

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

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

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

**October 21, 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: C. Franco, E. Valliant, H. Henderson, U. Ward, C. Allen, J. Vue, Y. Carrillo
Superintendent Stanley

K. Bergstrom, General Counsel; S. Dahlke, Assistant Clerk

3. APPROVAL OF THE ORDER OF THE MAIN AGENDA

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

The motion was approved by roll call vote:

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

5. RECOGNITIONS

BF 34431 Acknowledgment of Good Work Provided by Outstanding District Employees

1. **Central Senior High and Washington Technology High** School have been recognized for excellence in education by being named 2025 Schools of Distinction by Cognia, the global nonprofit school improvement organization that helps grow learners, teachers, and leaders.

Cognia announced its list of Schools and Systems of Distinction among Cognia Accredited schools and districts in September. These 35 Schools and Systems of Distinction earned this recognition

based on the results of Cognia’s rigorous Accreditation Engagement Review process. The 2025 Schools and Systems of Distinction are listed on the Cognia website.

During the 2024-2025 school year, Cognia conducted approximately 1,110 accreditation engagement reviews. Of the 35 institutions recognized this year, 23 schools and seven systems are in the U.S. across 14 states, and five are international schools and systems across four countries. The number of institutions reviewed and those that earn this designation vary from year to year.

2. **Rebekah Orensten**, Library Media Specialist at Obama Middle School, received the School Media Innovator of the Year Award from the Minnesota Library Association at their annual conference in October.

The School Media Innovator of the Year award honors a licensed school librarian, or technology integrationist who has made innovation and the development of new ideas and teaching philosophy using school library, maker or technological practices and ideas. In her previous role at Battle Creek Middle School, Rebekah mentored her school's genius squad and continually pursued grants and donations to provide her students with a makerspace, robotics equipment, art supplies, a Cricut machine and more. She continuously works to close resource gaps and provide students with meaningful access to technology and literacy, and strives to build connections with her students every day.

As one of the people who nominated her for the award said: "Rebekah exemplifies what it means to be a 21st-century library media specialist: student-centered, tech-savvy, and deeply dedicated to empowering young minds."

3. **Scott Hrouda**, Assistant Director of the SPPS Facilities Department, was recognized posthumously by The Minnesota Educational Facilities Management Professionals Association (MASMS).

Scott was awarded the 2025 Lifetime Achievement Award at the annual MASMS conference held on October 2, 2025. Tracy Hrouda accepted the award for her late husband. This award is in recognition of Mr. Hrouda’s outstanding dedication and commitment to educational facilities.

The Minnesota Educational Facilities Management Professionals (MASMS) is a professional organization committed to promoting excellence in the operation and care of educational facilities. It is a group of over 900 individuals in the areas of facilities/grounds/health & safety/operations for Minnesota K-12 and Higher Education organizations. It is a member oriented, problem-solving, professional group committed to facilities management.

4. PUBLIC COMMENT

- | | |
|-------------------------------------|-----------------------|
| 1. <u>Louisa Lindfors</u> | Middle School Sports |
| 2. <u>Anneliese Lindfors</u> | Middle School Sports |
| 3. <u>Elsa Lindfors</u> | Middle School Sports |
| 4. <u>Sula Korgstad</u> | Middle School Sports |
| 5. <u>Kieran Schimnich</u> | Middle School Sports |
| 6. <u>Jeanelle Foster</u> | Online School and ICE |
| 7. <u>Sai Thao</u> | Txuj Ci |

- 8. Stephanie Anderson Vote Yes
- 9. Christopher Lutz Building move
- 10. Greg Filice Referendum

6. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Henderson moved approval of the Order of the Consent Agenda with items 3a: Amendment #3 to Contract #22-2297 for District Audit Services; 3-g: Request to Sign Partnerships Agreement with Blazerworks Staffing Agency; and 3-h: Request to Sign Partnerships Agreement with Phaxis Staffing Agency pulled for separate consideration. The motion was seconded by Director Valliant.

The motion was approved by roll call vote:

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

7. APPROVAL OF THE MINUTES

- A. Minutes of the Special Meeting of the Board of Education of September 23, 2025
- B. Minutes of the Regular Meeting of the Board of Education of September 23, 2025
- C. Minutes of the Special Meeting of the Board of Education of September 30, 2025

MOTION: Director Henderson moved approval of the Minutes of the Special Meeting of the Board of Education of September 23, 2025; Minutes of the Regular Meeting of the Board of Education of September 23, 2025; Minutes of the Special Meeting of the Board of Education of September 30, 2025. The motion was seconded by Director Valliant.

