directed to file with the County Auditor of Ramsey County, a certified copy of this resolution together with such other information as the County Auditor shall require and to obtain from the County Auditor a certificate that the Bonds have been entered upon the bond register and that the tax for the payment of the Bonds has been levied as required by law.

6.02. Certification of Proceedings. The officers of the District and the County Auditor are hereby authorized and directed to prepare and furnish to the Purchaser and to Dorsey & Whitney LLP, Bond Counsel, certified copies of all proceedings and records of the District relating to the Bonds and to the financial condition and affairs of the District, and such other affidavits, certificates and information as may be required to show the facts relating to the legality and marketability of the Bonds as they appear from the books and records under the officer's custody and control or as otherwise known to the them. All such certified copies, certificates and affidavits, including any heretofore furnished, shall be deemed representations of the District to the correctness of all statements contained herein.

6.03. Official Statement. The Executive Chief of Financial Services and Executive Director of Financial Services are hereby authorized and directed to review and approve all necessary disclosures in connection with the issuance of the Bonds. The Municipal Advisor is hereby authorized, on behalf of the District, to prepare and distribute to the Purchaser, within seven business days from the sale date of the Bonds, a final official statement (the "Final Official Statement") listing the offering price, the interest rates, selling compensation, delivery date, the underwriters, and such other information relating to the Bonds required to be included in the Final Official Statement by the Rule (as defined in Section 7.05), in the form approved by the Executive Chief of Financial Services and Executive Director of Financial Services. The Purchaser is hereby authorized to use and distribute the Final Official Statement in connection with the offering of the Bonds. The Executive Chief of Financial Services and Executive Director of Financial Services are hereby authorized and directed to sign such certifications as may be necessary or required by counsel or the purchaser(s) with respect to the completeness and accuracy of the Preliminary Official Statement dated September 8, 2025, and the Final Official Statement to be dated on or around September 22, 2025. All actions heretofore or hereafter taken by District officers and staff, or by others acting on behalf of the District, with respect to the Projects to be financed with proceeds of the Bonds, the structuring of the financing, the marketing and sale of the Bonds, the preparation of legal documents and the consummation of the transaction contemplated by this resolution, including but not limited to the engagement of third-party advisors and counsel, are hereby ratified and approved in full.

SECTION 7. TAX COVENANTS, ARBITRAGE MATTERS, AND CONTINUING DISCLOSURE.

7.01. Restrictive Action. The District covenants and agrees with the registered owners of the Bonds, that it will not take or permit to be taken by any of its officers, employees or agents any actions that would cause interest on the Bonds to become includable in gross income of the recipient under the Code and applicable Regulations, and covenants to take any and all actions within its powers to ensure that the interest will not become includable in gross income of the recipient under the Code and the Regulations. It is hereby certified that the proceeds of the Bonds will be used to finance the acquisition and betterment of school facilities owned and operated by

the District and the District covenants and agrees that, so long as the Bonds are outstanding, the District shall not enter into any lease, management agreement, use agreement or other contract with any nongovernmental entity relating to the school facilities so financed which would cause the Bonds to be considered "private activity bonds" or "private loan bonds" pursuant to Section 141 of the Code.

7.02. Arbitrage Certification. The Chairperson and Clerk being the officers of the District charged with the responsibility for issuing the Bonds pursuant to this resolution, are authorized and directed to execute and deliver to the Purchaser a certificate in accordance with the provisions of Section 148 of the Code and applicable Regulations stating the facts, estimates and circumstances in existence on the date of issue and delivery of the Bonds which make it reasonable to expect that the proceeds of the Bonds will not be used in a manner that would cause the Bonds to be "arbitrage bonds" within the meaning of the Code and the Regulations.

7.03. Arbitrage Rebate. The District acknowledges that the Bonds are subject to the rebate requirements of Section 148(f) of the Code. The District covenants and agrees to retain such records, make such determinations, file such reports and documents and pay such amounts at such times as are required under Section 148(f) and applicable Regulations to preserve the exclusion of interest on the Bonds from gross income for federal income tax purposes, unless the Bonds qualify for an exception from the rebate requirement pursuant to one of the spending exceptions set forth in Section 1.148-7 of the Regulations and no "gross proceeds" of the Bonds (other than amounts constituting a "bona fide debt service fund") arise during or after the expenditure of the original proceeds thereof.

7.04. Not Qualified Tax-Exempt Obligations. The Bonds are not designated as "qualified tax-exempt obligations" for purposes of Section 265(b)(3) of the Code relating to the disallowance of interest expense for financial institutions.

7.05. Continuing Disclosure.

(a) Definitions. The following capitalized terms shall have the following meanings for purposes of this section.

"Annual Report" means any annual report provided by the District pursuant to, and as described in, subsection (c) of this section.

"Beneficial Owner" means any person which (i) has the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Bonds (including persons holding Bonds through nominees, depositories or other intermediaries), or (ii) is treated as the owner of any Bonds for federal income tax purposes.

"EMMA" means the MSRB's Electronic Municipal Market Access system available at http://emma.msrb.org.

"Holders" means the registered holders of the Bonds, as recorded in the registration books of the Registrar, as defined in this resolution.

"Listed Events" means the events listed in subsection (d) of this section.

"MSRB" means the Municipal Securities Rulemaking Board, 1300 I Street NW, Suite 1000, Washington, DC 20005.

"Participating Underwriter" means any of the original underwriters of the Bonds required to comply with the Rule in connection with offering of the Bonds.

"Rule" means Rule 15c2-12 adopted by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as the same may be amended from time to time.

(b) Purpose and Beneficiaries. The District makes the following covenants for the benefit of the Holders and Beneficial Owners of the Bonds and in order to assist the Participating Underwriters in complying with the Rule.

(c) Provision of Annual Reports.

(i) Not later than 12 months after the end of each fiscal year of the District (the "Submission Deadline") (the first report being due not later than 12 months after June 30, 2025), the District shall, either directly or indirectly through an agent designated by the District, file on EMMA an electronic copy of its Annual Report in a format and accompanied by such identifying information as prescribed by the MSRB. If the District's fiscal year changes, it shall, either directly or indirectly through an agent designated by the District, give notice of such change in the same manner as for a Listed Event under subsection (d), and the Submission Deadline beginning with the subsequent fiscal year will become one year following the end of the new fiscal year. If the District is unable to provide an Annual Report by the Submission Deadline, in a timely manner thereafter, the District shall, either directly or indirectly through an agent designated by the District, file a notice on EMMA stating that there has been a failure to provide an Annual Report on or before the Submission Deadline.

(ii) The Annual Report must contain or include by reference the following:

(1) The audited financial statements of the District for the prior fiscal year, prepared in accordance with generally accepted accounting principles promulgated by the Financial Accounting Standards Board as modified in accordance with the governmental accounting standards promulgated by the Governmental Accounting Standards Board or as otherwise provided under Minnesota state law, as in effect from time to time, or, if and to the extent such audited financial statements have not been prepared in accordance with generally accepted accounting principles, noting the discrepancies therefrom and the effect thereof. If the District's audited financial statements are not available by the Submission Deadline, the Annual Report shall contain unaudited financial information (which may include any annual filing information required by Minnesota state law) accompanied by a notice that the audited financial statements are not yet available, and the audited financial statements shall be filed on EMMA within 10 days of when they become available.

(2) To the extent not included in the financial statements provided as part of the Annual Report, tables, schedules or other information of the type contained in the Official Statement for the Bonds under the following headings or captions, which information may be unaudited:

(A) The District – Enrollment
(B) The District – District Employment
(B) Socio-Economic Characteristics – Largest Taxpayers
(C) Financial Information
(D) Summary of Debt and Debt Statistics

(iii) The Annual Report may be submitted as a single document or as separate documents comprising a package. The contents of the Annual Report may be included in the Annual Report by specific reference to other documents, including official statements of debt issues of the District or related public entities, which are available on EMMA or are filed with the Securities and Exchange Commission. If the document included by reference is a final official statement, it must be available on EMMA. The Annual Report shall clearly identify each such other document so included by reference. The audited financial statements of the District may be submitted separately from the balance of the Annual Report and later than the Submission Deadline if they are not available by that date.

(d) Reporting of Significant Events.

(i) The District shall, either directly or indirectly through an agent designated by the District, give notice of the occurrence of any of the following events with respect to the Bonds, all pursuant to the provisions of this subsection (d):

(1) Principal and interest payment delinquencies.

(2) Non-payment related defaults, if material.

(3) Unscheduled draws on debt service reserves reflecting financial difficulties.

(4) Unscheduled draws on credit enhancements reflecting financial difficulties.

(5) Substitution of credit or liquidity providers, or their failure to perform.

(6) Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the security, or other material events affecting the tax status of the security.

(7) Modifications to rights of security holders, if material.

(8) Bond calls, if material, and tender offers.

(9) Defeasances.

(10) Release, substitution, or sale of property securing repayment of the securities, if material.

(11) Rating changes.

(12) Bankruptcy, insolvency, receivership or similar event of the obligated person.

For the purposes of the event identified in this subparagraph (12), the event is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent or similar officer for an obligated person in a proceeding under the U.S. Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the obligated person, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the obligated person.

(13) The consummation of a merger, consolidation, or acquisition involving an obligated person or the sale of all or substantially all of the assets of the obligated person, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material.

(14) Appointment of a successor or additional trustee or the change of name of a trustee, if material.

(15) Incurrence of a Financial Obligation of the obligated person, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a Financial Obligation of the obligated person, any of which affect security holders, if material.

(16) Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a Financial Obligation of the obligated person, any of which reflect financial difficulties.

For purposes of the events identified in subparagraph (15) and (16) above, the term "Financial Obligation" means a (i) debt obligation, (ii) derivative instrument entered into in connection with, or pledged as security or a source of payment for, an existing or planned debt obligation, or (iii) guarantee of either (i) or (ii). The term "Financial Obligation" does not include municipal securities as to which a final official statement has been provided to the MSRB pursuant to the Rule.

(ii) If a Listed Event described in subparagraph (2), (7), (8) (but only with respect to bond calls under (8)), (10), (13), (14) or (15) has occurred and the District has determined that such Listed Event is material under applicable federal securities laws, the District shall, either directly or indirectly through an agent designated by the District, in a timely manner but not later than 10 business days after the occurrence of such Listed Event, promptly file a notice of such occurrence on EMMA, with such notice in a format and accompanied by such identifying information as prescribed by the MSRB.

(iii) If a Listed Event described in subparagraph (1), (3), (4), (5), (6), (8) (but only with respect to tender offers under (8)), (9), (11), (12) or (16) above has occurred the District shall, either directly or indirectly through an agent designated by the District, in a timely manner but not later than 10 business days after the occurrence of such Listed Event, promptly file a notice of such occurrence on EMMA, with such notice in a format and accompanied by such identifying information as prescribed by the MSRB. Notwithstanding the foregoing, notice of Listed Events described in subparagraphs (8) and (9) need not be given under this subsection (d) any earlier than the notice (if any) of the underlying event is given to Holders of affected Bonds.

(e) Termination of Reporting Obligation. The District's obligations under this section will terminate upon the legal defeasance, prior redemption or payment in full of all of the Bonds or upon the District's receipt of an opinion of nationally recognized bond counsel to the effect that, because of legislative action or final judicial action or administrative actions or proceedings, the failure of the District to comply with the terms hereof will not cause Participating Underwriters to be in violation of the Rule or other applicable requirements of the Securities Exchange Act of 1934, as amended.

(f) Dissemination Agent. The District may, from time to time, appoint or engage a dissemination agent to assist it in carrying out its obligations under this section, and may discharge any such dissemination agent, with or without appointing a successor dissemination agent. The dissemination agent will not be responsible in any manner for the content of any notice or Annual Report prepared by the District pursuant to this section.

(g) Amendment; Waiver. Notwithstanding any other provision of this section, the District may amend the covenants contained in this section, and any provision of this section may be waived, if

(i) (1) the amendment or waiver is made in connection with a change in circumstances that arises from a change in legal requirements, change in law, or change in the identity, nature or status of an obligated person with respect to the Bonds, or the type of business conducted; (2) the undertaking, as amended or taking into account such waiver, would, in the opinion of nationally recognized bond counsel, have complied with the requirements of the Rule at the time of the original issuance of the Bonds, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances; and (3) the amendment or waiver either (A) is approved by a majority of the Holders, or (B) does not, in the opinion of nationally recognized bond counsel, materially impair the interests of the Holders or Beneficial Owners; or

(ii) the amendment or waiver is necessary to comply with modifications to or interpretations of the provisions of the Rule as announced by the Securities and Exchange Commission.

In the event of any amendment or waiver of a provision of this section, the District shall describe such amendment in the next Annual Report, and shall include, as applicable, a narrative explanation of the reason for the amendment or waiver and its impact on the type (or in the case of a change of accounting principles, on the presentation) of financial information or operating data being presented by the District. In addition, if the amendment relates to the accounting principles to be followed in preparing audited financial statements, (i) notice of such change shall be given in the same manner as for a Listed Event under subsection (d), and (ii) the Annual Report for the year in which the change is made will present a comparison or other discussion in narrative form (and also, if feasible, in quantitative form) describing or illustrating the material differences between the audited financial statements as prepared on the basis of the new accounting principles and those prepared on the basis of the former accounting principles.

(h) Additional Information. Nothing in this section will be deemed to prevent the District from disseminating any other information, using the means of dissemination set forth in this section or any other means of communication, or including any other information in any Annual Report or notice of occurrence of a Listed Event, in addition to that which is required by this section. If the District chooses to include any information in any Annual Report or notice of occurrence of a Listed Event in addition to that which is specifically required by this section, the District shall have no obligation under this section to update such information or include it in any future Annual Report or notice of occurrence of a Listed Event.

(i) Default. In the event of a failure of the District to comply with any provision of this section, any Holder or Beneficial Owner may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the District to comply with its obligations under this section. Direct, indirect, consequential and punitive damages will not be recoverable by any person for any default hereunder and are hereby waived to the extent permitted by law. A default under this section will not be deemed an event of default under this resolution or the Bonds, and the sole remedy under this section in the event of any failure of the District to comply with this section will be an action to compel performance

SECTION 8. STATE PAYMENT; DISTRICT AND REGISTRAR OBLIGATIONS. The District hereby covenants and obligates itself to notify the Commissioner of any potential default in the payment of the principal of or interest on the Bonds and to use the provisions of Minnesota Statutes, Section 126C.55 (the State Payment Law), to guarantee, to the extent permitted by law, payment of the principal of and interest on the Bonds when due. The District further covenants to deposit with the Registrar not less than three business days prior to each February 1 and August 1 as set forth in Section 2.03 hereof, an amount sufficient to make that payment or to notify the Commissioner as provided in the State Payment Law that it will be unable to make all or a portion of such payment. The Registrar will notify the Commissioner if it becomes aware of a potential default in the payment of principal of and interest on the Bonds on any payment date or if, on the date two business days prior to the date on which a payment is due, there are insufficient funds on deposit with the Registrar to make the required payment on such date. The Registrar will cooperate with the District, the Commissioner and the Commissioner of Management and Budget in implementing the provisions of the State Payment Law. In the event that amounts sufficient to

make any such interest or principal payment are held by an escrow or paying agent and invested as authorized by Minnesota Statutes, Chapter 475 and such escrow or paying agent is required to use proceeds from such investment to pay to the Registrar the amount necessary to pay such interest or principal on such payment date, then the requirements of the State Payment Law relating to the deposit of such amounts with the Registrar prior to the payment date of such interest or principal shall be deemed satisfied and neither the District nor the Registrar shall be required to notify the Commissioner that insufficient funds are available to pay such interest or principal on such payment date. The District shall do all other things which may be necessary to perform the Bonds hereby undertaken under the State Payment Law, including any requirements hereafter adopted by the Commissioner of Management and Budget or the Commissioner.

Upon vote being taken on the foregoing resolution, the following voted in favor thereof:

and the following voted against the same:

whereupon the resolution was declared duly passed and adopted.