The motion was approved by roll call vote:

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

8. COMMITTEE REPORTS

- A. Minutes of the Committee of the Board Meeting of October 7, 2025

At the Committee of the Board Meeting on October 7, 2025, Superintendent Stanley began the meeting by welcoming everyone to the meeting and providing details on her visits to schools, connecting with staff and principals regarding the READ Act and thanked staff for their work toward our literacy efforts. She also shared her time in community to discuss the referendum to ensure information is out to as many folks as

possible, and thanked the supporters for their endorsement of the referendum. Board members thanked the Superintendent and noted support from community members and the impacts on the short and long-term success of the district.

The first presentation was the READ Act Update. Questions from the board centered on the determination of cohorts, professional development for staff who support EL students, the recommendation for a leadership course by CARIALL, continuation of CARIALL training, reading curriculum for special education reading classes, and strategies for reading supports for EL students, specifically in high school, and overall supports needed for high school students.

The next presentation was an update on the Txuj Ci Facilities. This presentation sparked robust discussion from the Board, including the timeline and rationale for the delay, further details on the budget ranges within the two options provided, which included Prosperity Heights as a standalone program or Hazel Park as a co-location option, timeline for potential remodeling, impacts to the Hazel Park community, including their IB program, as well as an option that combines both Prosperity and Hazel Park. Enrollment and revenue in these options were also discussed, as well as enrollment from Jackson. The Board also shared concerns about disruptions to the special education program at Hazel Park, questions about class size caps and the feelings of overcapacity at the current sites. The Board also revisited the recommendation from the workgroup, and the information they had available at the time. Superintendent Stanley, as well as other board members, also shared concerns about both options, including in special education, costs, space, affects to PreK, school cultures, and available services to students, as well as a need for an entire district facilities portfolio evaluation. Overall, the Board noted that additional community engagement is needed, as well as an updated timeline for this topic, including at an upcoming Committee of the Board and Regular Meeting, with the workgroup to also reconvene. The Board thanked the community for their advocacy and work.

The next presentation was the Policy Update. Within the discussion for the revisions to Policy 507.00 - School Sponsored Activities: Clubs, the Board confirmed that this policy does not preclude students from leading groups, but must be under the guidance and supervision of a staff member. Within the discussion for the revisions to Policy 603.00 - Organization of School Calendar and School Day, the Board clarified the details about the calendar committee and technical aspects of these revisions. Because language from Policy 603.01 - School Day - Student Arrival and Departure Time would be included in the revisions to Policy 603.00, the recommendation is to rescind this policy. Overall, the Board agreed with going-forward to the three reading process for each of the presented policies.

MOTION: Director Ward moved to accept the report on the October 7, 2025 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

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

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

B. Motion to Schedule a Special Meeting of the Board of Education on November 11, 2025

MOTION: Director Henderson moved to schedule a Special Meeting of the Board of Education on Tuesday, November 11, 2025 beginning at 4:30pm in Conference Room 5A of the District Administration Building located at 360 Colborne. Director Vue seconded the motion.

The motion was approved by roll call vote:

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

C. Motion to Reschedule the April 2026 Committee of the Board Meeting to April 14, 2026

MOTION: Director Henderson moved to reschedule the April 2026 Committee of the Board meeting, previously scheduled for Tuesday, April 7, 2026 to Tuesday, April 14, 2026 beginning at 4:30 pm in Conference Room 5A. Director Franco seconded the motion.

The motion was approved by roll call vote:

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

10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Stanley congratulated the boy's soccer teams from both Como Park and Central on going to State – it is exciting.

She also noted that the day following this meeting is Wear Orange Day, which is related to anti-bullying efforts, as well as National Gun Violence Awareness Day.

Also included in the announcements was a note about the upcoming vote on the referendum, and she thanked the Board and community members to ensure the community is well-informed about the referendum. She provided a recap on the virtual online townhall with about 60 individuals who attended and asked questions, as well as the NAACP forum panel discussion with SPNN. She also noted that she is continuing to talk with many different groups, including the St. Paul Realtor's Association.

Director Vue appreciates her work in the community, and is interested in the engagement that has evolved and the concerns of the community, and how they have changed or evolved in what the community needs, wants, and expects. Dr. Stanley noted that there are concerns about property taxes, especially with elders on a fixed income. She noted that she was also recently able to garner information at recent conferences related to how to apply for property tax refunds, and impacts of that. As she has been speaking with folks, they love the schools, and appreciate our work, or they mention how their child graduated from SPPS or are current students and their experiences. She noted that her role is to provide information.

Director Henderson noted the many signs she has seen throughout the community, and it has been exciting to see information in multiple formats and ways, and to see the superintendent and her team sharing the impacts and positive opportunities and spaces currently supporting in the city, and she thanked Dr. Stanley for her work.

11. AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Consent Agenda

MOTION: Director Henderson moved approval of all items within the consent agenda withholding items 3a: Amendment # 3 to Contract # 22-2297 for District Audit Services; 3-g: Request to Sign Partnerships Agreement with Blazerworks Staffing Agency; and 3-h: Request to Sign Partnerships Agreement with Phaxis Staffing Agency for separate consideration. Director Franco seconded the motion.

The motion was approved by roll call vote:

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

1. Gifts

BF 34432 Accepting All Donations under \$5,000 from September 1-September 30, 2025

That the Board of Education approve these donations under \$5,000.00 from September 1 – September 30, 2025, which shall be used for public purpose and to assist in fulfillment of public education for Saint Paul Public Schools students.

2. Grants

BF 34433 Request for Permission to Accept a Grant from the Minnesota Department of Education’s Building and Cybersecurity Grant Program

That the Board of Education authorize the Superintendent (designee) to accept funds from the Minnesota Department of Education’s Building and Cybersecurity grant program and to implement the project as specified in the award documents.

BF 34434 Request for Permission to Submit a Grant to the Minnesota Department of Education Nonexclusionary Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Education Nonexclusionary Discipline grant program; to accept funds; and to implement the project as specified in the award documents.

BF 34435 Request for Permission to Submit a Grant to the Minnesota Indian Affairs Council Dakota and Ojibwe Language Competitive Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Indian Affairs Council Dakota and Ojibwe Language grant program; to accept funds; and to implement the project as specified in the award documents.

BF 34436 Request for Permission to Submit a Grant to the Minnesota Department of Natural Resources’ 3M PFAS Settlement Priority 2 Grant Program

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

BF 34437 Request for Permission to Accept a Grant from Rooted Philanthropic

That the Board of Education authorize the Superintendent (designee) to accept funds from the Rooted Philanthropic grant program and to implement the project as specified in the award documents

BF 34438 Request for Permission to Submit a Grant to The NEA Foundation's Learning and Leadership Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to The NEA Foundation's Learning and Leadership grant program; to accept funds; and to implement the project as specified in the award documents.

3. Contracts

BF 34439 Active Employee Disability Insurance Rates with MetLife

That the Board of Education approve a contract for active employee disability insurance coverage with MetLife, effective January 1, 2026, at the proposed premium renewal rates.

BF 34440 Active and Retiree Dental Insurance Rates with MetLife

That the Board of Education approve a contract for active employee dental insurance coverage with MetLife, effective January 1, 2026, at the proposed premium renewal rates.

BF 34441 Active and Retiree Medical Insurance Rates with HealthPartners

That the Board of Education approve a contract for active employee and retiree health insurance coverage with HealthPartners, effective January 1, 2026, at the proposed premium rates.

BF 34442 Active Employee and Early Retiree Health Insurance with PEIP

That the Board of Education approve a contract for active employee and early retiree health insurance coverage with PEIP, effective January 1, 2026, at the proposed premium renewal rates.

BF 34443 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 34444 Voluntary Benefits Rates with Securian

That the Board of Education approve a contract for voluntary benefits insurance coverage with Securian Financial, effective January 1, 2026, at the proposed premium rates.

BF 34445 Request to Sign Contract with Go4 Healthcare LLC for Athletic Trainer Services at Athletic Events

That the Board of Education authorize the Superintendent (designee) to sign the contract with Go4 Healthcare LLC.