TAX LEVIES

Assessment Year	Collection Year	School Building	Facilities Maintenance	Total
2024	2025	$ 1,232,182.51	$ 2,795,770.47	$ 4,027,952.97
2025	2026	$ 1,217,881.88	$ 2,793,721.88	$ 4,011,603.75
2026	2027	$ 1,175,881.88	$ 2,659,059.38	$ 3,834,941.25
2027	2028	$ 1,176,669.38	$ 2,659,321.88	$ 3,835,991.25
2028	2029	$ 1,176,144.38	$ 2,661,946.88	$ 3,838,091.25
2029	2030	$ 1,174,306.88	$ 2,661,421.88	$ 3,835,728.75
2030	2031	$ 1,176,406.88	$ 2,662,996.88	$ 3,839,403.75
2031	2032	$ 1,171,681.88	$ 2,661,159.38	$ 3,832,841.25
2032	2033	$ 1,176,144.38	$ 2,661,159.38	$ 3,837,303.75
2033	2034	$ 1,173,519.38	$ 2,662,734.38	$ 3,836,253.75
2034	2035	$ 1,174,569.38	$ 2,660,371.88	$ 3,834,941.25
2035	2036	$ 1,173,781.88	$ 2,659,321.88	$ 3,833,103.75
2036	2037	$ 1,176,406.88	$ 2,659,321.88	$ 3,835,728.75
2037	2038	$ 1,176,931.88	$ 2,660,109.38	$ 3,837,041.25
2038	2039	$ 1,175,356.88	$ 2,661,421.88	$ 3,836,778.75
2039	2040	$ 1,171,681.88	$ 2,662,996.88	$ 3,834,678.75
2040	2041	$ 1,175,461.88	$ 2,660,056.88	$ 3,835,518.75
2041	2042	$ 1,176,315.00	$ 2,661,435.00	$ 3,837,750.00
2042	2043	$ 1,175,435.63	$ 2,658,915.00	$ 3,834,350.63
2043	2044	$ 1,176,721.88	$ 2,659,938.75	$ 3,836,660.63

EXHIBIT A

UNITED STATES OF AMERICA

STATE OF MINNESOTA
RAMSEY COUNTY
INDEPENDENT SCHOOL DISTRICT NO. 625 (SAINT PAUL)

GENERAL OBLIGATION SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS, SERIES 2025B

Interest Rate	Maturity Date	Date of Original Issue	CUSIP No.
__%	February 1, 20__	October 15, 2025	

REGISTERED OWNER: CEDE & CO.

PRINCIPAL AMOUNT: THOUSAND DOLLARS

INDEPENDENT SCHOOL DISTRICT NO. 625 (SAINT PAUL), RAMSEY COUNTY, STATE OF MINNESOTA (the District), acknowledges itself to be indebted and for value received hereby promises to pay to the registered owner specified above, or registered assigns the principal sum specified above on the maturity date specified above, and to pay interest thereon from the date of original issue specified above, or from the most recent interest payment date to which interest has been paid or duly provided for, at the annual rate specified above, payable on February 1 and August 1 in each year, commencing February 1, 2026, to the person in whose name this Bond is registered at the close of business on the fifteenth day (whether or not a business day) of the immediately preceding month, all subject to the provisions referred to herein with respect to the redemption of the principal of this Bond prior to its stated maturity. The interest hereon and, upon presentation and surrender hereof at the principal office of the Registrar described below, the principal hereof, are payable in lawful money of the United States of America by check or draft drawn on U.S. Bank Trust Company, National Association, in St. Paul, Minnesota, as bond registrar, transfer agent and paying agent, or its successor designated under the bond resolution described herein (the Registrar). For the prompt and full payment of such principal and interest as the same respectively become due, the full faith and credit and taxing powers of the District have been and are hereby irrevocably pledged.

This Bond is one of an issue in the aggregate principal amount of $49,000,000 (the Bonds), issued by the District to provide funds to finance the acquisition and betterment of school facilities and grounds and various deferred capital maintenance and health and safety projects at various existing District sites and facilities, and is issued pursuant to and in full conformity with a resolution adopted by the School Board on September 23, 2025 (the Bond Resolution), and pursuant to and in full conformity with the Constitution and laws of the State of Minnesota thereunto enabling, including Laws of Minnesota 2007, Regular Session, Chapter 146, Article 4, Sections 12 and 13, as amended by Laws of Minnesota 2013, Regular Session, Chapter 116, Article 6, Section 8, Minnesota Statutes Section 123B.595 and Chapter 475. The Bonds are issuable only in fully registered form, in denominations of $5,000 or any integral multiple thereof, of single maturities.

The Bonds having stated maturity dates on and after February 1, 2035 and later years are each subject to redemption and prepayment at the option of the District, in whole or in part, in such order as the

District shall determine and, within a maturity, by lot as selected by the Registrar in multiples of $5,000, on February 1, 2034, and on any date thereafter, at a price equal to the principal amount thereof plus interest accrued to the date of redemption. The District will cause notice of the call for redemption to be published as required by law and, at least thirty (30) days prior to the designated redemption date, will cause notice of the call thereof to be mailed by first class mail to the registered owner of any Bond to be redeemed at the owner's address as it appears on the bond register maintained by the Registrar, but no defect in or failure to give such mailed notice of redemption shall affect the validity of proceedings for the redemption of any Bond not affected by such defect or failure. Official notice of redemption having been given as aforesaid, the Bonds or portions of Bonds so to be redeemed shall, on the redemption date, become due and payable at the redemption price therein specified, and from and after such date (unless the District shall default in the payment of the redemption price) such Bonds or portions of Bonds shall cease to bear interest. Upon partial redemption of any Bond, a new Bond or Bonds will be delivered to the registered owner without charge, representing the remaining principal amount outstanding.

As provided in the Bond Resolution and subject to certain limitations set forth therein, this Bond is transferable upon the books of the District at the principal office of the Registrar, by the registered owner hereof in person or by the owner's attorney duly authorized in writing upon surrender hereof together with a written instrument of transfer satisfactory to the Registrar, duly executed by the registered owner or the owner's attorney, and may also be surrendered in exchange for Bonds of other authorized denominations. Upon such transfer or exchange, the District will cause a new Bond or Bonds to be issued in the name of the transferee or registered owner, of the same aggregate principal amount, bearing interest at the same rate and maturing on the same date, subject to reimbursement for any tax, fee or governmental charge required to be paid with respect to such transfer or exchange.

The District and the Registrar may deem and treat the person in whose name this Bond is registered as the absolute owner hereof, whether this Bond is overdue or not, for the purpose of receiving payment and for all other purposes, and neither the District nor the Registrar shall be affected by any notice to the contrary.

Notwithstanding any other provisions of this Bond, so long as this Bond is registered in the name of Cede & Co., as nominee of The Depository Trust Company, or in the name of any other nominee of The Depository Trust Company or other securities depository, the Registrar shall pay all principal of and interest on this Bond, and shall give all notices with respect to this Bond, only to Cede & Co. or other nominee in accordance with the operational arrangements of The Depository Trust Company or other securities depository as agreed to by the District.

IT IS HEREBY CERTIFIED, RECITED, COVENANTED AND AGREED that all acts, conditions and things required by the Constitution and laws of the State of Minnesota to be done, to happen, to exist and to be performed precedent to and in the issuance of this Bond in order to make it a valid and binding general obligation of the District according to its terms have been done, have happened, do exist and have been performed in regular and due form, time and manner as so required; that, prior to the issuance hereof, a direct, annual, ad valorem tax has been duly levied upon all taxable property in the District for the years and in amounts not less than five percent in excess of sums sufficient to pay the interest hereon and the principal hereof as the same respectively become due; that additional taxes, if needed to meet the principal and interest requirements of the Bonds, shall be levied upon all such property without limitation as to rate or amount; and that the issuance of the Bonds does not cause the indebtedness of the District to exceed any constitutional or statutory limitation of indebtedness.

This Bond shall not be valid or become obligatory for any purpose or be entitled to any security or benefit under the Bond Resolution until the Certificate of Authentication hereon shall have been executed by the Registrar by manual signature of one of its authorized representatives.

IN WITNESS WHEREOF, Independent School District No. 625 (Saint Paul), Ramsey County, State of Minnesota, by its School Board, has caused this Bond to be executed on its behalf by the facsimile signatures of the Chairperson and Clerk.

INDEPENDENT SCHOOL DISTRICT NO. 625
(SAINT PAUL), MINNESOTA

_____ _____

(Facsimile Signature - Chairperson) (Facsimile Signature - Clerk)

_____

CERTIFICATE OF AUTHENTICATION

This is one of the Bonds delivered pursuant to the Bond Resolution mentioned within.

Date of Authentication: _____

U.S. BANK TRUST COMPANY, NATIONAL ASSOCIATION, as Registrar

By _____
Authorized Representative

_____

The following abbreviations, when used in the inscription on the face of this Bond, shall be construed as though they were written out in full according to the applicable laws or regulations:

TEN COM --as tenants in common	UTMA ……. as Custodian for ……..
	(Cust) (Minor)
TEN ENT --as tenants by the entireties	under Uniform Transfers to Minors Act ....……..
	(State)

JT TEN --as joint tenants with right of survivorship and not as tenants in common

Additional abbreviations may also be used.

_____

ASSIGNMENT

For value received, the undersigned hereby sells, assigns and transfers unto _____ the within Bond and all rights thereunder, and does hereby irrevocably constitute and appoint _____ attorney to transfer the said Bond on the books kept for registration of the within Bond, with full power of substitution in the premises.

Dated: _____ _____

NOTICE: The assignor's signature to this assignment must correspond with the name as it appears upon the face of the within Bond in every particular, without alteration or enlargement or any change whatsoever.

Signature Guaranteed: _____

Signature(s) must be guaranteed by an "eligible guarantor institution" meeting the requirements of the Registrar, which requirements include membership or participation in STAMP or such other "signature guaranty program" as may be determined by the Registrar in addition to or in substitution for STAMP, all in accordance with the Securities Exchange Act of 1934, as amended.

Please insert social security or other identifying number of assignee:_____

CERTIFICATE OF RAMSEY COUNTY
AUDITOR AS TO REGISTRATION OF BONDS AND TAX LEVY

The undersigned, being the duly qualified and acting County Auditor of Ramsey County, hereby certifies that there has been filed in my office a certified copy of a resolution duly adopted on September 23, 2025, by the School Board of Independent School District No. 625 (Saint Paul), Minnesota, setting forth the form and details of an issue of $49,000,000 General Obligation School Building and Facilities Maintenance Bonds, Series 2025B, dated as of October 15, 2025, and levying taxes for their payment.

I further certify that the issue has been entered on my bond register and the tax required by law for their payment has been levied and filed as required by Minnesota Statutes, Sections 475.61 to 475.63.

WITNESS my hand and official seal this _____ day of _____, 2025.

_____
Ramsey County Auditor

(SEAL)

Policy Update

September 23, 2025
Regular Meeting of the Board of Education

Pat Pratt-Cook, Executive Chief of Human Resources

THIRD READING
Policy 408.00 - Staff Hiring

September 23, 2025
Regular Meeting of the Board of Education

Pat Pratt-Cook, Executive Chief of Human Resources

Policy 408.00 Staff Hiring

Current Policy:

1. Last revised 2008.
1. Only allows the superintendent to be responsible for hiring and other administration of personnel matters.
1. Board not able to entertain applications for employment.

Policy Changes

1. Transitioned to new policy format.
1. The Board will now be delegating the authority for hiring activities to the superintendent and their designee.
1. Clarifies that the Board will not entertain applications for employment with the exception of positions that directly report to the Board.

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Questions?

149

Recommendation:

To approve the revisions to Policy 408.00: Staff Hiring

150

THIRD READING
Policy 413.00 - Drug-Free Workplace

September 23, 2025
Regular Meeting of the Board of Education

Pat Pratt-Cook, Executive Chief of Human Resources

Policy 413.00 Drug-Free Workplace

Current Policy:

1. Last reviewed in 2008

Policy Changes

1. Transitioned to new policy format.

2. **Policy Purpose:** The purpose of this policy is to ensure the health and well-being of employees, students, and visitors by prohibiting the use of alcohol, toxic substances, medical cannabis, non-intoxicating cannabinoids, edible cannabinoid products, and controlled substances without a physician's prescription.

Policy 413.00 Drug-Free Workplace

Current Policy:

1. Last reviewed in 2008

Policy Changes

3. **Statement of Policy:** Language changes made to align with statutory language

3. **Definitions:** Definitions of alcohol, toxic substances, use and School or work location to align with statutory language.

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3. **Exceptions:** Language added to to align with statutory language.

3. **Legal References:** Updated

Policy 413.00 Drug-Free Workplace

Current Policy:

1. Last reviewed in 2008

Policy Changes

3. Per discussion at the July 15, 2025 Regular Meeting, the following has been added:

VI. NON-DISCRIMINATION

A. No employee will be discriminated against in hiring, firing, or any term or condition of employment or otherwise penalized for their enrollment in the Minnesota Medical Cannabis registry program.

A. An employee appropriately enrolled in the Minnesota Medical Cannabis registry program will not be subject to discipline based solely on a positive drug test for cannabis or metabolites unless the employee uses, possesses, sells, transports, or is impaired by cannabis or metabolites while on work premises, during work hours, or while operating SPPS vehicles, machinery, or equipment. Employees must possess and show proof of current enrollment in the state medical cannabis program upon request by the District.

A. SPPS cannot waive professional, statutory, or administrative licensing requirements for drug testing or prohibiting the use of cannabis, metabolites, or other controlled substances.

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Questions?

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Recommendation:

To approve the revisions to Policy 413.00: Drug-Free Workplace

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THIRD READING
Policy 414.00 - Tobacco-Free Environment

September 23, 2025
Regular Meeting of the Board of Education

Pat Pratt-Cook, Executive Chief of Human Resources

Policy 414.00 Tobacco-Free Environment

Current Policy:

1. Last updated in 2019.

Policy Changes:

1. Transitioned to new policy format

1. **General Statement of Policy:** Highlights what is considered a policy violation. Addresses student vaping prevention instruction will take place grades 6 through 8.

1. **Definitions:** Definitions of tobacco, electronic devices, heated tobacco product, smoking, tobacco related devices have been updated to reflect current statutory updates. Vaping and “Heated tobacco product” have been added as new definitions.

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Policy 414.00 Tobacco-Free Environment

Current Policy:

Policy Changes:

4. **Prohibition and Exceptions:** Updates have been made under the prohibition and exceptions sections to reflect the statute.

4. **Exceptions:** Clarified the definition of who is an American Indian based on feedback from AIPAC.

4. **Enforcement:** Under the enforcement section it clarifies that the policy applies to anyone on district grounds/property – owned, leased or contracted.

159

Policy 414.00 Tobacco-Free Environment

Current Policy:

Policy Changes:

7. **Legal References:** Have been updated.

160

Questions?

161

Recommendation:

To approve the revisions to Policy 414.00: Tobacco-Free Environment

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408.00 STAFF: HIRING

I. POLICY PURPOSE:

The Board designates the superintendent or their designee the authority to recruit, screen and select diverse, qualified staff to fill positions.

II. GENERAL STATEMENT OF POLICY:

1. The Board recognizes the employees of Saint Paul Public Schools ("District") constitute the most important resource for delivering a high-quality education to students. The Board also recognizes that every employee can make important contributions to student learning. The Board therefore strives to employ the most qualified diverse staff to fill vacant positions.

2. The District shall provide equal employment opportunity for all applicants and employees. The District does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with respect to public assistance, disability, sexual or affectional orientation, age, familial status, gender identity and expression, veteran status or membership or activity in a local commission as defined by Minn. Stat. § 363A.03. The District also shall make reasonable accommodations for employees with disabilities

3. The Board delegates to the Superintendent and ~~his or her~~ their designees ~~the task of entertaining applications for employment or promotions, interviewing applicants,~~ the authority to recruit, screen, select and promote diverse, qualified staff to fill positions, and ~~and undertaking~~ the administration of all personnel matters.

4. The Board shall not entertain applications for employment or promotion, or undertake the administration of personnel matters, with the exception of positions that report directly to the Board Office .

5. Therefore, the Superintendent shall be ~~the sole person~~ responsible for making final nominations to the Board for appointments for all positions (that do not report directly to the Board) in the School District. Such nominations shall be subject to Board approval.

6. ~~The Board shall not entertain applications for employment or promotion, or undertake the administration of personnel matters.~~

6. The Board may choose to meet with finalists for positions in the ~~Superintendency~~ Unrepresented Plan prior to receiving the Superintendent's recommendation.

LEGAL REFERENCES:

CROSS REFERENCES:

401.00, Equal Employment Opportunity
102.00.01 Title IX Grievance Procedures
415.00 Discrimination, Harassment, Violence and Retaliation Policy
418.00 Gender Inclusion - Staff

413.00 **DRUG-FREE WORKPLACE**

I. POLICY PURPOSE

The purpose of this policy is to ensure the health and well-being of employees, students, and visitors by prohibiting the use of alcohol, toxic substances, medical cannabis, non-intoxicating cannabinoids, edible cannabinoid products, and controlled substances without a physician's prescription.

II. GENERAL STATEMENT OF POLICY

A. Except as otherwise provided in Section IV., of this policy, use and/or possession of alcohol, controlled substances, toxic substances, non-intoxicating cannabinoids, edible cannabinoid products, or medical cannabis at or in any school or District work location is prohibited and is a violation of this policy. Paraphernalia associated with controlled substances is also prohibited.