4. Agreements

5. Administrative Items

BF 34446 Monthly Operating Authority

That the Board of Education approve and ratify the following checks and electronic transfers for the period August 1, 2025- August 31, 2025

BF 34447 Recommendations for Exclusion of Students Non-Compliant with Minnesota Statute 121A.15 Health Standards: Immunizations

That the Board of Education exclude non compliant student(s) from school(s) effective October 29, 2025 should they not comply with Minnesota State Health Standards for Immunizations on or before this date

Human Resources Transactions

BF 34448 Transactions for September 1 – September 30, 2025

BF 34449 Project Budget Modification Request and Finance Plan Update for Bruce Vento Elementary New Construction (Project # 1020- 22-01)

That the Board of Education approve the budget modification to Bruce Vento Elementary New Construction (Project # 1020-22-01).

6. Bids

BF 34450 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 0610 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5796 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to Kellington Construction for a lump sum base bid of \$757,600.

BF 34451 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 3100 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5809 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to Kamish Excavating for a lump sum base bid of \$283,000.

BF 34452 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 2600 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5808 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to Phasor Electric for a lump sum base bid of \$1,829,000.

BF 34453 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 2100 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5805 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to Nasseff Mechanical for a lump sum base bid of \$393,000.

BF 34454 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 0965 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5803 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to MCI Carpet One for a lump sum base bid of \$251,805.

BF 34455 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 2300 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5807 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to Muska Electric dba General Sheet Metal for a lump sum base bid of \$1,117,474.

BF 34456 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 2200 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5806 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to Uhl Company for a lump sum base bid of \$1,174,200.

BF 34457 Phase Gate Approval of the Washington Technology Magnet Pool AHU Replacement (Project # 4040-26-01): Gate #4 - Contract Award

That the Board of Education approve the award of the Washington Technology Magnet Pool AHU Replacement (Project # 4040-26-01) to Midwest Mechanical Solutions for a lump sum base bid plus Alternates 1 & 2 of \$1,182,474.

7. Change Orders

ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 34458 Amendment # 3 to contract # 22-2297 for District Audit Services

Director Vue noted that he pulled this item for more clarification on the amendment to the Clifton, Allen, Larson contract, and that Chief Sager has provided additional information, which was helpful. Director Vue requested information on the invoicing and the written notice as stated in contract. Chief Sager noted that

we are in constant communication with the auditors, and they keep us apprised of additional services or fees that we may encounter as a result of additional work, including last year's application for Inflationary Reduction Act process.

Director Carrillo noted clarity on the justification for the amendment for the additional services and the costs associated with them. Chief Sager then provided details on the several additional reporting requirements and the GASB requirements, as well as the Inflationary Reduction Act, and additional staffing to move the audits to completion, with previous staffing challenges and additional hours and staffing from CLA for this work. He also clarified that we are not expecting to incur this extra amendment to the contract on an ongoing basis.

Director Ward requested information on the process. Chief Sager noted we believe everything has been completed in the correct order and appropriately, and we meet with the auditors on a weekly basis, as well as detailed meeting notes to ensure all are on the same page in terms of invoicing and to verify the invoiced work.

MOTION: Director Henderson moved that the Board of Education authorize the Superintendent (designee) to approve amendment #3 to contract 22-2297 to allow for an increase in contract amount by \$450,000. Director Ward seconded the motion.

The motion was approved by roll call vote:

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

BF 34459 Request to Sign Partnerships Agreement with Blazerworks Staffing Agency

Director Franco pulled this item for additional information. He requested details about the total number of special education vacancies that we are looking to fill through this contract. Assistant Superintendent Nistler responded that there are 11 special education vacancies; whereas a year ago, there were 50 vacancies. Director Franco also requested information on the projected number of vacancies to fill through this contract, including staffing for long-term leaves. Assistant Superintendent Nistler also noted that the district is invoiced for actual work – we are not cutting a check for the total amount of the contract. This contract is for both long-term openings that are vacant, as well as to cover educators on leave. The position may be continued to be posted and as we work to fill it, notice will be provided to staffing agency and they may be reassigned to a different position.

Director Carrillo noted the shortage of special education teachers and ways we as an organization are developing our own internal staff, in collaboration with local higher education institutions to create a funnel with special education teachers. Assistant Superintendent Nistler noted the different strategies to increase the pool of special education teachers, including SUTR, and in working with partners for staff to achieve an undergraduate degree and residency with a special education licensure. There is also a special education pipeline grant from MDE, with more details provided.

Director Carrillo highlighted the needs of the system, and encouraged the district to focus on building programs through our own budget and creative thinking for long-term plans to encourage folks in the special education teaching pathway within Saint Paul and investing in our community in this area.

MOTION: Director Henderson moved to authorize the Superintendent (designee) to approve this contract for Blazerworks Staffing Agency. Director Franco seconded the motion.

The motion was approved by roll call vote:

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

BF 34460 Request to Sign Partnerships Agreement with Phaxis Staffing Agency

Director Franco requested information on the differences between this contract and those in Blazerworks. Response: They are similar, just different staffing agencies may have different candidates at different times. He also requested further details on the costs by trends from previous data. Response: Last year, we used the estimate for 9-10 positions, and we are not proposing a decrease, but seeing more staff taking leaves for longer periods and different reasons, so we proposed to keep it the same

Director Franco also noted considerations for next year's budget. He encouraged creativity and innovation to employ staff internally to meet the leave vacancies. Superintendent Stanley noted that the ultimate goal is to hire internally, but special education needs are unique and complex, and we need to ensure teachers in those positions are licensed, qualified, and prepared to meet the needs of our students.

The board agenda item will also need to updated due to a typographical error.

Chief Pratt-Cook noted that Minnesota Paid Leave will also be taking effect in January 2026, and there may be an increase in leaves, and we are legally obligated to provide services to students with specialized services, and it's important to ensure there are qualified special education teachers in the classrooms, and that context in relation to this item.

MOTION: Director Henderson moved to authorize the Superintendent (designee) to approve this contract for Phaxis Staffing Agency. Director Ward seconded the motion.

The motion was approved by roll call vote:

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

FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION

A. Project Labor Agreements (PLA)

Kathy Wallace, Interim Director of Facilities, then provided context for this item. She reviewed the role of project labor agreements, including a precontract collective bargaining agreement to one or more terms related to wages of workers, assurance of no work stoppages, picketing, and other actions that may interfere with the project moving-forward. Since 2005, SPPS has analyzed the need for a PLA for construction cost estimated that exceed \$250,000. We use a number of different criteria to determine if a PLA is recommended, including size, complexity, potential student or operational impacts if work is stopped due to work action, number of trades involved, and schedule constraints. There are six projects where a PLA is recommended, and 2 where a PLA is not recommended due to low complexity and lower impact on student operations. Ms. Wallace also noted feedback from labor organization.

Director Franco noted typographical errors within each PLA. Further information from Ms. Wallace after the meeting noted that those portions of the report were a direct quote from an organization that was invited to comment. It is not a part of the recommendation from the District, but additional information. Future PLA items will be clearer that the italicized section is the verbatim response of the noted organization.

BF 34461 Projects Where a PLA IS Recommended

a. Projects Where a PLA IS Recommended

- i. FY25 Roof Replacement (0175-25-01)
- ii. FY26 Flooring Replacement Program (0225-26-01)
- iii. FY26 Instructional A/V (0680-26-01)
- iv. Hazel Park Fire Alarm, A/V, and Ceilings (1130-26-01)
- v. 740 York RTU Replacement and Roofing (1140-25-01)
- vi. Maxfield Elementary Electrical Panel and Switchgear Replacement (4180-26-01)

MOTION: Director Henderson moved to approve these projects where a project labor agreement IS recommended:

- **FY25 Roof Replacement (0175-25-01)**
- **FY26 Flooring Replacement Program (0225-26-01)**
- **FY26 Instructional A/V (0680-26-01)**
- **Hazel Park Fire Alarm, A/V, and Ceilings (1130-26-01)**
- **740 York RTU Replacement and Roofing (1140-25-01)**
- **Maxfield Elementary Electrical Panel and Switchgear Replacement (4180-26-01)**

Director Ward seconded the motion.

The motion was approved by roll call vote:

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

BF 34462 Projects Where a PLA IS NOT Recommended

- b. Projects where a PLA is NOT Recommended
 - i. Highwood Hills Elementary Recreation Center Refresh (2120-26-01)
 - ii. Murray Middle Administrative Area HVAC/AHU (4200-26-01)

MOTION: Director Henderson moved to approve these projects where a project labor agreement IS NOT recommended:

- Highwood Hills Elementary Recreation Center Refresh (2120-26-01)
- Murray Middle Administrative Area HVAC/AHU (4200-26-01)

Director Valliant seconded the motion.