B. An individual may not use or possess cannabis flower, cannabis products, lower potency hemp edibles, or hemp-derived consumer products in a public school, as defined by state law, including all facilities, whether owned, rented, or leased, and all vehicles that the District owns, leases, rents, contracts for, or controls.

C. The school district will act to enforce this policy and to discipline or take appropriate action against any person who violates this policy.

III. DEFINITIONS

A. "Alcohol" includes any alcoholic beverage, malt beverage, fortified wine or other intoxicating liquor that contains more than one-half of one percent of alcohol by volume.

B. "Controlled substances" include narcotic drugs, hallucinogenic drugs, prescription drugs, amphetamines, barbiturates, marijuana, anabolic steroids or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21 U.S.C. § 812, including analogues and look-alike drugs.

C. "Toxic substances" includes: 1) glue, cement, aerosol paint containing toluene, benzene, xylene, amyl nitrate, nitrous oxide, or containing other aromatic hydrocarbon solvents, but does not include glue, cement, or paint contained in a packaged kit for the construction of a model automobile, airplane, or similar item; 2) butane or a butane lighter; or 3) any similar substance declared to be toxic to the central nervous system and to have a potential for abuse, by a rule adopted by the Commissioner of the Minnesota Department of Health.

D. "Use" includes to sell, buy, manufacture, distribute, dispense, possess, use or be under the influence of, or consume in any manner, including, but not limited to, consumption by injection, inhalation, ingestion, or by any other means ~~alcohol and/or controlled substances~~, whether or not for the purpose of receiving remuneration or consideration.

E. "Possess" means to have on one's person, in one's effects or in an area subject to one's control.

F "School or work location" includes any school district building (whether leased or owned) or on any school district premises; in any district-owned vehicle or in any other district-approved vehicle used to transport students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event, or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district; or during any period of time students are under the supervision of the school district or otherwise engaged in district business.

G. "Person" means any school district personnel (whether an employee, independent contractor, or volunteer), school board member, or member of the public, but does not include a student.

IV. EXCEPTIONS

A. An adult person who has a current prescription from a physician for medical treatment with a controlled substance is permitted to possess such controlled substance and associated necessary paraphernalia, except in the case of medical cannabis, non-intoxicating cannabinoids, or edible cannabinoid products. The person may be required to provide a copy of the prescription. At all times such a person must keep the controlled substance on his or her person or in a locked cabinet or locked vehicle. The person must also comply with the relevant procedures established by District administration.

B. It shall not be a violation of this policy for an employee, under the supervision of the school nurse, to possess at or in a school or work location, for a student's own use, a controlled substance and associated necessary paraphernalia for which the student has a current physician's prescription. At all times such employees must keep the controlled substance on his or her person or in a locked cabinet or locked vehicle. The employee shall comply with the District's student medication policy and relevant procedures established by District administration.

C. Minors are not permitted to possess controlled substances in a school or work location except with the express permission of the superintendent. When such express permission is given, the minor shall comply with any other relevant procedures established by District administration.

D. It shall not be a violation of this policy for a person of legal drinking age to possess an alcoholic beverage at or in a school or work location when the possession is within the exceptions of Minn. Stat. § 624.701, subd. 1a (experiments in laboratories; pursuant to a temporary license to sell 3.2 percent malt liquor or intoxicating liquor issued under Minnesota laws or possession of 3.2 percent malt liquor or intoxicating liquor after the purchase from such a temporary license holder). Possession of alcohol in a school or work location pursuant to the exceptions of Minn. Stat. § 624.701, subd. 1a, shall be by permission of the school board only. The applicant shall apply for permission in writing and shall follow the school board procedures for placing an item on the agenda.

V. ENFORCEMENT

A. Employees/School District Personnel

1. Each employee shall abide by the terms of this policy and applicable procedures and shall notify his or her supervisor in writing of his or her conviction of any criminal drug statute for a violation occurring in any of the places listed above no later than five (5) calendar days after such conviction.

2. Upon hire or assignment to work on any federal grant, the employee shall be provided with written notice of this Drug-Free Workplace policy and shall be required to acknowledge that he or she has received the policy.
3. An employee who violates the terms of this policy is subject to disciplinary action, including non-renewal, suspension, termination or discharge as deemed appropriate by the school board.
4. In addition, any employee who violates the terms of this policy may be required to satisfactorily participate in a drug and/or alcohol abuse assistance or rehabilitation program approved by the school district. Any employee who fails to satisfactorily participate in and complete such a program is subject to non-renewal, suspension, or termination as deemed appropriate by the school board.
5. Sanctions against employees, including non-renewal, suspension, termination, or discharge shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements and school district policies.

B. Board of Education Members
Each Board of Education member shall abide by the terms of this policy and applicable procedures when serving in the member's capacity as a representative of the District.

C. Members of the Public
A member of the public who violates this policy shall be informed of the policy and asked to leave. If necessary, law enforcement officials will be notified and asked to provide an escort.

VI. NON-DISCRIMINATION

A. No employee will be discriminated against in hiring, firing, or any term or condition of employment or otherwise penalized for their enrollment in the Minnesota Medical Cannabis registry program.

B. An employee appropriately enrolled in the Minnesota Medical Cannabis registry program will not be subject to discipline based solely on a positive drug test for cannabis or metabolites unless the employee uses, possesses, sells, transports, or is impaired by cannabis or metabolites while on work premises, during work hours, or while operating SPPS vehicles, machinery, or equipment. Employees must possess and show proof of current enrollment in the state medical cannabis program upon request by the District.

C. SPPS cannot waive professional, statutory, or administrative licensing requirements for drug testing or prohibiting the use of cannabis, metabolites, or other controlled substances.

LEGAL REFERENCES:

Minn. Stat. § 340A.403 (3.2 Percent Malt Liquor Licenses)
Minn. Stat. § 340A.404 (Intoxicating Liquor; On-Sale Licenses)
Minn. Stat. § 609.684 (Abuse of Toxic Substances)
Minn. Stat. § 624.701 (Alcohol in Certain [School] Buildings or Grounds)
Minn. Stat. § 151.72 (Sale of Certain Cannabinoid Products)
Minn. Stat. § 152.22, subd. 6 (Definitions - Medical Cannabis)
Minn. Stat. § 152.23 (Limitations - Medical Cannabis)
Minn. Stat. § 342.09 (Personal Adult Use of Cannabis)
Minn. Stat. § 342.56 (Limitations)
20 U.S.C. §§ 7101-7140, 7161-7165 (Safe and Drug-Free Schools and Communities Act)
21 U.S.C. § 812 (Schedules of Controlled Substances)
41 U.S.C. §§ 701-707 (Drug-Free Workplace Act)
21 C.F.R. §§ 1308.11-1308.15 (Controlled Substances)
34 C.F.R. Part 84 (Government-wide Requirements for Drug-Free Workplace)

CROSS REFERENCES:

413.01, Chemical Use and Abuse
504.00, Drug Free Schools
516.00, Students – Medications/Medical Procedures

Adopted: *3/2/1987* *Saint Paul Public Schools Policy* *414.00*
Revised: *8/1/1988; 6/17/2008; 11/13/12; 6/18/2019; 2025*

414.00 TOBACCO-FREE ENVIRONMENT

I. POLICY PURPOSE

Saint Paul Public Schools is committed to provid~~es~~ing ~~an~~ a learning and working environment free from tobacco and tobacco-related products and devices. This policy also is intended to comply with the law and protect the health of our students, employees and others in School District facilities, on School District grounds, and at School District activities.

II. GENERAL STATEMENT OF POLICY

A. It shall be considered a violation of this policy for any student, teacher, administrator, other school personnel of St. Paul Public Schools, or any other person to use tobacco, tobacco-related devices, or use or carry an electronic delivery device in a school. This prohibition extends to all individuals on school grounds. This prohibition extends to all facilities and vehicles, whether owned, rented, or leased, by the District. This prohibition includes all District property and all off-campus events sponsored by the District.

B. It shall be considered a violation of this policy for any person to promote, or for Saint Paul Public Schools to promote or allow promotion of tobacco products, tobacco-related devices, or electronic delivery devices on the school property or at off-campus, school-sponsored events. This includes promotion of these products via gear, bags, clothing, any personal articles, signs, structures, vehicles, flyers or any other materials.

C. The District will act to enforce this policy and to discipline or take appropriate **or corrective** action ~~against~~ **involving** any student, teacher, administrator, school personnel, or person found to have violated this policy. Enforcement of this policy includes all individuals on school/district grounds.

D. The District will provide vaping prevention instruction at least once to students in grades 6 through 8.

III. DEFINITIONS

~~1.~~ A. "Tobacco" means cigarettes and any product containing, made, or derived from tobacco that is intended for human consumption, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, or any component, part, or accessory of a tobacco product, including but not limited to: cigars; cheroots; stogies; perique; granulated, plug cut, crimp cut, ready rubbed and other smoking tobacco; snuff; snuff flour; cavendish; plug and twist tobacco; fine cut and other chewing tobacco; shorts; refuse scraps, clippings, cuttings and sweepings of tobacco; and other kinds and forms of tobacco, ~~prepared in such manner as to be suitable for chewing or smoking in a pipe or other tobacco-related devices.~~ The term "tobacco" excludes drugs, devices, or combination products as those terms are defined in the Federal Food, Drug, and Cosmetic Act, that are authorized for sale by the United States Food and Drug Administration

2. B. "Electronic delivery device" means any product containing or delivering nicotine, lobelia, or any other substance, whether natural or synthetic, intended for human consumption ~~that can be used by a person to simulate smoking in the delivery of nicotine or any other substance~~ through inhalation of aerosol or vapor from the product. The term will include, but is not limited to, any such devices, ~~whether they are~~ manufactured, ~~distributed,~~ marketed, or sold as electronic cigarettes, electronic cigars, electronic pipe, vape pens, modes, tank systems, or any other product name or descriptor. Electronic delivery device includes any component part of a product, whether or not marketed or sold separately. Electronic delivery device excludes drugs, devices, or combination products as those terms are defined in the Federal Food, Drug, and Cosmetic Act, that are authorized for sale by the United States Food and Drug Administration. ~~does not include any product that has been approved or certified by the United States Food and Drug Administration for sale as a tobacco-cessation product, as a tobacco-dependence product, or for other medical purposes, and is marketed and sold for such an approved purpose.3. "Use" includes smoking, chewing or otherwise ingesting tobacco or related chemicals~~.

3. C. "Heated tobacco product" means a tobacco product that produces aerosols containing nicotine and other chemicals which are inhaled by users through the mouth.

~~4.~~ D "Smoking" includes inhaling, ~~or~~ exhaling, burning, or carrying ~~smoke from~~ any lighted or heated cigar, cigarette, pipe or any other lighted or heated product containing, made or derived from nicotine, tobacco, marijuana or other plant product natural or synthetic that is intended for inhalation. Smoking also includes carrying or using an activated electronic delivery device~~. a lighted cigar, cigarette, pipe or any other lighted tobacco or plant product intended for inhalation and the inhaling and exhaling of vapor from any electronic device.~~

5. E. "Tobacco-related devices" means ~~includes but is not limited to items like~~ cigarette papers or pipes for smoking or other devices intentionally designed or intended to be used in a manner which enables the chewing, sniffing, smoking, or inhalation of aerosol or vapors of tobacco or tobacco products. Tobacco-related devices include components of tobacco-related devices which may be marketed or sold separately.

6. F. "Vaping" means using an activated electronic delivery device or heated tobacco product.

IV. PROHIBITION

~~1.~~ A.No person shall at any time smoke, chew, or otherwise ingest tobacco, or carry or use an activated electronic delivery device in ~~use tobacco, heated tobacco products, tobacco-related devices or electronic delivery devices in~~ any indoor area or on any grounds or property that is owned, leased or contracted for by the School District. This prohibition extends to all facilities, whether owned, rented or leased, and to all vehicles that the school district owns, leases, rents, contracts for or controls~~, including vehicles used, in whole or in part, for school purposes during hours of school operation, if more than one person is present~~. This prohibition extends to all events and activities sponsored by the Saint Paul Public Schools.

~~2.~~ B.No person under age ~~18~~ 21 shall possess tobacco, heated tobacco products, tobacco-related devices, or electronic delivery devices in or on any grounds or property that is owned, leased or contracted for

by the School District. This prohibition extends to all facilities, whether owned or leased, and to all vehicles that the school district owns, leases, rents, contracts for, or controls. This prohibition extends to all events and activities sponsored by the Saint Paul Public Schools.

~~3.~~ C. The School District will not solicit or accept any contributions or gifts of curriculum, materials, or equipment from companies that manufacture and are identified with tobacco, heated tobacco products, tobacco-related devices, or electronic delivery devices.

~~4.~~ D. The School District will not promote or allow promotion of tobacco products, tobacco-related devices or electronic delivery devices on school property or at school-sponsored events.

V. EXCEPTIONS

1. A. It shall not be a violation of this policy ~~when for an American Indian~~ for an adult to light~~s~~ tobacco on school district property as a part of a traditional American Indian spiritual or cultural ceremony. A~~n American Indian~~ student may carry a medicine pouch containing loose tobacco intended as observance of traditional American Indian spiritual or cultural practices. An American Indian is a person who is a member of an **American Indian** tribe as defined under Minnesota law or **descendant of a tribal member**.

2. B. It shall not be a violation of this policy if an individual possesses, in compliance with the School District's Medications/Medical Procedures policy, a product or device that has been approved by the United States Food and Drug Administration for sale as a tobacco cessation product, as a tobacco dependence product, or for other medical purposes, and is being marketed and sold solely for such an approved purpose.

3. C. It shall not be a violation of this policy if an adult nonstudent possesses a tobacco or nicotine product that has been approved by the United States Food and Drug Administration for sale as a tobacco-cessation product, as a tobacco dependence product, or for other medical purposes, and is being marketed and sold solely for such an approved purpose. Nothing in this exception authorizes smoking or use of tobacco, heated tobacco products, tobacco-related devices, or electronic delivery devices on school property or at off-

campus events sponsored by the school District.

VI ENFORCEMENT

1. A. All individuals on any grounds or property that is owned, leased or contracted for by the District shall adhere to this policy.

2. B. Students who violate this tobacco-free policy shall be subject to School District disciplinary procedures, per Policy 506: Student Discipline.

~~2~~. C.School District personnel, including ~~contractors~~, ~~and~~ school board members, who violate this tobacco-free policy shall be subject to applicable discipline procedures.

~~3~~. D. School District action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota or federal law and school district policies.

LEGAL REFERENCES:

Minn. Stat. § 144.413 (Definitions)
Minn. Stat. § 120B.238 (Vaping Awareness and Prevention)
Minn. Stat. § 144.411-144.417 (Minnesota Clean Indoor Air Act) Note: this general reference to the Minnesota Clean Indoor Air Act may not be necessary because specific statutes within the Act are cited individually.
Minn. Stat. § 609.685 (Sale of Tobacco to ~~Children~~ to Persons Under Age 21)
Minn. Stat. § 144.4165 (Tobacco Products Prohibited in Public Schools)
Minn. Stat. § 144.4167 (Permitted Smoking)
Minn. Stat. § 144.417 (Commissioner of Health, Enforcement, Penalties)
Minn. Stat. § (609.6855 Sale of Nicotine Delivery Products to Children Persons Under Age 21)

CROSS REFERENCES: Policy 413.00, Drug-Free Workplace
Policy 504.00, Drug- Free Schools
Policy 506.00, Policy 516.00, Policy 706.00, Student Discipline; Student Behavior Handbook
Policy 540.00 **Smudging**
Policy 716.00, Medications/Medical Procedures
Grants and Gifts
Advertising in the Schools
District Advertising And Name or Logo Use

Board Initiated Goals Governance (B.I.G.G.)

September 23, 2025

Saint Paul Public Schools

Purpose

Report the progress on the following of B.I.G.G. student outcome goals:

- The percentage of SPPS students who are proficient in reading will increase from **34%** in 2024 to **40%** by 2029; the percentage of SPPS students learning English as a second language who are proficient in reading will increase from **7%** in 2024 to **15%** by 2029, as measured by the Minnesota Comprehensive Reading Assessments.
- The percentage of SPPS students who are proficient in math will increase from **26%** in 2024 to **31%** by 2029, as measured by the Minnesota Comprehensive Mathematics Assessments.