The motion was approved by roll call vote:

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

B. Policy Update

- a. THIRD 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

BF 34463 THIRD READING: Policy 502.00 – Attendance Areas: Resident Students

MOTION: Director Henderson moved to approve the revisions to Policy 502.00 – Attendance Areas: Resident Students. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

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

- b. THIRD 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:

- None

BF 34464 THIRD READING: Policy 520.00 – Technology Usage & Safety

MOTION: **Director Henderson moved to approve the revisions to Policy 520.00 – Technology Usage & Safety. The motion was seconded by Director Ward.**

The motion was approved by roll call vote:

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

c. THIRD 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.

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

QUESTIONS/DISCUSSION:

- Director Henderson recognized the amount of work that has gone into this policy, and that the timeline has been lengthy. It is impactful language and each conversation has led to more discussion and a deeper understanding to get to a place where it feels actionable and respectful.
- Director Carrillo thanked the staff for the continuous critiques provided by the Board and he is encouraged to see this policy through to the third reading. It speaks to the good conversation and ability to listen and understand the core of the policy’s intention.

BF 34465 THIRD READING: Policy 419.00 – Professional and Respectful Workplace

MOTION: **Director Henderson moved to approve the implementation of new Policy 419.00 – Professional and Respectful Workplace. The motion was seconded by Director Valliant.**

The motion was approved by roll call vote:

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

10. INFORMATIONAL AGENDA ITEMS

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

The purpose of the presentation was reviewed – to report the progress on the B.I.G.G. goal of: The amount of district funds dedicated to art and music will increase from \$243 in FY25 to \$284 per student in FY29. Reporting parameters were also reviewed.

Information about the data was also reviewed, including the FY26 SPPS adopted budget programs for Art and Music, SY25-26 estimated enrollment, and SY24-25 arts courses.

The FY26 art and music per pupil funding was also reviewed, with \$278 per pupil allocated in the FY26 budget; a \$35 increase per pupil from FY25, a 22.5% increase from 2023-2024; and \$6 per pupil away from the FY29 target.

A snapshot of the investment in arts and music was also shared, with 6 arts magnet schools, 24 courses in grades 6-8, 97 courses in grades 9-12, academic year summer and extended day, and a districtwide celebration of arts.

Resource links were also shared, including the FY26 adopted budget, the budget archive by year, and the 25-26 SPPS district course catalog.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Vue requested information on the pace to achieve this goal. This is a good exercise in setting goals that are obtainable and demonstrating that work is moving forward. We will need to consider changes to it, or sunset this goal in the future, and this information indicates we are on our way to complete this goal, and secondly, to continue to invest in different goals or sunset.
- Director Henderson appreciates this presentation, and the initial goal setting, and to determine what is achievable, as well as the intention of the goal and to determine the investments in programs that students access, and looking at the right measurement.
- Director Ward noted the progress towards meeting a goal, a moment to reflect, and then decisions to sunset or expand it. In this goal, we heard concerns that parents want their students, and also the students want to experience enriching learning opportunities. As we look towards meeting this goal, he appreciates the work to ensure that those we serve are experiencing these opportunities in their daily lives. He is excited for the progress on this goal, and thanked Administration for the presentation.

- Director Henderson noted that as we start to see these dollars show up in classrooms, and what it looks like for our school communities, and investments in arts and music specialists, and how those per pupil funds are showing in experiences.
- Director Allen noted that the role of setting goals is accountability, and setting the goal to sustain that investment.
- Director Carrillo echoed the sentiment of both sustainability and accountability, as well as encouragement as we move forward to use this as a stepping stone for goal-building, as well as how investments impact students and is measurable and effective. He is encouraged by the ideas around goals and writing them down, as well as conversations in the future, and the direction of funds in programs, and effects to arts and music from other decisions. He noted ways to set a goal to ensure the criteria is measurable and obtainable, and good for students.

B. 100-Day Entry Plan: Coming Into Focus

Superintendent Stanley presented this report. Included in the review were the SPPS mission and guiding values, and the current SPPS Achieves strategic plan. The Board Initiated Goals Governance (B.I.G.G.) goals were also shared, as a review.