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Reporting parameters:

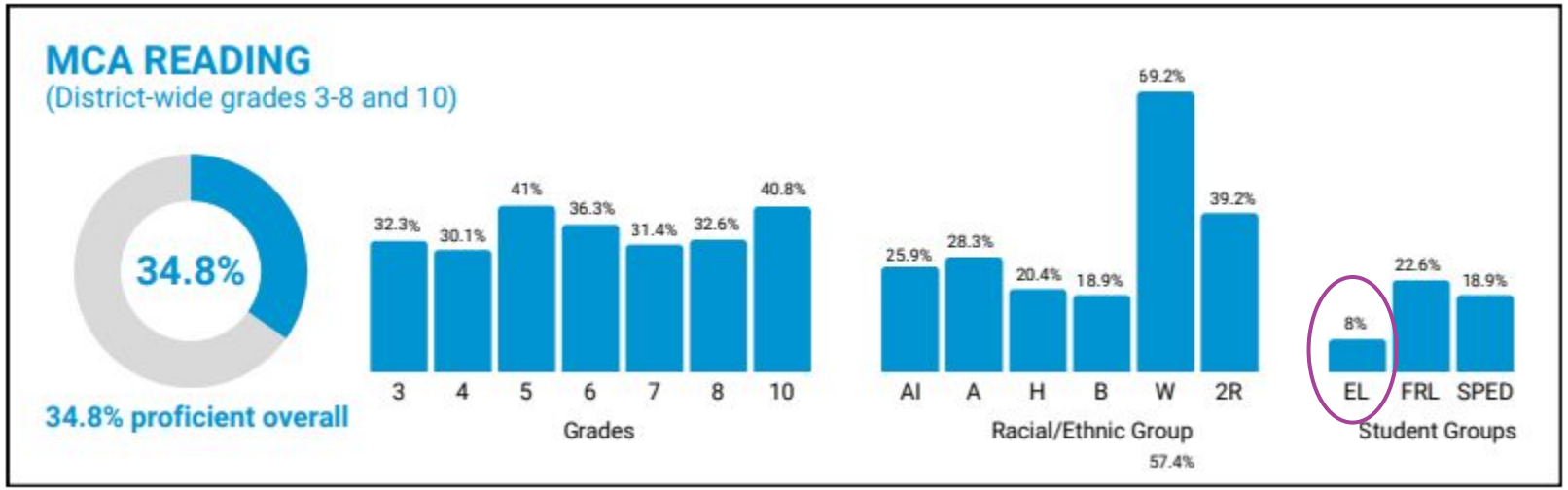
- Measure: Minnesota Comprehensive Assessment (MCA) Reading & Math
- Metric: The percentage of students proficient

About the data

- **Minnesota Comprehensive Assessment (MCA)** - Source: Minnesota Department of Education (MDE)
  - Standardized test taken by students in grades 3-8 and 10(reading), 11(math). Science is taken in grades 5, 8 and high school end of biology
- **aReading/FastBridge** - Source: SPPS
  - Districtwide literacy universal screener and formative assessment for grades 3-9
- **Houghton Mifflin Harcourt (HMH)** - Source: SPPS
  - Districtwide math universal screener and formative assessment for grades K-5
- **Savvas** - Source: SPPS
  - Districtwide math universal screener and formative assessment for grades 6-8
- **Pass rate** - Source: SPPS
  - English Language Arts and math course grades; general, honors, advanced, combined and International Baccalaureate (IB) courses are included

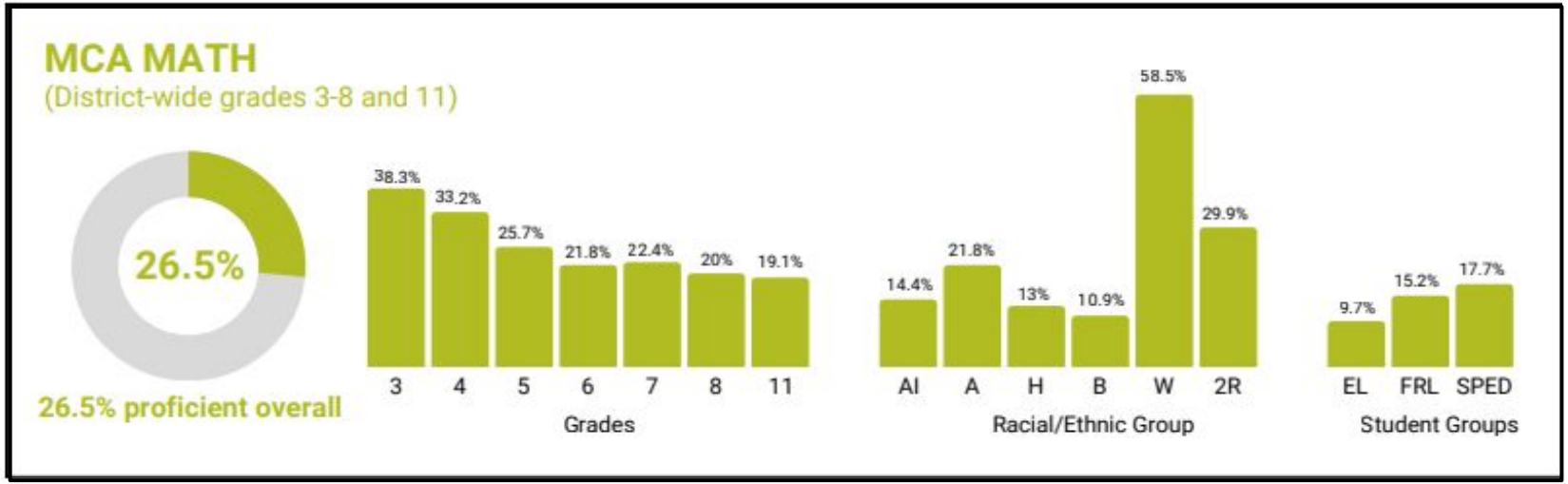
177

MCA Results (Reading)



- Of the students taking the reading MCA/MTAS, **35%** were proficient, a one[178] percentage point increase from 2023-24; **5%** points away from the goal
- Of students learning English as a second language, **8%** were proficient, the same as in 2023-24; **7%** points away from the goal

MCA Results (Math)



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- Of the students taking the math MCA/MTAS, **27%** were proficient, a one percentage point increase from 2023-24; **4%** points away from the goal

Informing Reading Proficiency

aReading Assessment Trend

College Pathway
Low Risk
Some Risk
High Risk

On track
Not on track

Fall to Spring aReading Progress

All students: Not on track in the fall and on track in the spring (%)

SY22-23 - 9%
SY23-24 - 9%
SY24-25 - 10%

English Learners: Not on track in the fall and on track in the spring (%)

SY22-23 - 6%
SY23-24 - 5%
SY24-25 - 7%

Fall to spring changes from not on track to on track show small increases for all students and EL students. EL percentages changing from not on track to on track are smaller

aReading Growth Trends

All students: Fall to spring aggressive growth and change in risk level (%)

SY22-23 - 34%
SY23-24 - 34%
SY24-25 - 34%

English Learners: Fall to spring aggressive growth and change in risk level (%)

SY22-23 - 28%
SY23-24 - 29%
SY24-25 - 29%

Fall to spring aggressive growth (growth at the 75% or above) and change in risk level is flat; the trend for EL has small increases and is noticeably lower

9th Grade Pass Rate Trend

9th grade pass rates increase over three years with grades from EL students 1 pct. pt higher in 25.

English Learners: English Language Arts

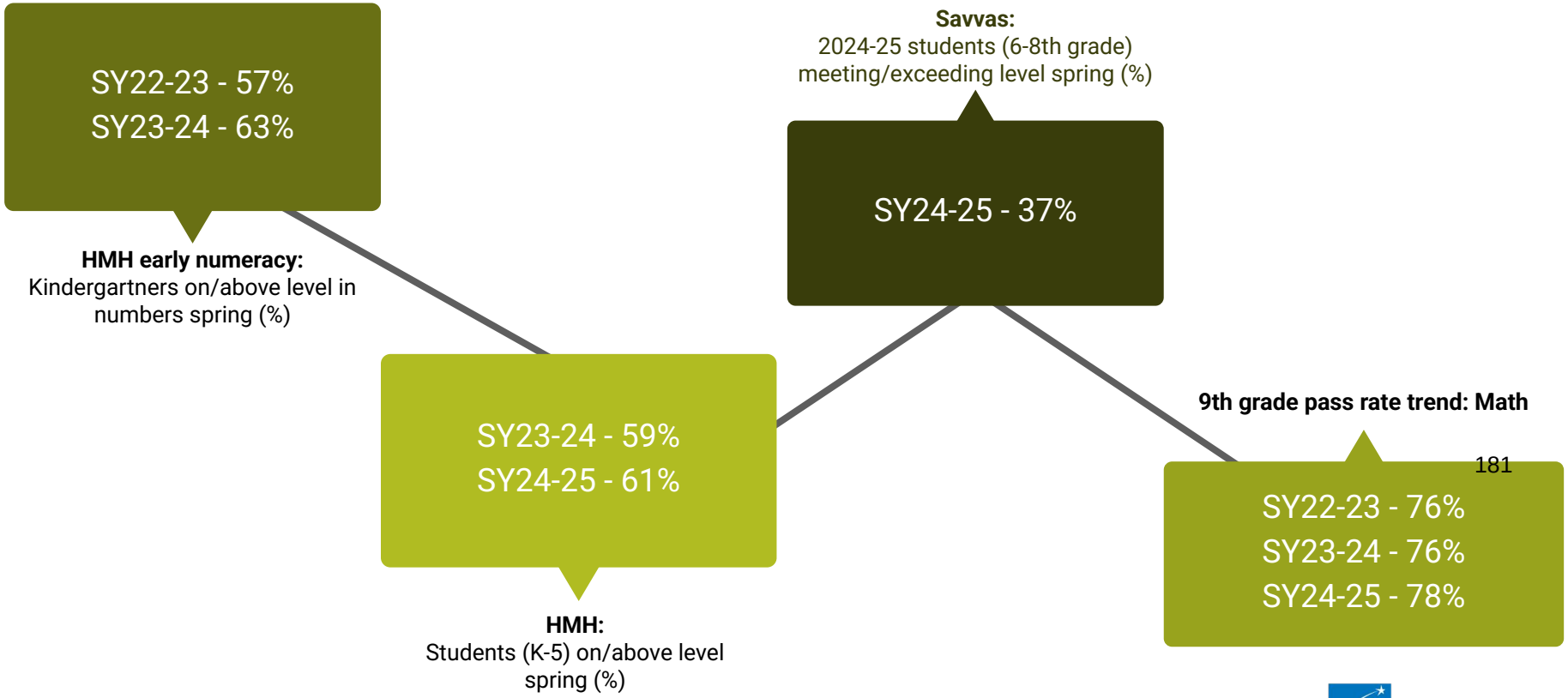
SY22-23 - 72%
SY23-24 - 77%
SY24-25 - 81%

Non-English Learners: English Language Arts

SY22-23 - 76%
SY23-24 - 79%
SY24-25 - 80%

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Informing Math Proficiency



Action Steps for SY25-26

READ Act Training

- Phase 1: 1,052 teachers completed training; 34 still working
- Phase 1, year 2: 260 teachers enrolled (English learners, special education, reading intervention, teachers new to SPPS)

Moving from Pedagogy to Practice

- UFLI/K-2 phonics, leveraging formative assessments
- FIRE/3-5 (Foundational Instruction for Reading Excellence)
- Focus on small group instruction based on data

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Interventions

- SIPPS teachers (Systematic Instruction in Phonological Awareness, Phonics, and Sight Words)
- 41.5 FTE across K-8 sites

Action Steps for SY25-26 (cont.)

Leadership Academy - Principal Professional Development

- Schools Continuous Improvement Plans (SCIPs) - Focused and Aligned
- Rigorous reading, math, and culture/climate goals
- Action Steps and Key Indicators of Progress
- Professional development based on school SCIP goals

Math

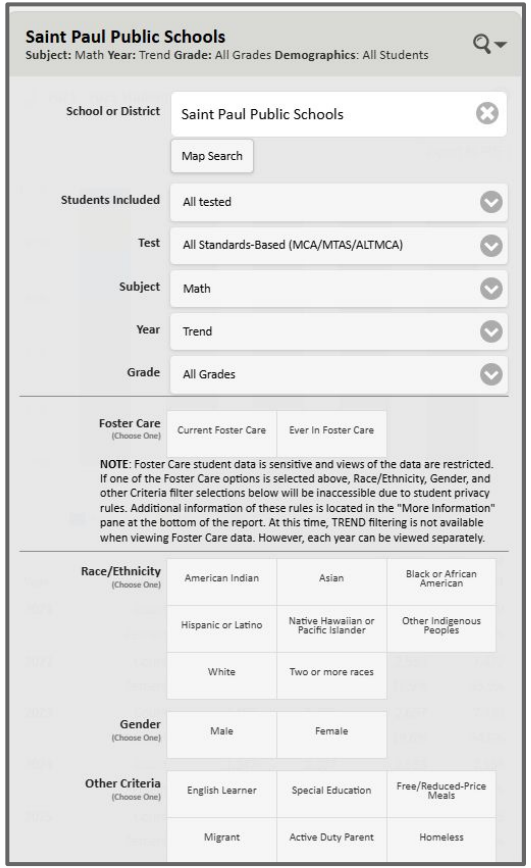
- Year 3 implementation of HMH/Savvas
- Focus on using formative data to inform small group instruction

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EL Strategies

- Focus on service model across K-12
- Co-teaching modeling, training, and focus
- Embedding EL strategies into all professional development

Additional Interest In MCA Outcomes?



[MCA Results Archive - Saint Paul Public Schools]

[Minnesota Report Card]

- School
- Student Group
- NorthStar Accountability
- Participation

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Questions

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Saint Paul Public Schools

K-12 Summer Learning

Assistant Superintendent Dr. Adam Kunz &
Director Tony Walker

Board of Education
September 23, 2025

Summer Enrollment

ESY, ESCE & Transition Sites	941
K-4 Summer Stars	1,847
K-4 Language Immersion and Culture	485
K-4 American Indian Youth Enrichment	139
K-4 Power Scholars	307
K-8 College and Community Partner Programs	145
K-8 CDF Freedom School	772
3-8 E-STEM Program	479
5-8 Summer Quest and Breakthrough	1,106
9-12 Credit Recovery	6,035
K-12 Charter Schools	1,164
Total	**13,420**



K-8 Summer

- **K-4 Summer Stars Programs by Area**
- **Themed Programs**
  - **K-4**
    - American Indian Culture & Language
    - Language Immersion & Culture
    - Power Scholars
    - Arts Us with Camp Teranga
  - **6-8**
    - Breakthrough Twin Cities
    - E-STEM (3-8)
    - Design and Engineering at the U of M
    - Math Corps at Macalester







5-8 Summer Quest at Humboldt



- **Goal** is to bridge language arts and math learning to next school year's standards

- **Exploratory Electives**
  - Middle and high school transition courses
  - Reading intervention courses (WINN/SIPPS)
  - Arts: Fiber Arts & Textiles, Media Arts & Podcasting, Theatre Arts, Visual Arts & Design, Digital Music, Drumming, Guitar, Orchestra, Piano



- **Experiences and Field Trips**
  - Minnesota Public Radio, Minnesota History Center, Northern Star Base Camp, University of St. Thomas Wilderness Inquiry at Fort Snelling

Rising 6th grader: *"My favorite memory from summer school was math class with my friends."*

Summer K-8 Literacy

- **Foundation of K-4 Summer curriculum based on Minnesota grade level literacy standards**
  - Students apply their learning to design solutions to real-world problems, work collaboratively, and participate in connected field trips/experiences during “STEAM Challenges”

- **WINN & SIPPS small group instruction**
  - K-8 targeted small groups based on spring FAST scores
    - K-4: 85% students made growth
    - 5-8: 97% of students made growth



Summer K-8 Math

- Summer math instruction aligned to SPPS priority standards and designed to bridge skills needed in the next school year
- Summer math data based on assessments designed around MCA assessment strands
    - **Grades K-5**
        - 27% more K-5 students “on track” based on a classroom assessment from beginning to the end of summer
    - **Grades 6-8**
        - 17% more 6-8 students “on track” based on a classroom assessment from beginning to the end of summer





High School Credit Recovery for Grades 9-12

- Courses are offered to students who have taken and not passed classes during the regular school year
- Continued pathway for graduation
- Students cannot “get ahead” with credit recovery
- New supports developed in collaboration with SPPS American Indian Education Department to provide student outreach and connections with an American Indian Education school counselor and school social worker



High School Credit Recovery



Johnson and Como Park Senior High Schools

- Classes based on each quarter's standards material
- Focus on support to return to school on track
- English language development (at Johnson)

Credit Recovery Network Online

- Course curriculum similar to in-person programs
- Google Meets to ask questions about material, get help on assignments, review feedback, or connect with teachers



Experiential Learning 9-12

- Multidisciplinary courses with hands-on, real-life applications

Right Track Credit Recovery Online

- Connects Right Track Internship experiences with course content in English and/or social studies

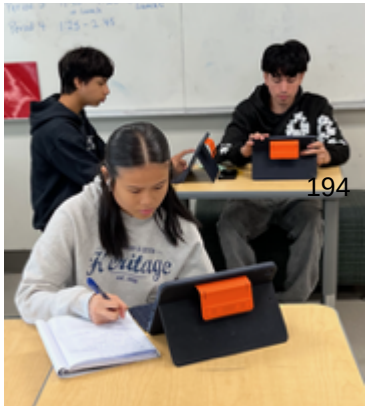
Student's Feedback: *"My school counselor said she believed in me what made me believe in myself to get my work done and get back on track."*

High School Credit Recovery

English Language Development at Johnson

- Grades 9-12
- Speaking, listening, writing, and reading skills in foundational classes for English Language Learners
- Math and science courses
- Students can also enroll in credit recovery based on their graduation timeline and need
- **NEW** supports of Site Leader specific to this program with a strong multilingual learning background



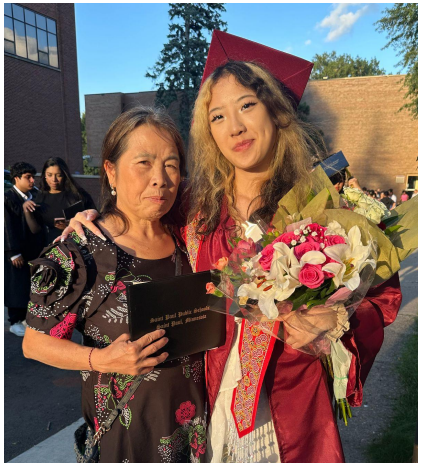


Summer Graduates





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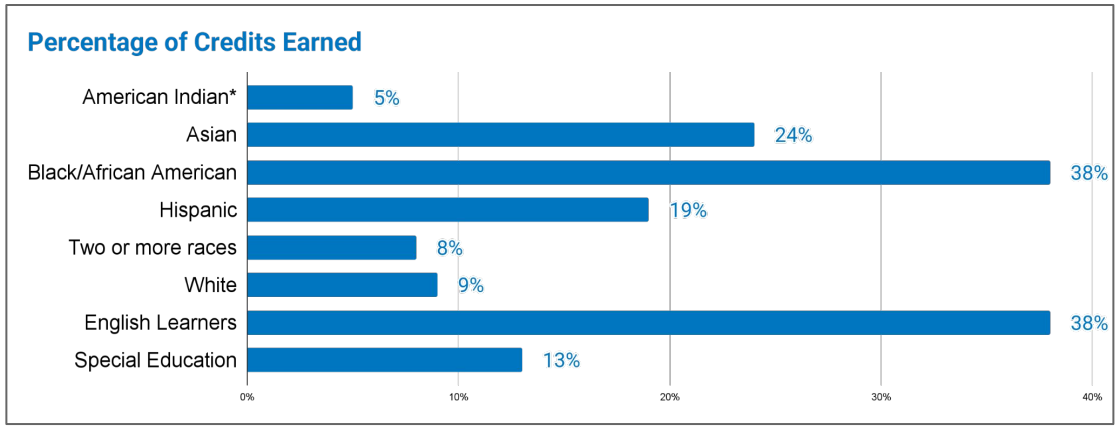




Student Successes: Summer Credit Recovery

*Credits Earned Related to 2024-25 School Year Success

- Passing rates for seniors in core courses increased 7% from 23-24
- Passing rates for **all** core classes 9-12 increased by 2% from 23-24
- School-year credit recovery earned 5,860 credits (16% more credits than in 23-24)
    - The increase in student success last year represents **thousands of fewer failed core courses** that, if not passed, would have been re-learned during credit recovery!



*State Identified American Indian

4.3 Average Credits Per Student

Credits Earned 10,437.5*

196

Re-Engagement with School

- **Winter-Spring:** Schools conducted monthly review of “unknown” and “dropout” end-codes for students that included student/family outreach
- **Spring-Summer:** School counselor hired to focus on seniors with an “unknown” or “dropped” status. He connected with these students and families through calls, texts and home visits to re-engage in school
    - The goal is to build connections and welcome students back to school during summer and/or to start classes in the fall, and to graduate.

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- **Fall 2025:** 129 returning seniors have a fall enrollment - continued support with “unknown” and “dropout” along with scholars in the class of 2025

Special Education Extended School Year

Enrollment Criteria

School districts are required to provide Extended School Year (ESY) services to a student if the IEP team determines the services are necessary during a break in instruction in order to provide a free appropriate public education (FAPE).

ESY Specialized Program Summer Sites:

Early Childhood Special Education (ESCE)	275 students	
Global Arts Lower: Grades K-1	187 students	
Expo: Grades 2-8	185 students	
Bridgeview : Grades K-12	75 students	198
Focus Beyond: Grades 9-Age 22	126 students	
Rivereast: Grades K-12	49 students	
Journeys: Grades 9-Age 22	44 students	

Thank You SPPS Summer Partners

More than 20 partners make our summer learning programs possible!











Questions

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Saint Paul
Public Schools

COMMUNITY
EDUCATION
Saint Paul Public Schools

Community Education 2025 Summer

Summer Session
June 17 - Aug. 23

700+ courses

Over 150 Community Partners supporting programs

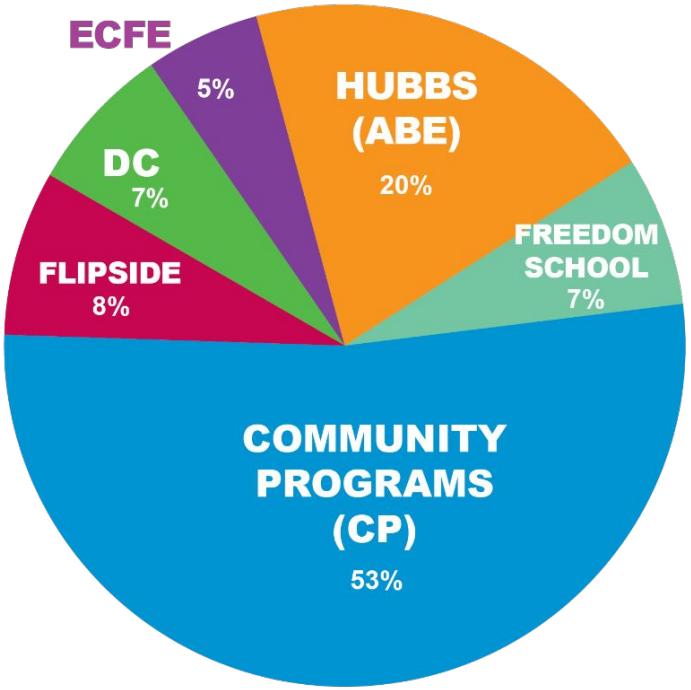
Lifelong Learning for Everyone







Community Education Summer Enrollment Summary



11,083 TOTAL PARTICIPANTS

ADULT BASIC EDUCATION - HUBBS (ABE)

9 Weeks of Programming ..... 2,231 Participants

COMMUNITY PROGRAMS (CP)

184 Adult Courses ..... 1,840 Adults
176 Youth Courses ..... 3,975 Youth

DISCOVERY CLUB (DC)

4 Sites ..... 781 Participants

EARLY CHILDHOOD FAMILY EDUCATION (ECFE)

19 Outreach Events Attended
2 Infant Classes ..... 144 Participants

203

FLIPSIDE

Summer Quest SLP Partnership ..... 835 Participants
Summer Camps ..... 32 Participants

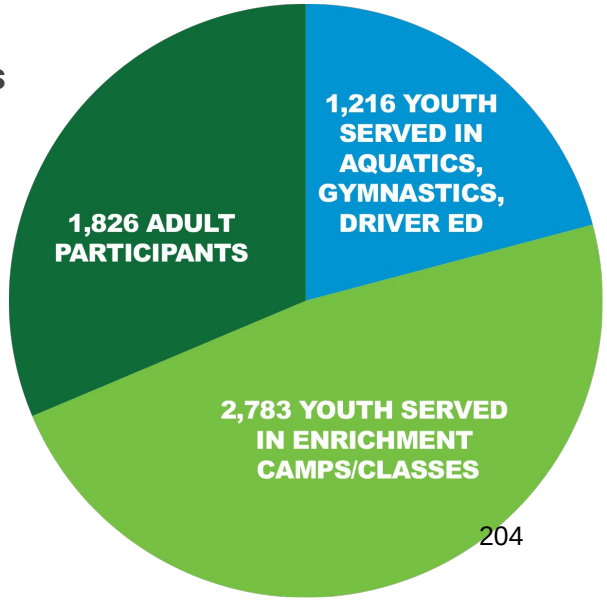
FREEDOM SCHOOL

1 Site ..... 786 Participants

Youth & Adult Summer Programs

Youth Enrichment

- **Youth enrichment camps/classes; 2,783 Registrations; 79 Classes offered**
- 14 one-week/full-day camps for elementary-age youth; 521 served
- Free courses offered to 6 Summer SPED and ESY sites; 709 served
- Free after-school classes at 2 SLP sites with bussing Riverview, Frost Lake; 87 served
- CAHOOTS program implemented in 3 School Districts; 969 served **ISD 625, ISD 193, ISD 281**



Aquatics (Adult and Youth), Gymnastics, Driver Education

- **1,216 Registrations, 100 Classes offered**

Adult Enrichment

- **1826 Registrations; 8% increase from Summer 2024**
- 2 SPPS locations, 31 community locations; 195 classes
- Adults with Disabilities programming tripled summer 2025 Enrollment from 45 to 140 for Summer 2025



CDF Freedom School

Six weeks/full-day program (Grades K-8)

- **786 youth served**
- 28 community read aloud guests

Health and Wellness Fair, July 15

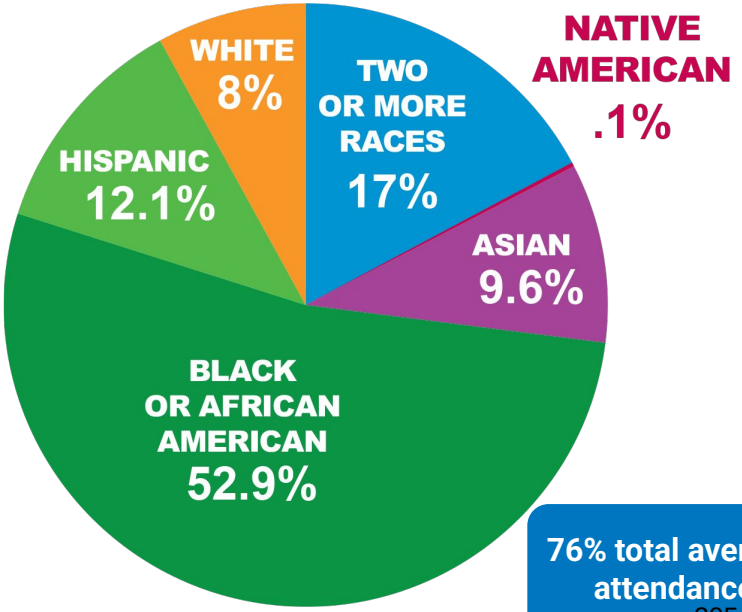
- 21 vendors

National Day of Social Action, July 23

- Freedom School scholars marched to the Capitol with 3000 Freedom School students from across the state in support of public education.

Freedom School Summer Orchestra

- 86 youth (grades 3-5) received beginner lessons in instrumental music and performed at the program's Grand Finale.



76% total average attendance
205



Flipside with Summer Quest



Partnered with Summer Quest to add and manage community partners, field trip opportunities, overall program support and collect program quality data through observations. Approximately 835 students attended, 18% current Flipside participants.

Community Partners

- Illusion Theater – short skits on transitioning into the next grade and social emotional safety in school
- YMCA – Respectful Conversations Program
- Sweets Kendamas – Mindfulness Movement

Field Trips

- Northern Star Scouting - Base Camp
- Wilderness Inquiry
- Minnesota History Center
- Minnesota Public Radio
- University of St. Thomas

8 Summer Learning Program Quality Assessments Completed



Flipside Camps

Project Scientist

16 middle school students participating

STEAM program in a corporate environment to teach youth how to repurpose clothing while learning about careers and interacting with professionals from Trane Technology.



Voyageur Outward Bound Outdoor Leadership Camp

16 middle school students participating

Youth explored new activities, overcame fears, learned team building, problem-solving, trust building and much more through rock climbing, canoeing and orienteering.



Adult Basic Education Summer

Summer School Dates

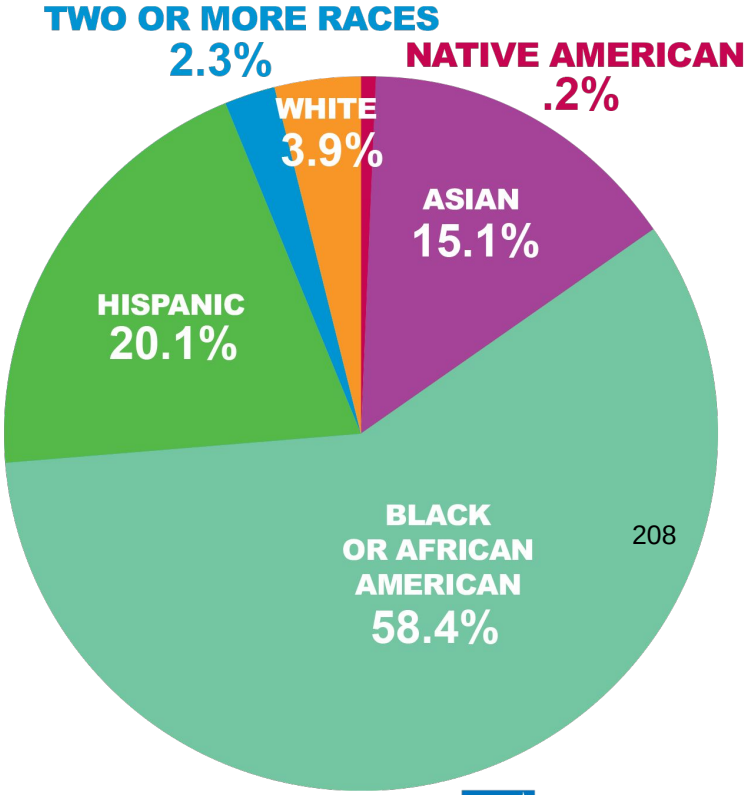
- June 16-August 14 at Hubbs Center and Online (9 weeks)
- June 16- August 7 at Hub@Harding (8 weeks)

Programming

- Delivery: In-Person, online and coached independent study
- Classes: ELL, reading, math, college readiness and GED
- Summer enrollment: 2231 learners
- July hours were the highest they have been since 2009
- Success story: 12 learners passed Paraeducator exam







Discovery Club Summer



Summer Theme: DC Summer Adventures - 781 students

- Adams: 215 students
- Highland: 185 students
- Horace Mann: 241 students
- Rondo: 140 students

Field Trip Highlights

- Stages Theater, Waldoch Farms, Circus Juventas, Caponi Art Park, Cascade Bay, Chutes & Ladders, Gibbs Farm, Sidekick Theater, Bell Museum, Como Zoo

On-Site Special Events

- Exploradome, Raptor Center, Wowmobile, Sparkpoint Innovations, Sustainable Safari, Heart of the Beast, 3M Wizards, Blender Bike, High Touch High Tech, Kids Create, The Science Crew

209

Family Survey Results

96% report their child enjoys coming to the program

97% report they feel staff care about their child

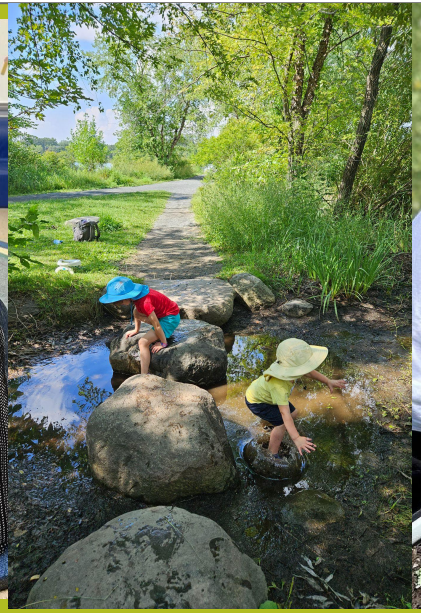
96% report their child feels liked and respected by staff

ECFE Summer Pop-Ups, Outreach and Drop Ins

19 Outreach Events









Early Childhood Family Education Summer

- **2 Infant Classes**
  - Birth-12 months
  - 19 families enrolled
- **ECFE Mixed Age Classes**
  - Growing in the Garden
  - Out in the Woods
- **Weekly Drop-In Programs**
  - Playdate in the Garden

Total families enrolled/ involved in summer classes or activities: 144





Nutrition Services - Summer Meals

- **Summer Food Service Program (SFSP)**
  - Provides meals to all youth
  - 54 locations across St. Paul
  - 30 parks, recreation centers, libraries
  - 17 summer learning sites
  - 7 food truck stops
- **Participation**
  - 211,036 total meals
  - 4,908 average daily participation
  - 309 average daily food truck participation
- **Summer Electronic Benefit Transfer (S-EBT)**
  - Benefit offered to MN families this year
  - $120 grocery benefit per eligible child
  - 23,499 SPPS students enrolled

**Families can participate in both programs!*



Questions

Saint Paul
Public Schools

Policy Update

September 23, 2025
Regular Meeting of the Board of Education

SECOND READING
502.00 – Attendance Areas: Resident Students

September 23, 2025
Regular Meeting of the Board of Education

Jayné Williams, Director of Student Placement Center

502.00 – Attendance Areas: Resident Students

Current Policy:

Current Policy:

- Last revised in 2008
- Transitioned to new policy format

Policy Changes

1. Policy Purpose (added): The purpose of this policy is to define the manner in which designated school attendance boundaries are determined including factors considered for buildings. Additionally, this policy provides clarity for continuity of enrollment.