She shared about her entry plan phases, including Listening, Learning, Evaluation and Leading. Within Listening and Learning, she shared details and figures about the numbers of focus groups, events, thought exchanges, group outreach, and media appearances.

Within Evaluation, the current phase, she reviewed the SOAR (strengths, opportunities, aspirations, and results) work, as well as prevalent themes. This is the roadmap for our work ahead - it honors what we do well while honing in with a laser-like focus on what we must improve. Most importantly, it centers the experiences of those we serve and commits us to action that creates meaningful change. Examples of each were provided. Results included key areas for study and goal-setting, and include:

- Facility Equity Assessment & Longitudinal Plan
- Family Communication and Language Access Standards
- Discipline and Belonging Review
- Achievement Gap Reduction & Academic Acceleration Initiative for every student group
- Staff Retention and Recruitment Strategy
- Marketing and Enrollment Recovery Campaign
- Special Education Programming Enhancement
- Analysis of Current Resource Allocation Models
- Continuous Improvement Infrastructure

Next steps will include achieving greater clarity. Our families and students are not asking for perfection. They are asking for consistency, equity, dignity, and follow-through. They are asking us to see them, hear them, and create systems that serve all children with the same excellence we provide to some.

The full presentation, and Superintendent Onboarding Report to the Board as an Executive Summary, can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- The Board appreciated the phrasing of quotes from stakeholders within the presentation.
- Director Ward noted the current strategic plan, and recently instituted B.I.G.G., and where the existing strategic plan fits into the operations. Response: The community is familiar with the current strategic

plan, and at minimum, a refresh is needed as the district has been through a lot with reductions, spend-down of the fund balance, and we need to continue to lift up the community, as well as recommendation to start a new strategic plan.

- Director Henderson appreciated that, and believes that in a shift in leadership, it is sometimes assumed that “out with the old, in with the new”, and it’s a careful consideration to look at current investments, and focus from the community and staff and current investments, and places where we haven’t been able to focus sufficient time and energy. This will allow us to focus on areas and recognize places where investments, time, and energy and we are seeing the fruits of our labor. It is impactful to see where we have been, where to engage, and how to shape the strategic plan process. This is a step in the next direction with a focus on our strengths, because we do hear from families that there are pieces that make our schools so great, and we need our community to understand that, as well as places to grow.
- Director Carrillo noted his experience with Dr. Stanley over the past 100 days has been the emphasis on dignity and that we need to lean into what it means to feel belonging and treated with an intrinsic dignity - one that is not earned, but comes from being a person regardless of background or current experience. He wants to encourage and emphasize the importance of this. He noted ways in which we can ensure all students experience high student outcomes and supports. He also noted the sense of safety, and welcoming, and pride and belonging in the community, as we continue to serve our community better and achieve better.
- He went on to note the question about how we are going to do this, and there will be future reports and check-ins, as well as an understanding and “pulse” of what the community is saying in conversations with the superintendent, which also mirror conversations with the board and others to compare notes. The hope is that as we go through the process of envisioning that we are keeping the ultimate goals in place, and he believes we are doing that.
- Director Allen noted that as a first-generation Rondo resident and fellow Minuteman, she welcomes Dr. Stanley home. She noted the feelings around the decision of district leadership, and feels the Board made the right decision. She thanked Dr. Stanley for her dedication and looks forward to the 200-day report. Director Allen has had 40 years of experience in SPPS, and there is a lot to love about the district, which is why she continues to work in and be on the school board to give her time to the district, because she sees greatness. This report gives hope, and also reluctantly because of experiences in the past. In the past 100 days, it has been learning about the district, and seeing our community, and interactions and difficult situations, but also to hear we are moving forward and getting to be where we want and desire in the district, and continue to build the trust necessary with our community.
- Director Vue thanked the superintendent for the report, and noted questions and information requests in regards to this report. He respects her and her work and looks forward to responses to his questions at their next meeting.
- He noted questions about how to balance aspirations versus reality in working with the Board and community to buy-into the initiatives. Superintendent Stanley noted that her job is to do just that - multiple things at once, but what’s important is movement. The passing of the referenda will be important. Then moving forward with a strategic plan for benchmarks and key indicators of progress with areas of focus. We know our culturally effective and relevant instruction and it’s benchmarks, and communicating with stakeholders with a consistent accordion-process for going out and getting more information, or in different ways. She has also heard from board members about trust, as well as from families and community members. She has also set goals for herself, and that the community voice is important, and they want us to hear their voice. She has also laid out areas to focus on and engage with the community to define benchmarks and move forward and build trust with staff, students, and board members to see the process and progress in our work. It’s clear that in SPPS Achieves, there

was a focus on College and Career Readiness, and it's important that there are clear areas of focus and to not dismiss or negate the work that has already been done.