LINK TO REVISIONS:
https://docs.google.com/document/d/1bSafrcL-h-u91xgxmWXuMDm-UfnZRWwG/edit?usp=sharing&ouid=109832891767361414217&rtpof=true&sd=true

Questions?

217

Next:
Third Reading at Regular Meeting on October 21, 2025

SECOND READING
520.00 – Technology Usage & Safety

September 23, 2025
Regular Meeting of the Board of Education

Mario McHenry, Executive Director, Technology Services

520.00 – Technology Usage & Safety

Current Policy:

Current Policy:

- Last revised in 2008
- Transitioned to new policy format

Policy Changes

1. Policy Purpose (added): The Technology Usage & Safety Policy (Policy 520.00) establishes proper use guidelines for the district's technology resources. Its core purpose is to ensure the effective and safe utilization of these resources by students, parents/guardians, and employees. This shared responsibility is crucial for maximizing the educational value and maintaining the integrity of the technology infrastructure. 219

LINK TO REVISIONS:
https://docs.google.com/document/d/168mXxh-OB61OqD34ymErkZW7kUkIYfWea4cs6POR_yQ/edit?tab=t.0

520.00 – Technology Usage & Safety

Current Policy:

Current Policy:

- Last revised in 2008
- Transitioned to new policy format

Policy Changes

1. General Statement (added): The Technology Usage & Safety Policy (Policy 520.00) outlines the proper use of the district's technology resources, and encompasses a wide array of items, including network infrastructure, internet services, communication systems (e.g., phones, email), information systems (e.g., websites, learning management systems, data repositories), and various hardware and software devices. Access to these resources is considered a privilege, not a right, and any misuse can lead to consequences ranging from suspension of access to legal liability…

220

LINK TO REVISIONS:
https://docs.google.com/document/d/168mXxh-OB61OqD34ymErkZW7kUkIYfWea4cs6POR_yQ/edit?tab=t.0

520.00 – Technology Usage & Safety

Current Policy:

Current Policy:

- Last revised in 2008
- Transitioned to new policy format

Policy Changes

- Added a provision in 520.00: “Remove, replace or disable SPPS hardware or software designated as obsolete, out of compliance or dangerous.”
    - This provides Technology Services the ability to deactivate, decommission and collect SPPS technology that may be dangerous or out of compliance.
- Added a provision in 520.00, expanding the unacceptable use of technology to use of

221

LINK TO REVISIONS: draft/proposed 520

Questions?

222

Next:
Third Reading at Regular Meeting on October 21, 2025

SECOND READING
419.00 – Professional and Respectful Workplace

Saint Paul Public Schools

September 23, 2025
Regular Meeting of the Board of Education

Pat Pratt-Cook, Executive Chief of Human Resources

Policy 419.00 Professional and Respectful Workplace

- SPPS is committed to promoting and maintaining a workplace environment where every individual is treated with civility, dignity, and respect.

- The District recognizes the importance of creating a culture where all employees feel safe, valued, and empowered to contribute their unique perspectives. Differences in culture, communication, and lived experience enrich our environment and must be honored in all interactions.

Policy 419.00 Professional and Respectful Workplace

General Statement of Policy:

- All District personnel are responsible for helping to create and maintain a workplace that is civil, welcoming, and inclusive. A respectful and professional workplace is essential to recruiting and retaining dedicated employees and delivering high-quality services to students and families.
- The District prohibits the use of language, idioms, or expressions that perpetuates stereotypes, reflect implicit or explicit bias, or marginalize individuals or communities based on race, ethnicity, gender, gender identity or expression, slurs, derogatory comments, and culturally insensitive jokes or phrases.

All staff are expected to:

- Demonstrate behavior that reflects equity, integrity, and professionalism
- Refrain from language or actions—whether intentional or not—that perpetuate harm or undermine the dignity of others.
- Communicate using language that is inclusive, affirming, and free of bias or stereotypes.

The District does **not tolerate** unprofessional, disrespectful, or disruptive behavior. Violations of this policy may result in corrective or disciplinary action, up to and including termination.

Policy 419.00 Professional and Respectful Workplace

General Statement of Policy (continued):

All stakeholders must:

- Conduct themselves in a civil and professional manner and treat each other and students with dignity and respect;
- Exercise good judgement and resolve conflicts respectfully;
- Recognize and respect cultural differences and lived experiences (race, gender, gender identity, ethnicity, sexual orientation, religion, linguistic, ability-based identities, etc.);
- Use language that is inclusive and affirming.
- Work honestly, earnestly, collegially and collaboratively with employees and others;
- Listen actively to others' perspectives particularly when they differ from your own;
- Use sound personal or professional judgment when navigating interactions that may[226] present safety concerns and report such incidents according to this policy;
- Participate in the complaint resolution in good faith; and
- Report concerns and potential violations of this policy to a supervisor or Human Resources using the process outlined in the reporting procedures.

Policy 419.00 Professional and Respectful Workplace

General Statement of Policy (continued):

- Managers and Supervisors Must Also:
  - Clearly communicate staff expectations under this policy;
  - Promptly assess concerns and refer them to Human Resources;
  - Be mindful of how identity, power and bias can intensify harm; and
  - Promote fair and consistent application of this policy.

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Policy 419.00 Professional and Respectful Workplace

General Statement of Policy (continued):

- **Understanding Context, Intent and Impact:**
- While behavior must meet the definitions of “uncivil,” “unprofessional,” or “disrespectful” to be considered a violation, the following principles guide interpretation:
- **Intent matters**, but is not the only factor; **impact on others is critical**.
- **Context matters**, including the relationship between individuals, the cultural or linguistic background of the parties, and power dynamics.
- **Discomfort** alone is not a violation. Some disagreement, feedback, or conflict is normal in a healthy, functioning workplace.
- When evaluating whether a behavior violates this policy, the **intent** behind the behavior, the **impact** on those involved, and the **context** in which the behavior occurred must all be considered.
- **Intent** refers to the purpose or motivation behind a person’s actions or words. While harmful intent is more likely to indicate a policy violation, even well-intended actions can still cause harm. 228
- **Impact** refers to how the behavior is experienced or perceived by others. A person’s words or actions may still be harmful or inappropriate, even if the harm was unintended.
- **Context** includes the situational factors, cultural norms, existing relationships, emotional climate, and any history of prior conflict. Context is essential in distinguishing between discomfort caused by difficult but respectful conversations versus truly unprofessional or disrespectful conduct.

Policy 419.00 Professional and Respectful Workplace

General Statement of Policy (continued):
Understanding Context, Intent and Impact:

When determining whether a violation has occurred, the District will:

1. Consider whether a reasonable person, with knowledge of the relevant cultural and workplace context, would perceive the behavior as disrespectful or uncivil;
2. Give careful weight to the **actual impact** on the affected person(s), particularly those from historically marginalized or underrepresented groups;
3. Examine the **intent**, while recognizing that a lack of malicious intent does not absolve a person from accountability; and
4. Apply culturally responsive and trauma-informed practices throughout the resolution process.

Policy 419.00 Professional and Respectful Workplace

General Statement of Policy (continued):

Culturally Informed Communication Norms

- The District recognizes that communication styles are shaped by a person's cultural background, upbringing, and lived experiences. What is considered "respectful," "assertive," or "professional" can vary across cultural groups and should not be narrowly defined by dominant or traditional norms. As such, communication should be interpreted within a culturally informed framework.

Examples of culturally informed communication styles include:

- **Directness or Indirectness:** Some cultures value direct, forthright communication, while others may prioritize indirectness and diplomacy to preserve harmony.
- **Tone and Volume:** Passionate or expressive speech—including raised voices, hand gestures, or animated facial expressions—may reflect cultural norms rather than anger or hostility.
- **Eye Contact:** In some cultures, avoiding eye contact is a sign of respect, not evasion or disengagement.
- **Silence:** Silence may be used intentionally to demonstrate respect, deference, or contemplation, rather than disengagement or defiance.
- **Conflict Resolution Styles:** Preferences for collaborative versus hierarchical problem-solving may differ across cultural groups.
- District personnel should make a good-faith effort to understand and adapt to the wide variety of communication practices in a diverse workplace, especially before interpreting a behavior as uncivil, unprofessional, or disrespectful.

Policy 419.00 Professional and Respectful Workplace

Definitions –the following terms have been defined

- Civility
- Disrespectful Behavior
- District Personnel
- Incivility
- Microaggressions

231

Policy 419.00 Professional and Respectful Workplace

Reporting Procedures

- **Informal Complaint Process -** Informal resolution is encouraged where appropriate, but the District recognizes that **power imbalances or identity-based dynamics may make this option unsafe or ineffective.** In such cases, employees are encouraged to report the concern directly to a supervisor or HR Consultant.

232

- **Formal Complaint Process** - a written complaint should be submitted to a supervisor or HR Consultant. An initial inquiry will be conducted to determine whether there is a reasonable basis to proceed with an investigation or take alternative action.

Questions?

233

Next:
Third Reading at Regular Meeting on October 21, 2025

FIRST READING: Policy 209.00 - Development, Adoption, Implementation, and Monitoring of Policies

Saint Paul Public Schools

September 23, 2025
Regular Meeting of the Board of Education

Halla Henderson, Chair

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

1. Last revised in 2015
2. Transitioned to new policy format, which includes:
   - **Policy Purpose**
   - General Statement of Policy
   - Definitions

Policy Changes

Policy Purpose: The School Board is committed to maintaining a clear, transparent, and consistent process for the development, adoption, revision, and implementation of district policies. This policy is intended to underscore the critical role of the school board in policy development and to establish a framework that supports continuous and consistent policy-making efforts.

235

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Transitioned to new policy format, which includes:

- Policy Purpose
- **General Statement of Policy**
- Definitions

Policy Changes

GENERAL STATEMENT OF POLICY:
Formal guidelines are necessary to ensure the school community that the school system responds to its mission and operates in an effective, efficient, and consistent manner. A set of written policies shall be maintained and modified as needed. Policies should define the desire and intent of the school board and should be in a form that is sufficiently explicit to guide[236] administrative action. All policies are subject to regular review to ensure alignment with best practices, legal requirements, and the evolving needs of the District.

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Transitioned to new policy format, which includes:

- Policy Purpose
- General Statement of Policy
- **Definitions**

Policy Changes

"**Definitions**" - provides clear, unambiguous meanings for specific terms used within the document, important for terms that are technical, have a specific legal meaning, or could be easily misunderstood. By explicitly defining these words, the policy creates a shared vocabulary. 237

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Does not include definitions.

Policy Changes

"Substantive Change" – A substantive change occurs when a policy is modified in a way that meaningfully alters its purpose, scope, or effect. Substantive changes include:

- Purpose or intent: The overall goal or intent of the policy is revised.
- Scope of applicability: The group of people, situations, or areas the policy applies to is expanded or reduced.
- Requirements: The obligations, conditions, or standards individuals or groups must meet are added, removed, or altered.
- Processes or procedures: The steps, methods, or workflows required under the policy are changed.
- Rights or protections: The rights, benefits, or safeguards provided by the policy are increased, reduced, or removed.
- Legislative or regulatory updates: Changes are made to align with new or amended local, state, or federal laws or regulations.

238

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Does not include definitions.

Policy Changes

"**Three readings**" - the formal process of placing a proposed policy on the board agenda for three separate meetings before a final vote can be taken.

"**Policy Work Group**" (PWG) - A workgroup with the role and authority to exercise executive decision-making authority in approving updates, determining if a policy change is considered substantive, and advancing policies to the Committee of the Board or REgular Meeting of the Board of Education.

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Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Does not include definitions.

Policy Changes

"**Purpose Statement**" - a concise, high-level description of what the policy is intended to accomplish, and explains the "why" behind the policy, outlining its main objective, scope, and gives context to the policy.

"**General Statement of Policy**" - a broad declaration that outlines the core principles and values guiding the policy, expanding on the Purpose Statement by providing a more detailed overview of the policy's intent.[240]

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Does not include definitions.

Policy Changes

"**Definitions**" - provides clear, unambiguous meanings for specific terms used within the document, important for terms that are technical, have a specific legal meaning, or could be easily misunderstood. By explicitly defining these words, the policy creates a shared vocabulary.

"**Emergency**" - Emergency is a sudden, unexpected, serious event or unforeseen change in circumstances that requires urgent intervention. 241

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Lists only the Superintendent or Board Chair.

Policy Changes

DEVELOPMENT OF POLICY

Proposed policies or ideas shall be submitted to the superintendent or designee, or Board Chair or designee for consideration for placement on the agenda. ~~The superintendent shall prepare the text for the first reading.~~ 242

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Does not have language to align with recent updates on other policies, to include "designee."

Policy Changes

Adoption of Policy

3. The Superintendent or designee shall establish procedures to inform the public of proposed policies or substantive policy revisions. This procedure shall provide for the broad dissemination of pending policy issues and shall further provide for a system that will allow for and encourage public comment regarding these issues.

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Three-readings were all done at the Regular Meetings of the Board of Education.

This change would make the Committee of the Board (COB) may serve as the first stop for a policy's first reading in the three-reading process.

Policy Changes

Adoption of Policy

7. Policy introduction and review at the Committee of the Board meeting may constitute the first reading. The second and third readings shall occur at Regular Meetings of the Board of Education. 244

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Does not have this safeguard measure.

Added to ensure the Board retains final decision to require further development of a policy if, after the three-reading process, the policy does not adequately reflect Board intent or district needs.

Policy Changes

Adoption of Policy

8. If, after the third reading, the Board is unsatisfied with the proposed policy, it may, by majority vote, refer the policy back to the Policy Work Group (PWG) for reconsideration. The PWG shall address the Board's concerns and resubmit the policy for a new first reading or, if revisions are non-substantive, advance the policy through the consent agenda process.

245

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

Policy Changes

POLICY REVISIONS WITHOUT THREE READINGS

1. Revisions that are required ~~owing~~ due to a change in statute, rule, or other governmental mandate may be made through the consent agenda rather than through the three-reading process.

246

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

1. Requires a lengthy three-reading process for each and every policy update, whether minor (no substantive change) or more complex alike.

2. This process is in addition to the policy's initial review with the Policy Workgroup, and an introduction to the Board at the Committee of the Board meeting.

Policy Changes

POLICY REVISIONS WITHOUT THREE READINGS

3. Minor editorial updates that do not affect the title or substance of the policy (e.g., typographical or formatting corrections) are exempt from the three-reading process and will be submitted to the Committee of the Board and Regular Meeting of the Board of Education for approval via the consent agenda.~~Minor editorial updates that do not affect the title or substance of the policy (purpose, scope, policy statement) do not need to go through the formal three-reading process. These include correction of typographical errors or formatting changes. to.~~

247

- ~~Stakeholders~~
- ~~Policy Owner~~
- ~~Contact person~~

Policy 209.00 Development, Adoption, Implementation, and Monitoring of Policies

Current Policy:

1. Does not explicitly define or categorize the types of changes that would allow policy updates to be exempt from the three-reading process.

2. Does not include who/what the Policy Workgroup is or their role.

Policy Changes

POLICY REVISIONS WITHOUT THREE READINGS

4. An addition of a Purpose Statement, General Statement of Policy, or Definitions that does not alter the scope or intent of the policy is not subject to the three-reading process.