- Director Valliant thanked Superintendent Stanley for the report and its in-depth details. She also shared a personal experience with a student who told their parent that they were upset because a teacher told them that they believed that student was going to fail their class again this year. The student was very upset. Our teachers need to be motivational in positive ways.

C. Policy Update

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

This presentation included policy changes, including the addition of the Policy Purpose and General Statement of Policy, definitions, changes within Development of Policy, Adoption of Policy, and Policy Revisions without Three Readings.

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

QUESTIONS/DISCUSSION:

- Director Carrillo noted that this is not a policy to “sneak through” on the consent agenda, but that board members always have the option to pull a policy proposal from the consent agenda if changes were non-substantive and there was no change in the policy itself. The Board does control the making of policies.
- Director Henderson noted that changes are around the best use of time, and substantive changes will continue with the three-reading process, but it's important to update policies, and this policy will ensure timely changes when they are non-substantive.

- b. FIRST READING: Policy 507.00 - School Sponsored Activities: Clubs

Craig Anderson, Executive Director of Teaching and Learning, presented this proposed update. Policy changes include the addition of a Policy Purpose, and General Statement of Policy, as well as that student clubs and groups that enrich a student's education and development are permitted within the school system, and that all student clubs and organizations must operate under the guidance of a school staff member. These groups are required to comply with all applicable state laws, school board policies, and administrative regulations.

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

QUESTIONS/DISCUSSION:

- The Board requested information on the assignment of the adult leader, to ensure they are a safe person in a safe space for students. Response: Students do seek out the adult to lead the group, and there may be times that adult does not have the capacity, but looking in a specific adult leader
- Director Vue requested information on the committee who contributed to the changes. Response: It was a small group of staff within the Office of Teaching and Learning to make the language clearer.
- It was noted that this is not a new policy, but will be updated to include the last revised date.

- c. FIRST READING: Rescission of Policy 603.01 School Day - Student Arrival And Departure Time

Craig Anderson, Executive Director of Teaching and Learning, also presented this proposed rescission and update. The language from Policy 603.01 - School Day -- Student Arrival And Departure Time would be combined with the proposed revisions to Policy 603.00 - Organization of School Calendar and School Day. Therefore, current Policy 603.01 would be rescinded.

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

QUESTIONS/DISCUSSION:

- d. FIRST READING: Policy 603.00 - Organization of School Calendar and School Day

This presentation included details about the addition of the Policy Purpose, General Statement of Policy, and other clarifying changes.

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

QUESTIONS/DISCUSSION:

- Director Franco noted that part of it seems confusing because everything is in red – but also recognize that the policy received, it is a semblance of a brand new policy. It is all brand new language that has been rewritten, but if there was any consistent language from original 603.00 that didn't change in verbiage or words, or it was rewritten – having it all in red would also make sense. Mr. Anderson noted that the language moved sections, and is the same language in B, but in the original policy, it was only language without the sections. It moved within the policy, with the same language. It was originally adopted in 2008.

13. BOARD OF EDUCATION

A. Information Requests/Responses and Items for Future Agendas

- Director Vue requested details financial information on items and meetings related to the Txuj Ci Facilities Workgroup, and the rationale for these requests, as well as the costs regarding personalized learning plans, and how students are utilizing those in preparation for post-graduate readiness and success.

B. Board of Education Reports/Communications

- Director Vue provided an update on the work of the Hmong Project workgroup, including upcoming focus groups for students, staff, and families; as well as video, surveys, and the timeline of the resolution set for February 2026.
- Director Valliant provided a recap of her experience at Indigenous Peoples Day at AIMS.

14. ADJOURNMENT

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

The motion was approved by roll call vote:
Director Franco Yes

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

The meeting adjourned at 9:15 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