5. The Policy Work Group is authorized to approve updates or advance policies to the Committee of the Board or to the Regular Meeting of the Board of Education for adoption. ~~The Policy Work Group is authorized to approve updates or advance policies to the Board of Education Meeting for adoption.~~

248

Questions?

249

Next:
Second Reading at Regular Meeting on October 21, 2025

502.00 ATTENDANCE AREAS: RESIDENT STUDENTS

I. PURPOSE

The purpose of this policy is to define the manner in which designated school attendance boundaries are determined including factors considered for buildings. Additionally, this policy provides clarity for continuity of enrollment.

II. GENERAL STATEMENT OF POLICY

1. Every resident student shall be assigned to a designated school determined by attendance boundaries set by the Board of Education. Unless otherwise provided by law, a resident student is a student who resides with the student's parent or legal guardian in the Saint Paul Public School District. Each resident student shall attend the school in the student's own attendance area unless other placement or transfer has been authorized by district administration.
2. Establishment of such attendance areas shall be upon recommendation of the superintendent and approval by the Board and shall be preceded by community participation and discussion. Factors to be considered when establishing attendance areas include, but are not limited to, the following:
   - Size of building/pupil capacity;
   - Distances to be traveled;
   - Improved racial and economic integration;
   - Geographical, topographical or physical obstructions;

3. Once a student is enrolled in attendance at a school in accordance with this policy, the student may be allowed to continue at the same school until completion of the highest grade in that school even if the student's residence changes to another attendance area within the Saint Paul Public School District. In such instances, transportation shall be provided only to students eligible under the Board of Education's Transportation Eligibility Policy.

LEGAL REFERENCES:

CROSS REFERENCES:

520.00 Technology Usage & Safety
(link to finalsite)

I. POLICY PURPOSE

~~The proper use of technology resources and the educational value to be gained from proper use is the joint responsibility of students, parents or guardians, and employees of the school district.~~
The Technology Usage & Safety Policy (Policy 520.00) establishes proper use guidelines for the district's technology resources. Its core purpose is to ensure the effective and safe utilization of these resources by students, parents/guardians, and employees. This shared responsibility is crucial for maximizing the educational value and maintaining the integrity of the technology infrastructure.

II. GENERAL STATEMENT OF POLICY

The Technology Usage & Safety Policy (Policy 520.00) outlines the proper use of the district's technology resources, and encompasses a wide array of items, including network infrastructure, internet services, communication systems (e.g., phones, email), information systems (e.g., websites, learning management systems, data repositories), and various hardware and software devices. Access to these resources is considered a privilege, not a right, and any misuse can lead to consequences ranging from suspension of access to legal liability.

Users of district technology resources have specific responsibilities, including:

- Complying with all relevant policies.
- Respecting the privacy of other users and maintaining security.
- Recognizing and honoring intellectual property rights.
- Avoiding prohibited activities such as unauthorized access, interfering with network services, distributing harmful content, engaging in illegal acts, violating copyrights, and sharing private information.

There is a limited expectation of privacy for files and activities on district technology resources, as they are subject to monitoring for compliance. The Technology Services department enforces technology protection measures—such as content filtering, multi-factor authentication (MFA), and strong password practices—to uphold the safety and security of users and systems. Parents/guardians have the right to review their child's files and request termination of their child's account access. The district commits to educating students annually on appropriate online behavior, including cyberbullying awareness and response.

III. DEFINITIONS

1. **District Technology Resources**

   These include but are not limited to the following items that are provided or paid for in whole or in part by the District:

   a. Infrastructure: Networks including fiber, cables, and other hardware; Internet services and access; content filters

   b. Cybersecurity: Software tools to monitor and enforce student and staff data protection, access control, incident response, and legal compliance, maintaining the confidentiality, integrity, and availability of information within the district.

   c. Communication systems and devices: Telephones, cellular phones, Voice over Internet Protocol (VoIP) phones; voicemail facilities; TelePresence; electronic mail (e-mail); cloud fax services

   d. Information systems and services: Applications and databases that are internally or externally hosted and accessed via an internal or external connection, including websites, information systems, electronic resources, learning management systems, and communication and collaboration systems

   e. Hardware, software, and devices: Desktop and laptop computers; mobile and tablet devices; servers; portable hard drives and storage devices; printers and scanners; mice, keyboards, cameras, and other peripheral devices; software including operating systems, applications, and mobile applications (apps) software

   f. Data: Information including text, data files, email, images, video, and audio files that are stored, accessed, or transmitted using district technology

   g. Other: New technologies as they become available

2. **Harmful to Minors**

   Any material or picture, image, graphic image file, or other visual depiction that:

   a. Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion

   b. Depicts, describes, or represents in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals, and

   c. Taken as a whole, lacks serious literary, artistic, political, or scientific value to minors

3. **User**

   All employees, contractors, Board members, students, volunteers, parents/guardians, and other individuals when they are using district technology resources.

IV. ACCESS, USE AND SAFETY

1. **Access**

   The District offers users access to a variety of district technology resources.

2. **Use as a Privilege**

   The use of the district technology resources is a privilege, not a right. Unacceptable uses of district technology resources may result in one or more of the following consequences: suspension or cancellation of authorized use or access privileges; discipline under applicable district policies and procedures; or civil or criminal liability under applicable laws.

3. **Safety Education**

The District will educate students about appropriate online behavior, including interacting with other individuals on social networking sites and in chat rooms, and cyberbullying awareness and response.

V. USER RESPONSIBILITY

1. **Appropriate Use**
   Individual users of district technology resources have the responsibility to:
   a. Comply with all policies as they may be interpreted to apply to technology resources
   b. Find, evaluate, and effectively use information and resources
   c. Respect the privacy of other users
   d. Maintain the security of the district technology resources
   e. Recognize and honor the intellectual property rights of others
   f. Disclose inadvertent access of unacceptable materials or an unacceptable Internet site to an appropriate district administrator
2. **Acceptable Use of technology resources includes the following**:
   a. Support instructional, administrative, and business uses consistent with the mission of the district
   b. Encourage efficient, cooperative, and creative methods to perform the user's job duties or educational tasks
   c. Exercise authorized and appropriate access to voice, audio, video, and data systems, software or data, both locally and at and from other sites, and
   d. Administer, support, or maintain district technology resources as appropriate.
3. **Unacceptable Use**
   Unacceptable use of district technology resources includes but is not limited to:
   a. Providing, assisting or gaining unauthorized or inappropriate access to the district's technology resources, including any type of voice, video, or data network or system
   b. Interfering with the ability of others to effectively use the district's technology resources or network services
   c. Gaining unauthorized access to or compromising another user's account, file, work, or data
   d. Distributing any material to intentionally cause congestion of the voice, audio, video, and data networks
   e. Accessing, reviewing, uploading, downloading, storing, printing, posting, receiving, transmitting, or distributing:
      i. Pornographic, obscene, or sexually explicit material or other material or visual depictions that are harmful to minors
      ii. Abusive or threatening materials, including hate mail, or harassing or discriminatory materials that violate school district policies
   f. Publishing materials or otherwise distributing content without the author's permission
   g. Using technology resources for a commercial, political, or profit making purpose, except as specifically approved or agreed to by the district
   h. Using technology resources to engage in any illegal act or violate any local, state, or federal statute or law

i. Violating copyright laws or usage licensing agreements, or otherwise using another person's intellectual property without the person's prior approval or proper citation
j. Disclosing, using, posting or otherwise disseminating private information about another person, or posting personal contact information about oneself or others
k. Using someone else's digital signature without authorization
l. Monitoring another user's information, attempting security breaches, or disrupting communication
m. Utilizing unauthorized systems and applications not reviewed, approved or in compliance with district technology and security standards.

4. **Guidelines for Acceptable Use**:
The publications Guidelines for Acceptable Use by Employees, Contractors, and Board Members, Guidelines for Acceptable Use by Students and The Rights and Responsibilities Handbook contain additional information further describing acceptable use of district technology resources.

VI. LIMITED EXPECTATION OF PRIVACY

1. **Limited Privacy:**
By authorizing use of district technology resources, the District does not relinquish control over materials on the system or contained in files on the system. Users should expect only limited privacy for the contents of personal files stored on, or activity conducted through, district technology resources.
2. **Data Privacy:**
Data and other materials in files maintained on district technology resources may be subject to review, disclosure, or discovery under various laws.
3. **Investigative Uses:**
The District will cooperate fully with local, state, and federal authorities in any investigation concerning or related to any activities not in compliance with law or school district policies and conducted using district technology resources.
4. **Violations:**
Routine maintenance and monitoring of the district technology resources may find that a user has violated this policy, another school district policy, or the law. A search of the individual's system content and use will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school district policy.
5. **Parent/Guardian Rights:**
Parents or guardians have the right at any time to review the contents of their student's files, including email files, stored on district technology resources. Parents or guardians have the right to request the termination of their student's individual account at any time.
6. **School District's Right**s:
The District reserves all rights to control its technology resources, and may:
    a. Monitor or restrict a user's access to district technology resources
    b. Search any computer or electronic data storage devices that are assigned to a user or used on any district computer or network
    c. Retrieve, alter, post, remove or delete any data created, received, transmitted, stored, or maintained by any user on or through district technology resources to the extent consistent with law and District policy.

d. Remove, replace or disable SPPS hardware or software designated as obsolete, out of compliance or dangerous.

VII. LIMITATIONS ON SCHOOL DISTRICT LIABILITY

1. Use of district technology resources is at the user's risk. The system is provided on an "as is, as available" basis. Regardless of the cause, the District will not be responsible for any damage users may suffer, including but not limited to the following:
    a. Loss, damage, or unavailability of data stored on or transmitted through district technology resources
    b. Delays, changes, or interruptions of service
    c. Missed or non-delivery of information or materials
2. The school district shall not be responsible for unauthorized financial obligations or consequential damages arising from the use of district technology resources.

VIII. PROTECTION MEASURES

1. **Monitoring of on-line activities**
   With respect to any computers or devices with Internet access, the district will monitor the online activities of both minors and adults and employ technology protection measures during any use of such devices by minors and adults.
2. **Filtering content**
   The district's technology protection measures shall be designed to address the safety and security of minors when using direct electronic communications and to block or filter Internet access to inappropriate materials including, but not limited to, any visual depictions that:
    a. Are obscene
    b. Contain child pornography, or
    c. Are harmful to minors
3. **Authorized exceptions:**
   To enable access for bona fide research or other lawful purposes, an administrator, supervisor, or other person authorized by the Superintendent may disable the technology protection measure.

IX. TECHNOLOGY USE AGREEMENT

As a condition of access to the district technology resources, users must agree to, accept, and abide by the Technology Usage and Safety Policy and the Guidelines for Acceptable Use, as they may be amended from time to time.

LEGAL REFERENCES:

47 U.S.C. §254 - *Children's Internet Protection Act of 2000 (CIPA)*
47 C.F.R. § 54.520 - *FCC rules implementing CIPA*
20 U.S.C. §6751 et seq. - *Enhancing Education Through Technology Act of 2001*
20 U.S.C. 1232g - FERPA
Minn. Stat. § 125B.15 - *Internet Access for Students*
Minn. Stat. §125B.26 - *Telecommunications/Internet Access Equity Act*
Minn. Stat. Chapter 13 - *Minnesota Government Data Practices Act*

CROSS REFERENCES:

Student Rights and Responsibilities Handbook
Guidelines for Acceptable Use of Technology by Employees, Contractors, and Board Members
Guidelines for Acceptable Use of Technology by Students - *Page 6 of 6 Policy 520.00*

~~Adopted:~~ X/X/2025 Saint Paul Public Schools Policy 419.00

419.00 PROFESSIONAL AND RESPECTFUL WORKPLACE

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I. PURPOSE

Saint Paul Public Schools ("the District") is committed to promoting and maintaining a workplace environment where every individual is treated with civility, dignity, and respect. To this end, it is the policy of the District to promote a workplace culture that is positive, professional, and grounded in mutual respect. This policy is designed to promote positive communication, respectful behavior, and a safe, harassment-free work and learning environment. It explicitly prohibits unprofessional, uncivil, or disrespectful conduct in any form.

The District recognizes the importance of creating a culture where all employees feel safe, valued, and empowered to contribute their unique perspectives. Differences in culture, communication, and lived experience enrich our environment and must be honored in all interactions.

II. GENERAL STATEMENT OF POLICY

All District personnel are responsible for helping to create and maintain a workplace that is civil, welcoming, and inclusive. A respectful and professional workplace is essential to recruiting and retaining dedicated employees and delivering high-quality services to students and families.

The District prohibits the use of language, idioms, or expressions that perpetuates stereotypes, reflect implicit or explicit bias, or marginalize individuals or communities based on race, ethnicity, gender, gender identity or expression, slurs, derogatory comments, and culturally insensitive jokes or phrases.

All staff are expected to:

- Demonstrate behavior that reflects equity, integrity, and professionalism.
- Refrain from language or actions—whether intentional or not—that perpetuate harm or undermine the dignity of others.
- Communicate using language that is inclusive, affirming, and free of bias or stereotypes.

The District does **not tolerate** unprofessional, disrespectful, or disruptive behavior.

Violations of this policy may result in corrective or disciplinary action, up to and including termination.

~~A.~~ All ~~stakeholders (Board Members~~, Employees, Volunteers*, Contractors and Visitors~~)~~ ~~Must~~ are expected to:

1. Conduct themselves in a civil and professional manner and treat each other and students with dignity and respect;

2. Exercise good judgement and resolve conflicts respectfully;

3. Recognize and respect cultural differences and lived experiences (race, gender, gender identity, ethnicity, sexual orientation, religion, linguistic, ability-based identities, etc.);

4. Use language that is inclusive and affirming. This includes using a person's correct name and pronouns, avoiding gendered or stereotypical terms in professional communications, and refraining from language that may perpetuate cultural assumptions or systemic inequities.

5. Work honestly, earnestly, collegially and collaboratively with employees and others;

6. Listen actively to others' perspectives, particularly when they differ from your own;

7. Use sound personal or professional judgment when navigating interactions that may present safety concerns and report such incidents according to this policy;

8. Participate in the complaint resolution in good faith; and

9. Report concerns and potential violations of this policy to a supervisor or Human Resources using the process outlined in the reporting procedures.

*Volunteers will be asked to sign a statement to indicate they understand and agree to follow this policy.

B. Managers and Supervisors Must Also:

1. Clearly communicate staff expectations under this policy;
2. Promptly assess concerns and refer them to Human Resources;
3. Be mindful of how identity, power and bias can intensify harm; and
4. Promote fair and consistent application of this policy.

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B. Understanding Context, Intent and Impact:

While behavior must meet the definitions of "uncivil," "unprofessional," or "disrespectful" to be considered a violation, the following principles guide interpretation:

- **Intent matters**, but is not the only factor; **impact on others is critical**.
- **Context matters**, including the relationship between individuals, the cultural or linguistic background of the parties, and power dynamics.
- **Discomfort** alone is not a violation. Some disagreement, feedback, or conflict is normal in a healthy, functioning workplace.

When evaluating whether a behavior violates this policy, the **intent** behind the behavior, the **impact** on those involved, and the **context** in which the behavior occurred must all be considered.

- **Intent** refers to the purpose or motivation behind a person's actions or words. While harmful intent is more likely to indicate a policy violation, even well-intended actions can still cause harm.
- **Impact** refers to how the behavior is experienced or perceived by others. A person's words or actions may still be harmful or inappropriate, even if the harm was unintended.
- **Context** includes the situational factors, cultural norms, existing relationships, emotional climate, and any history of prior conflict. Context is essential in distinguishing between discomfort caused by difficult but respectful conversations versus truly unprofessional or disrespectful conduct.

When determining whether a violation has occurred, the District will:

1. Consider whether a reasonable person, with knowledge of the relevant cultural and workplace context, would perceive the behavior as disrespectful or uncivil;
2. Give careful weight to the **actual impact** on the affected person(s), particularly those from historically marginalized or underrepresented groups;
3. Examine the **intent**, while recognizing that a lack of malicious intent does not absolve a person from accountability; and
4. Apply culturally responsive and trauma-informed practices throughout the resolution process.

Examples that do **not** typically violate this policy:

1. The normal exercise of supervisory or managerial responsibilities including, but not limited to, granting or denying requests of employees, responding to emails, work assignments and direction, appropriately administered counseling/coaching, disciplinary discussions or job performance evaluations, including constructive criticism, coaching and feedback regarding an employee's conduct or work performance;

2. Direct communication delivered professionally between supervisor/manager and employee(s);

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3. Disagreements, misunderstandings, miscommunication or conflict situations where the behavior remains professional and respectful;

4. Legitimate responses to situations that require immediate action and may require a stern and frank dialogue;

5. Differences of opinion and conflicting viewpoints that may be offensive to some individuals, so long as:
    A. The ideas are presented in a respectful manner and at a time and place that are appropriate; and
    B. Such expression does not materially disrupt, and may not be reasonably anticipated to disrupt, the educational process or work environment.

Culturally Informed Communication Norms

The District recognizes that communication styles are shaped by a person's cultural background, upbringing, and lived experiences. What is considered "respectful," "assertive," or "professional" can vary across cultural groups and should not be narrowly defined by dominant or traditional norms. As such, communication should be interpreted within a culturally informed framework.

Examples of culturally informed communication styles include:

- **Directness or Indirectness:** Some cultures value direct, forthright communication, while others may prioritize indirectness and diplomacy to preserve harmony.
- **Tone and Volume:** Passionate or expressive speech—including raised voices, hand gestures, or animated facial expressions—may reflect cultural norms rather than anger or hostility.
- **Eye Contact:** In some cultures, avoiding eye contact is a sign of respect, not evasion or disengagement.
- **Silence:** Silence may be used intentionally to demonstrate respect, deference, or contemplation, rather than disengagement or defiance.
- **Conflict Resolution Styles:** Preferences for collaborative versus hierarchical problem-solving may differ across cultural groups.

District personnel should make a good-faith effort to understand and adapt to the wide variety of communication practices in a diverse workplace, especially before interpreting a behavior as uncivil, unprofessional, or disrespectful.

III. DEFINITIONS

A. District Personnel: solely for purposes of this policy, includes ~~Board of Education members~~, District employees, agents, volunteers, contractors, or persons subject to the supervision and control of the District.

B. Civility is defined as treating others with dignity, respect, and making a good faith effort to regard other's feelings. Corrective action may be taken by supervisors to enhance work performance. The language used to correct or reinforce work standards must be respectful and work related. It is important to note than civility standards must be

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interpreted through a cultural lens. Civility requires that even the most critical feedback be delivered respectfully, privately, and courteously. Examples of civility include:

1. Treating others with dignity, courtesy, respect, politeness, and consideration;
2. Speaking in tones of voice that are appropriate for the circumstances;
3. Being respectful of others' right to express their views, even if you disagree;
4. Managing conflict with others in a way that honors the dignity of each person.

~~C.~~ Incivility deals with a broad range of behaviors. Generally, incivility is defined as behavior that would cause a reasonable person to feel a sense of threat, cause undue stress, and/or cause disturbances of good order. Incivility can be subtle or overt. It may be a single event or may involve a continuing series of incidents and may involve the abuse of authority or position. Incivility may be unintended or deliberately directed at another individual or group of people. While incivility may be intentional or unintentional, its impact on others must be considered and addressed promptly.

Uncivil conduct for the purposes of this policy is defined as, but not limited to the following:

1. Using language, behavior, or tone that is hostile, threatening, intimidating, malicious, derisive, disdainful, or degrading to another individual;
2. Directing vulgar, obscene or profane gestures or words at another individual;
3. Taunting, jeering, or inciting others to taunt or jeer at another individual;
4. Engaging in excessively loud or aggressive verbal communication, including speaking in a manner that is perceived as hostile, or repeatedly interrupting someone during a time and setting where respectful dialogue is expected;
5. Using personal epithets, slurs, or other references as terms of abuse (including but is not limited to the "N" word), contempt, or hostility toward another individual;
6. Gesturing or behaving in a manner that puts another in fear of their physical safety, including invading their personal space after being directed to move away;
7. Physically blocking another individual's ability to exit from a room or location;
8. Remaining in the area or on district property after being asked to leave.
9. Violating the privacy of another individual's belongings (except for lawful searches by school officials conducted in connection with the administration of district rules and applicable laws: and/or
10. Preventing reasonable expressions of differing viewpoints in a manner that is not disruptive or disrespectful particularly in settings where open dialogue is appropriate.

D. Disrespectful behavior is defined as discourteous, rude or offensive words, gestures or other behavior that may devalue and undermine a person and their dignity or self-esteem or creates an intimidating, hostile, abusive or offensive environment. Examples of

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disrespectful and/or unprofessional behavior that are prohibited by this policy include, but are not limited to:

a. Bullying: bullying is a pattern of repeated behavior that a reasonable person would find hostile, offensive, intimidating, oppressive, subjugating, threatening, or not aligned with the District's mission or values. Bullying behavior may take many forms including physical, verbal, and non-verbal acts or behaviors. Workplace bullying refers to repeated, unreasonable actions of individuals (or a group) directed towards an employee (or a group of employees), which is intended to intimidate and create a risk to health and safety of the individual. Workplace bullying may also involve repeated abuse or misuse of power. A single physical, verbal, or non-verbal act or behavior generally will not constitute bullying unless especially severe and egregious;

b. Hostility/Intimidation: yelling, hostile or spiteful conduct, that is deliberate or repeated and/or causes harm to the targeted person's or persons' mental or physical wellbeing, safety, or economic status. This includes physical intimidation, non-verbal behavior such as: silent treatment or refusal to collaborate, unwanted touching, or isolation; using threatening or abusive language, profanity, or language that is intended to be or is perceived by others to be berating, rude, or coercive;

c. Belittling conduct: name calling; playing unwelcome "pranks" on a person; making fun of someone or telling jokes at their expense; taking, vandalizing, or otherwise damaging a person's personal or work property; spreading false information or rumors about someone; seeking submission or misuse of power, authority, rank, status, or other privilege;

d. Microaggressions: Microaggressions are subtle, often unintentional forms of discrimination that can appear as comments, questions, or behaviors that insult, invalidate, or exclude individuals from marginalized groups. They may be verbal or non-verbal behaviors that may demean, dismiss, or insult individuals or groups, particularly along lines of identity, status, or culture. Patterns of such behavior may be addressed under this policy when they contribute to a hostile environment. They also include questioning someone's citizenship, making assumptions about intelligence based on race or gender, or dismissing concerns about racism or bias.

e. Violence: throwing tools, office equipment, or other objects as an expression of frustration or anger or implying that one will act with violence as a method of influencing the actions of others;

f. Sabotage: intentionally interfering with a process of work or otherwise undermining a person's work or withholding information;

g. Invasive use of technology: using email, social media or other technology to harass or bully; using statements, photographs, video, or audio that could be

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reasonably viewed as malicious, obscene, threatening, or intimidating;

h. Intentionally making a false report of a violation of this policy.

IV. REPORTING PROCEDURES

A. Informal Complaint Process: District personnel may choose to immediately communicate in a respectful and professional manner to the individual engaging in behavior that is believed to violate this policy, explaining why their behavior is offensive, and asking them to stop. Often, communicating with the individual is effective because the person may not know that the behavior is inappropriate or offensive. Addressing situations informally when possible is encouraged. Informal resolution is encouraged where appropriate, but the District recognizes that power imbalances or identity-based dynamics may make this option unsafe or ineffective. In such cases, employees are encouraged to report the concern directly to a supervisor or HR Consultant.

B. Formal Complaint Process: If the behavior continues after it has been addressed through the informal process, the matter is to be reported in writing to a supervisor and/or manager or the HR Consultant assigned to their site/department. If the complaint or a concern is submitted in writing to the HR Consultant, an initial inquiry will be conducted to determine whether there is a reasonable basis to proceed with an investigation or take alternative action. If there is a reasonable basis to move forward, an HR Consultant (hyperlink in the distribution list) and the supervisor will take appropriate and proportionate action to resolve the matter while adhering to any relevant statute, collective bargaining unit or district policies.

An employee may obtain information from their supervisor, manager, or their designated HR Consultant about filing a formal complaint. (hyperlink in the complaint form) If the prohibited behavior or communication is coming from the supervisor, employees are encouraged to go to their next-level manager and/or HR Consultant.

During the complaint process, the confidentiality of the information received, the privacy of the individuals involved, and the wishes of the complainant will be protected to as great a degree as is reasonably possible. During and after the review and resolution of the complaint, all parties, including witnesses when applicable, will be required to maintain strict confidentiality, unless otherwise authorized by law. Employees are expected to cooperate with and participate fully and in good faith by providing forthright, accurate, complete, and timely information, including statements, testimony, evidence, etc., and to maintain the confidentiality of what is discussed as directed. The failure to cooperate in good faith may result in disciplinary action.

Any District action taken pursuant to this Policy will be consistent with requirements of applicable collective bargaining agreements, contracts, Minnesota Statutes, and District policies. The District will take such disciplinary action it deems necessary and

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appropriate, including warning, suspension or termination to end and prevent any further occurrences of disrespectful behavior. The District reserves the right to determine whether any type of behavior is disrespectful and injurious to the dignity of employee, stakeholders, students, and morale of the organization.

C. Complaints which fall under Board Policy 415: Discrimination, Harassment, Violence Retaliation, should be filed pursuant to that policy.

D. ~~Concerns or complaints involving members of the Board of Education must be submitted in writing to the Board Chair and signed by the complainant. If the complaint concerns the Board Chair, it should be submitted to the Vice Chair. The Board will review the matter in consultation with the General Counsel and take appropriate action (Board Policy 212.00).~~ If there is a complaint against a member of the board refer to policy 212.00.

E. To ensure equity in enforcement, the District commits to trauma-informed, culturally responsive investigation practices and will take steps to ensure that individuals from underrepresented groups feel safe and supported when reporting disrespectful or biased behavior.

F. The district strictly prohibits retaliation against any individual who, in good faith, reports a concern under this policy or participates in an investigation. Retaliatory actions include, but are not limited to, intimidation, reprisal or harassment. Staff engage who engage in retaliation may be subject to disciplinary action, up to and including termination.

Cross References:

Policy 415.00:	Discrimination, Harassment, Violence and Retaliation Policy
Policy 212.00	Complaints Against a Member of the Board of Education
Policy 418.00	Gender Inclusion - Staff
Policy 500.00	Gender Inclusion - Students

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Adopted 6/17/2008, 12/xx/2025
Saint Paul Public Schools Policy 209.00 Revised: 6/21/2011; 8/18/2015
Reviewed: 2/23/2023

209.00 DEVELOPMENT, ADOPTION, IMPLEMENTATION AND MONITORING OF POLICIES

POLICY PURPOSE:
The School Board is committed to maintaining a clear, transparent, and consistent process for the development, adoption, revision, and implementation of district policies. This policy is intended to underscore the critical role of the school board in policy development and to establish a framework that supports continuous and consistent policy-making efforts.

GENERAL STATEMENT OF POLICY:
Formal guidelines are necessary to ensure the school community that the school system responds to its mission and operates in an effective, efficient, and consistent manner. A set of written policies shall be maintained and modified as needed. Policies should define the desire and intent of the school board and should be in a form that is sufficiently explicit to guide administrative action. All policies are subject to regular review to ensure alignment with best practices, legal requirements, and the evolving needs of the District.

DEFINITIONS:
~~"Substantive change" - A substantive change occurs when one of the following takes place: a) the purpose or intent of the policy changes; b) the change expands or reduces who or what the policy applies to;; d) when there is a change in process or procedures; e) there is a change in rights or protections or f) legislative change - changes in local, state, or federal policy and legislation.. Clarifying language for clarity and readability would not be considered a substantive change.~~

"Substantive Change" – A substantive change occurs when a policy is modified in a way that meaningfully alters its purpose, scope, or effect. Substantive changes include:

- Purpose or intent: The overall goal or intent of the policy is revised.
- Scope of applicability: The group of people, situations, or areas the policy applies to is expanded or reduced.
- Requirements: The obligations, conditions, or standards individuals or groups must meet are added, removed, or altered.
- Processes or procedures: The steps, methods, or workflows required under the policy are changed.
- Rights or protections: The rights, benefits, or safeguards provided by the policy are increased, reduced, or removed.
- Legislative or regulatory updates: Changes are made to align with new or amended local, state, or federal laws or regulations.

“Three readings” - the formal process of placing a proposed policy on the board agenda for three separate meetings before a final vote can be taken. Review by the Committee of the Board can constitute a first reading.

“Policy Work Group” (PWG) - A workgroup with the role and authority to exercise executive decision-making authority in approving updates, determining if a policy change is considered substantive, and advancing policies to the Committee of the Board/Regular Meeting of the Board of Education.

“Purpose Statement” - a concise, high-level description of what the policy is intended to accomplish, and explains the "why" behind the policy, outlining its main objective, scope, and gives context to the policy.

“General Statement of Policy” - a broad declaration that outlines the core principles and values guiding the policy, expanding on the Purpose Statement by providing a more detailed overview of the policy's intent.

“Definitions” - provides clear, unambiguous meanings for specific terms used within the document, important for terms that are technical, have a specific legal meaning, or could be easily misunderstood. By explicitly defining these words, the policy creates a shared vocabulary.

“Emergency” - Emergency is a sudden, unexpected, serious event or unforeseen change in circumstances that requires urgent intervention.

DEVELOPMENT OF POLICY

Proposed policies or ideas shall be submitted to the superintendent or designee, or Board Chair or designee for consideration for placement on the agenda. ~~The superintendent shall prepare the text for the first reading.~~

ADOPTION OF POLICY

1. The Board shall give notice of a proposed amendment, rescission, or adoption of policy by placing the amendment, rescission, or adoption resolution on the Board agenda for three successive readings.

2. The amendment, rescission, or adoption resolution shall be read at the first reading. Amendments may be offered anytime at the first, second, and third reading. The vote on the amendment, rescission, or adoption shall take place at the third reading.

3. The Superintendent or designee shall establish procedures to inform the public of proposed policies or substantive policy revisions. This procedure shall provide for the broad dissemination of pending policy issues and shall further provide for a system that will allow for and encourage public comment regarding these issues.

4. The proposals shall be distributed and public comment shall be allowed, according to Board guidelines, prior to final school board action.

5. A majority vote of the total membership of the school board shall be required to amend, rescind, or adopt a policy. A policy shall take effect as of the date of its Board action, unless otherwise specified in the text of the resolution or the wording of the motion.

6. In the event of an emergency, a new or amended policy may be adopted by a majority vote of a quorum of the school board at the first or second reading. A statement regarding the emergency and the need for immediate adoption of the policy shall be read and included in the minutes. The emergency policy shall expire within one year of the emergency action. Before the expiration date, the Board may adopt the emergency policy permanently by means of the procedure detailed above.

7. Policy introduction and review at the Committee of the Board meeting may constitute the first reading. The second and third readings shall occur at Regular Meetings of the Board of Education.

8. If, after the third reading, the Board is unsatisfied with the proposed policy, it may, by majority vote, refer the policy back to the Policy Work Group (PWG) for reconsideration. The PWG shall address the Board's concerns and resubmit the policy for a new first reading or, if revisions are non-substantive, advance the policy through the consent agenda process

POLICY REVISIONS WITHOUT THREE READINGS

1. Revisions that are required ~~owing~~ due to a change in statute, rule, or other governmental mandate may be made through the consent agenda rather than through the three-reading process.

2. A Board director may request to remove such policy revision from the consent agenda and require that it be considered in three successive readings, as prescribed above. No second or vote shall be required to effect the removal of a policy revision from the consent agenda.

3. Minor editorial updates that do not affect the title or substance of the policy (e.g., typographical or formatting corrections) are exempt from the three-reading process and will be submitted to the Committee of the Board and Regular Meeting of the Board of Education for approval via the consent agenda.

4. An addition of a Purpose Statement, General Statement of Policy, or Definitions that does not alter the scope or intent of the policy is not subject to the three-reading process.

5. The Policy Work Group is authorized to approve updates or advance policies to the Committee of the Board or to the Regular Meeting of the Board of Education for adoption.

IMPLEMENTATION OF POLICY

1. The superintendent shall implement Board policies and develop administrative procedures, guidelines, and directives to provide greater specificity and consistency in the process of implementation. These procedures, guidelines, and directives, including employee and student handbooks, shall be subject to periodic review by the Board.

2. Each Board member shall have access to the policy manual and a copy shall be placed in the office of each school. Manuals shall be available in the central office and online and made available for reference purposes to other interested persons.

3. It shall be the responsibility of the Superintendent, employees designated by the Superintendent, and individual Board members to keep policy manuals current.

REVIEW OF EXISTING POLICIES

1. Policies must be reviewed on a periodic basis. The objective of the review is to determine whether the policy is still consistent with:
    - Best practice
    - The strategic direction of the District and
    - Changes in local, state or federal policy and legislation; and
    - Whether the policy meets the needs of students, families and staff.

2. The review cycle may vary depending on the policy type and its scope, but three (3) years would be typical and there must be no more than five (5) years between policy reviews.

LEGAL REFERENCES:

Minn. Stat. § 123B.02, subd. 1
Minn. Stat. § 123B.09, subds. 1 & 7

CROSS REFERENCES: