

**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

**November 18, 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, Y. Carrillo, C. Franco, E. Valliant
Superintendent Stanley

J. Vue was absent.

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 Carrillo.

The motion was approved by roll call vote:

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

5. RECOGNITIONS

BF 34467 Acknowledgement of Good Work Provided by Students

1. 2025 High School Athletics State Qualifiers

Central Senior High School

Central Boys Soccer

- Tommy Voshell - All State 1st Team
- Henry Ogg - All State 1st Team
- Central Boys Team - State Qualifier

Central Boys Cross Country

- Clyde Berg - State Qualifier

Central Girls Swim & Dive

- Cecily Jones - State Qualifier
- Lila Teske - State Qualifier
- Frankie Hilsendager - State Qualifier
- Hannah Johnson - State Qualifier
- Sophia Messer - State Qualifier
- Imogin Forsys - - State Qualifier

Como Park Senior High School

Como Park Boys Soccer Team - State Runner-Up

- Stephan N'da - All State 1st Team
- Pah (Ywa Glay) Chi - All State 2nd Team
- Coaches: Brendan Doyle & Jonah Fields

Como Park Boys XC Team - State Champion (First ever St. Paul Boys XC team to ever win State)

- Charlie Loth - State Champion
- Ben Clark - All State
- Arthur Anderson - All State
- Coach: Tim Kersey

Como Park Girls Cross Country

- Lilly Coyle - State Qualifier
- Lu Beckman - State Qualifier
- Coach: Tim Kersey

Como Park Girls Tennis

- Ela Cantellano - State Qualifier
- Coach: Niltooli Wilkins and Kia Yang

Como Park Girls Swim & Dive

- Aleia Lueck - State Champion
- Coach: Christina Ward

Highland Park Senior High School

Highland Park Boys and Girls Cross Country

- Noah Wain - State Qualifier Boys
- Theodore Hennum - State Qualifier Boys
- Alice Rapacz - State Qualifier Girls
- Ruby Peterson - State Qualifier Girls
- Madeleine Klevay - State Qualifier Girls

Highland Park Boys Soccer

- Ravel Martin - All State 2nd Team

Humboldt High School

Humboldt Boys Soccer

- Xavier Harris- First Team All State

Humboldt Girls Soccer

- Hae Tha Paw- Second Team All-State

Humboldt Girls Cross Country

- Aria Kulseth - State Qualifier

Johnson Senior High School

Johnson Girls Soccer

- Allyson Vue - All State 1st Team

Washington Technology High School

Washington Boys Soccer

- Awal Wako - All State 1st Team
- Maverick Ward - All State 2nd Team

Washington Boys Cross Country

- Nico Verneti - State Qualifier

4. PUBLIC COMMENT

- | | |
|------------------------|--------------------------------------|
| 1. <u>Michael Wall</u> | Election education |
| 2. <u>Keiko Brand</u> | MCA results in science |
| 3. <u>Alonna Shaw</u> | Impacts of co-programs at Hazel Park |

6. APPROVAL OF THE ORDER OF THE CONSENT AGENDA

MOTION: Director Henderson moved approval of the Order of the Consent Agenda with one amendment – to remove item 1-b: Gift Acceptance from Rev. Dr. Hill from the agenda. Director Ward seconded the motion.

The motion was approved by roll call vote:

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

MOTION: Director Henderson moved to approve the order of the consent agenda with items 3-d: Contract to Analyze the Cost of Charter Schools for Saint Paul Public Schools with North Star Policy Action; 3a: Request to Sign the Contract between the City of Saint Paul Parks and Recreation (Right Track) and SPPS pertaining to the 3M STEP Program; and 3-b: Request to Sign the Contract

with City of Saint Paul’s Right Track Youth Employment Program pertaining to the Spring Internship Program pulled for separate consideration. The motion was seconded by Director Franco.

The motion was approved by roll call vote:

Director Henderson	Yes
Director Ward	Yes
Director Vue	Absent
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 October 21, 2025
- B. Minutes of the Special Meeting of the Board of Education of November 13, 2025

MOTION: Director Henderson moved approval of the Minutes of the Regular Meeting of the Board of Education of October 21, 2025; and the Minutes of the Special Meeting of the Board of Education of November 13, 2025. The motion was seconded by Director Carrillo.

The motion was approved by roll call vote:

Director Henderson	Yes
Director Ward	Yes
Director Vue	Absent
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 November 5, 2025

At the Committee of the Board Meeting on November 5, 2025, Superintendent Stanley noted the results of the referendum vote with over 65% in favor. She thanked our community members, individuals who helped to support this including door-knocking with SPFE and other unions. Board members also thanked the community for their investment in our students, as well as the community response of generosity in a time of increased costs.

The first presentation was the System Equity Report. Questions from the board centered on the culturally responsive instruction self-study and the patterns to build this into our work, further details on the beta program with counselors, the need for equity in the classroom and a personal experience that highlighted the need for equitable materials, how Saint Paul Public Schools as a community has been incorporated into the service-oriented model of equity, questions about the organizational alignment and intersectionality and the impacts on the overall work, and appreciation for the metaphor of the iceberg in relation to systemic equity and analysis of the current structures in place.

The next presentation was the Mid-Term Txuj Ci Facilities: Additional Engagement Summary report. Board members acknowledged a profound sense of hurt, distrust, and feeling unsupported within the Hmong community, particularly regarding the Txuj Ci program. This distrust stems from past decisions and a current perceived inability or unwillingness of the district to follow through on commitments. The process of addressing the Txuj Ci program's need for a single site has been reactionary rather than proactive, leading to frustration and the feeling that the "goalpost is continually moving." A detailed timeline was reported to describe how initial plans for the program were altered, workgroup recommendations were delayed, and the anticipated 2031-2033 K-8 building construction timeline - all of which contributed to broken trust. The interim options presented were Prosperity Heights and Hazel Park, but community feedback indicated no excitement for either choice. Families fear their programs being split, while the potential receiving community (Hazel Park) is nervous about changes. There is significant concern that the options constrain enrollment and harm both communities. Board members stressed the urgent need for a clear endpoint, clear next steps, and checkpoints that the community can trust will be followed. Despite the immediate struggles, the Superintendent remains committed to opening a K-8 Txuj Ci school in 2031, 2032, or 2033. Dr. Stanley acknowledged the harm caused by delays and poor communication, especially the abrupt introduction of Hazel Park without fully vetting financial considerations. Directors agreed on the need for Board Members to visit the current school sites (Upper, Lower, and Hazel Park) and for the Executive Committee to discuss a presentation by the Txuj Ci Workgroup to present their complete work at the December Committee of the Board meeting before the final decision vote on December 16th.

The next presentation was the policy update. The first policy revision presented was Policy 535.00: Post-Secondary Enrollment Options (PSEO). Questions from the Board included the enrollment process for students at the university, and options to remain connected to their high school. The Board agreed to move these proposed changes forward to the three-reading process.

The next policy revision included updates to Policy 618.00: Research and Policy 521.00: Student Surveys. With no questions from the Board, they agreed to move the proposed changes to both policies forward to the three-reading process.

The next policy update was Minnesota Paid Leave. Directors asked for clarity on the cadence of status reports required from employees on leave, emergency leave changes, administrative oversight, and the expedited adoption due to the statutory need. Board members agreed that the statutory requirement and the need for employees to understand the new policy before the December 1st effective date provides sufficient standing to treat the adoption as an emergency measure. The Board agreed to move the policy forward using the expedited process at the next Regular Meeting.

The next presentation was an update to the Fleet Vehicle Driver Procedure. Background included that Administrative Procedures are not typically reviewed by the board; these procedures are being shared for Board awareness of the changes being implemented; and procedural changes are to ensure compliance with district insurance carrier requirements. The timeline and rollout of the procedure were shared, with meetings with bargaining units the week of November 17th and full implementation the week of November 24th. Questions also centered on driver status monitoring, responsibility for self-reporting, training and support, and concerns about violations and equity, as well as insurance carrier constraints.

The next presentation was a discussion about a contract for the study of charter schools. Discussion from the Board focused on key motivations and scope of the contract, including the need for data from formal data and research, scope of impact of students moving to charter schools and the impact of funding to SPPS, necessary research for due diligence, especially with the recent successful referendum, and pioneering research that has not been conducted in Minnesota, in order to prompt other districts to also

research this topic in their own city. The contract and logistics were also discussed, including the cost and duration, ownership of the data, and the overall informational purpose to SPPS. This item will be placed on the consent agenda at the November 18th Regular Meeting.

MOTION: Director Ward moved to accept the report on the November 5, 2025 Committee of the Board meeting and approve the recommended motions and minutes of that meeting as published. The motion was seconded by Director Allen.

The motion was approved by roll call vote:

Director Henderson	Yes
Director Ward	Yes
Director Vue	Absent
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

- 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

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

- January 6, 2026
- February 3, 2026
- March 3, 2026
- April 14, 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

10. SUPERINTENDENT'S ANNOUNCEMENTS

Superintendent Stanley began the meeting by congratulating our student athletes, and is proud of their skills in athletics, but also their academics.

She also noted thanks to the community for their support of and passing of the recent referendum, and that since November 4, she has visited schools and classrooms watching students in elective classes and is grateful for the passing of the referendum, which would put experiences of students in jeopardy. She thanked the community and everyone who played a role in presenting the information on the referendum to ensure community members had the information they needed.

She also acknowledged concerns about ICE in the community, and noted that Administration is working diligently to consider and to create plans to support our students and families and the potential psychological safety issues and traumatic harm this may bring to our community. She will continue to monitor the situation and update the community as needed, and our goal is to ensure our students feel a sense of safety and provide supports as needed.

11. AGENDA ITEMS THAT REQUIRE BOARD ACTION

1. Consent Agenda

MOTION: Director Henderson moved approval of all items within the consent agenda withholding items 3-d: Contract to Analyze the Cost of Charter Schools for Saint Paul Public Schools with North Star Policy Action; 3a: Request to Sign the Contract between the City of Saint Paul Parks and Recreation (Right Track) and SPPS pertaining to the 3M STEP Program; and 3-b: Request to Sign the Contract with City of Saint Paul's Right Track Youth Employment Program pertaining to the Spring Internship Program for separate consideration. Director Franco seconded the motion.

The motion was approved by roll call vote:

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

1. Gifts

BF 34468 Acceptance of Donation from Burlington Stores Inc.

That the Board approves the funds from Burlington Stores Inc., in the amount of \$5,000 to be used by Eastern Heights Elementary School to purchase classroom supplies and that those funds are to be put to code; 19-452-291-000-5096-G501.

BF 34469 Minneapolis Foundation (Twin Cities' Dunkers) Donation to SPPS Athletic Department and SPPS High School Athletic Programs

That the Board of Education authorize the Superintendent (designee) to receive, and disbursement of the donated funds as listed herein.

BF 34470 Acceptance of Gift from North Star Marine Veterans

That the Board of Education authorize the Superintendent (designee) to allow Como Park Senior High School/MCJROTC to accept a monetary gift from North Star Marine Veterans of \$7,877.32. The money will be deposited into the JROTC intra-school account, 19-212-291-000-5096-J001, and will be used for the above projects.

2. Grants

BF 34471 Request for Permission to Accept Funds from the Capitol Region Watershed District Planning Grant Program

That the Board of Education authorize the Superintendent (designee) to accept funds from the Capitol Region Watershed District Planning Grant program and to implement the project as specified in the award documents

BF 34472 Request for Permission to Accept Funds from the Special Olympics of Minnesota Unified Champion Schools Grant Program

That the Board of Education authorize the Superintendent (designee) to accept funds from the Special Olympics of Minnesota Unified Champion Schools Grant program and to implement the project as specified in the award documents.

BF 34473 Request for Permission to Submit a Grant to the Get Movin' Dream Team Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Get Movin' Dream Team grant program; to accept funds; and to implement the project as specified in the award documents.

BF 34474 Request for Permission to Submit a Grant to the Minnesota Department of Agriculture Early Care Full Tray Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Department of Agriculture's Farm to School and Early Care Full Tray Grant program; to accept funds; and to implement the project as specified in the award documents.

BF 34475 Request for Permission to Submit a Grant to the Minnesota Department of Commerce Solar for Schools Grant Program

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

BF 34476 Request for Permission to Submit a Grant to the Minnesota Department of Education Cardiac Emergency Response Plan Assistance Grant Program

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

BF 34477 Request for Permission to Submit a Grant to the Minnesota Humanities Center Community Identity and Heritage: Museums, Exhibits, and Collections Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Minnesota Humanities Center Community Identity and Heritage: Museums, Exhibits, and Collections grant program; to accept funds; and to implement the project as specified in the award documents.

BF 34478 Request for Permission to Submit a Grant to the Ramsey-Metro Watershed District Stewardship Grant Program

That the Board of Education authorize the Superintendent (designee) to submit a grant to the Ramsey-Metro Watershed District Stewardship grant program; to accept funds; and to implement the project as specified in the award documents.

3. Contracts

BF 34479 Request to Sign the Contract with Solution Focused Counseling and Coaching LLC

That the Board of Education authorize the Superintendent (designee) to sign the contract between Saint Paul Public Schools and Solution Focused Counseling and Coaching LLC for the 2025-26 school year.

BF 34480 Design Services for FY26 Instructional A/V Replacement Program at Mississippi Creative Arts, Nokomis North and Nokomis South (Project # 0680- 26-01)

That the Board of Education authorize award of design and construction administration services to LHB Corp. for the not-to-exceed fee of \$187,315.

4. Agreements

BF 34481 Memorandum of Understanding between Bethel University and Saint Paul Public Schools (Harding High School)

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

BF 34482 Request to Sign the Agreement for the Partnership between SPPS and Gillette Specialty Care/PT Residency Program

That the Board of Education authorize the Superintendent (designee) to approve this partnership with Gillette for collaborative practice.

BF 34483 Lease and Service Agreement with Fraser Child and Family Center

That the Board of Education authorize the execution of the Lease and Service Agreement between the District and Fraser Child and Family Center at Early Childhood Hub, located at 1317 Charles Avenue

BF 34484 Request Permission to Continue an Agreement with the Minnesota Department of Health to Participate in the Minnesota Immunization Information Connection

That the Board of Education authorize the Superintendent to enter into an agreement with the Minnesota Department of Health for ongoing participation in the Minnesota Immunization Information Connection (MIIC).

5. Administrative Items

BF 34485 Monthly Operating Authority

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

BF 34486 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 November 26, 2025 should they not comply with Minnesota State Health Standards for Immunizations on or before this date.

Human Resources Transactions

BF 34487 Transactions for October 1 – October 31, 2025

BF 34488 Cooperative Sponsorship for Gymnastics

That the Board of Education authorize the Superintendent (designee) to approve the Cooperative Sponsorship for Girls Gymnastics with Johnson, Como Park, Harding, Humboldt, Washington and Open World Learning.

BF 34489 Phase Gate Approval of the Multi-Site Server Room A/C Generator Replacement (Project # 0651-26-01): Gate #3 – Project Budget

That the Board of Education approve the Multi-Site Server Room A/C Generator Replacement (Project # 0651-26-01) at Phase Gate Check #3 – Project Budget; setting the final project budget at \$2,427,000 and indicating direction to proceed with construction bidding.

BF 34490 MSHSL Girls Team Dual Wrestling Application for Emerging Status

That the Board of Education authorize the approval of Central, Como Park, Harding, Highland Park, Humboldt, Johnson, and Washington to register their girls wrestling programs with Minnesota State High School League in the 2025-2026 school year

6. Bids

BF 34491 Equipment Acquisition Award for the Multi-Site Server Room A/C Generator Replacement (Project # 0651-26-01)

That the Board of Education authorize award of two 300 kW generators for the Multi-Site Server Room A/C Generator Replacement (Project # 0651-26-01) to Cummins for a lump sum base bid of \$600,100.

BF 34492 Award of Solar Photovoltaic System Installation at EXPO Elementary

That the Board of Education authorize the award of the solar contract to Cedar Creek Energy for the lump sum base bid of \$362,833.50.

BF 34493 Phase Gate Approval of the 740 York RTU Replacement and Re-Roof (Project # 1140-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5982 for the 740 York RTU Replacement and Re-Roof (Project # 1140-25-01) to Huot Construction for a lump sum base bid plus alternate 4 of \$4,130,074.71.

BF 34494 Phase Gate Approval of the Education and Operations Services Trades Shop Ventilation (Project # 4000-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5977 for the Education and Operations Services Trades Shop Ventilation (Project # 4000-25-01) to Cool Air Mechanical, Inc. for a lump sum base bid of \$270,000.

BF 34495 Phase Gate Approval of the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project WS 0920 (Project #4160-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5800 for the Hamline Elementary Secure Entry, Heating and Plumbing Replacement Project (Project # 4160-25-01) to RTL Construction for a lump sum base bid of \$240,586.

BF 34496 Phase Gate Approval of The Heights Community School HVAC Replacement and Fire Suppression Project WS 01A (Project # 1120-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5925 for The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01) to Maertens-Brenny Construction Company for a lump sum base bid plus Alternate #1 of \$921,000.

BF 34497 Phase Gate Approval of The Heights Community School HVAC Replacement and Fire Suppression Project WS 07A (Project # 1120-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5926 for The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01) to Berwald Roofing Company, Inc. for a lump sum base bid of \$816,200.

BF 34498 Phase Gate Approval of The Heights Community School HVAC Replacement and Fire Suppression Project WS 09C (Project # 1120-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5928 for The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01) to Acoustics Associates, Inc. for a lump sum base bid of \$252,720.

BF 34499 Phase Gate Approval of The Heights Community School HVAC Replacement and Fire Suppression Project WS 21A (Project # 1120-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5930 for The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01) to Lifesaver Fire Protection for a lump sum base bid of \$208,745.

BF 34500 Phase Gate Approval of The Heights Community School HVAC Replacement and Fire Suppression Project WS 23A (Project # 1120-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5931 for The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01) to Kraft Mechanical, LLC for a lump sum base bid of \$4,689,000.

BF 34501 Phase Gate Approval of The Heights Community School HVAC Replacement and Fire Suppression Project WS 26A (Project # 1120-25-01): Gate #4 - Contract Award

That the Board of Education approve the award of Bid No. A26-5933 for The Heights Community School HVAC Replacement and Fire Suppression Project (Project # 1120-25-01) to Preferred Electric for a lump sum base bid of \$820,900.

BF 34502 Contract Amendment #1 for Kraus Anderson for the Highland Park Middle School Entry Addition and Renovation Project (Project #3081-23-01)

That the Board of Education authorize award of Amendment #1 for Kraus Anderson in the amount of \$166,090 for the Highland Park Middle School Entry Addition and Renovation Project (Project #3081-23-01).

7. Change Orders

ITEMS PULLED FOR SEPARATE CONSIDERATION

BF 34503 Request to Sign the Contract between the City of Saint Paul Parks and Recreation (Right Track) and SPPS pertaining to the 3M STEP Program

Director Franco noted that he will be abstaining from the vote on this item, as the City of Saint Paul Right Track program is his employer.

MOTION: Director Henderson moved that the Board of Education authorize the Superintendent (designee) to sign the contract with the City of Saint Paul Parks and Recreation (Right Track) for FY26. Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

BF 34504 Request to Sign the Contract with City of Saint Paul's Right Track Youth Employment Program pertaining to the Spring Internship Program

Director Franco noted that he will be abstaining from the vote on this item, as the City of Saint Paul Right Track program is his employer.

MOTION: Director Henderson moved that the Board of Education authorize the Superintendent (designee) to sign the contract between Saint Paul Public Schools and Right Track for the 2025-26 school year. Director Valliant seconded the motion.

The motion was approved by roll call vote:

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

BF 34505 Research Proposal to Analyze the Cost of Charter Schools for Saint Paul Public Schools with North Star Policy Action

Director Valliant requested this item to be pulled for separate consideration because the name of the company was not initially included in the agenda item, and there are questions and considerations about the research proposal. She wants to ensure that because we are paying \$20,000 for research, that it is as unbiased as possible, and assuming to use the outcomes-based research to make decisions. She also noted questions about the ways in which the information will be used, what information will be shared, how it will be shared, which information will belong to us or the to the company doing the research, and more questions. Director Henderson noted that the Board does not have the ability to take action related to city property and ordinances, but to ask questions about the impacts pertaining to our schools. Right now, this is an agreement to allow the District to begin the process of developing a contract with the proposal outlines and scope of work.

MOTION: **Director Henderson moved that the Board of Education approve this research proposal to analyze the cost of charter schools for Saint Paul Public Schools with North Star Policy Action in the amount not to exceed \$20,000, and to be completed by April 30, 2026. Director Franco seconded the motion.**

The motion was approved by roll call vote:

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

FURTHER AGENDA ITEMS THAT REQUIRE BOARD ACTION

A. Policy Update

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

Chair Henderson then presented this third reading. Changes to the policy include a Policy Purpose statement, a General Statement of Policy, definitions such as a review of “substantive change”, “three readings”, “Policy Work Group”, “Purpose Statement”, “General Statement of Policy”, “definitions”, and “emergency.” Other changes include language within Development of Policy, Adoption of Policy, and Policy Revisions without Three Readings.

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

BF 34506 THIRD READING: Policy 209.00 - Development, Adoption, Implementation, and Monitoring of Policies

QUESTIONS/DISCUSSION: None

MOTION: Director Henderson moved to approve to approve the proposed revisions to Policy 209.00 - Development, Adoption, Implementation, and Monitoring of Policies. Director Carrillo seconded the motion.

The motion was approved by roll call vote:

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

b. SPECIAL READING: Policy 420.00 - Staff: Minnesota Paid Leave

Pat Pratt-Cook, Executive Chief of Human Resources, then presented this third reading. Included in the presentation were details on the Policy Purpose, General Statement of Policy, definitions, notification requirements, status reports, applying for Minnesota Paid Leave benefits, bonding leave, disability benefits, sick leave and “top off payments”, benefits during Minnesota Paid Leave, return to work, funding during Minnesota Paid Leave, coordination with other leaves, employment restrictions during Minnesota Paid Leave, and prohibition of retaliation.

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

BF 34507 SPECIAL READING: Policy 420.00 - Staff: Minnesota Paid Leave

QUESTIONS/DISCUSSION:

- Director Franco noted appreciation for this policy, and in knowing we have waited for guidance and that staff have been eager to learn more, and he appreciated the compilation of this policy and in time for staff and their families to understand the impacts and to navigate in the new year.
- Director Carrillo noted the impetus of this to ensure the process is expediated, as there would normally be a three-reading process, unless the policy is considered an “emergency”, and to best serve our employees and to clarify this item and alignment with the law, the policy needed to be expediated.

MOTION: Director Henderson moved to approve the implementation of the proposed new policy, Policy 420.00: Minnesota Paid Leave. Director Valliant seconded the motion.

The motion was approved by roll call vote:

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

Director Carrillo	Yes
Director Franco	Yes
Director Valliant	Yes

10. INFORMATIONAL AGENDA ITEMS

A. School Year 2025-26 Enrollment Overview

Kara Arzamendia, Director of Research, Evaluation and Assessment, and Erica Wacker, Director of Communications, then presented this report.

Cautions for interpretation were reviewed as a foundation for this information.

The enrollment data of students enrolled in SPPS is:

- Total Enrollment: 33,276 ((PK/VPK-12)
 - K-12 Enrollment: 32,201 (K-12)
 - State Funded Enrollment: 32,735 (VPK-12)
- Projected Enrollment 32,609 (K-12)

Graphs were then shown for Projections Compared to Official Fall Enrollment through the years, Official and Fall K-12 Enrollment and Historical Projections Compared to Future Projected Enrollment.

Information was also provided on the Fall to Fall Comparison for Enrollment, and included graphs for Districtwide State-Funded Enrollment Long-Term Trends, chart of Total Student Enrollment Trends over Time, Total Student Enrollment Increases/Decreases over Time, School Summary Fall to Fall Comparison, One-Year Change in Enrollment by Grade, One-Year Cohort Change in Enrollment by Grade, Fall to Fall Enrollment Increases, and Fall to Fall Enrollment Decreases.

Within the Enrollment Project and Districtwide Marketing Efforts, details were provided on the schools and budget for the Enrollment Project for the SY24-25, District ROI by participating school, Fall to Fall Enrollment for Enrollment Project Schools, Two-Year Change for Enrollment Project Schools, and other enrollment marketing efforts, including budget figures and projects.

Within the Continuation portion, graphs showing information included:

- Continuation Rate for All Grades PK-11 is 87% from 2024 to 2025; the Average Across 8 Years 86%
- Pre-K to Kindergarten Continuation Averages 79% Across 8 Years; 81% from 2024 to 2025
- In 2024 to 2025, Grade 5 to 6 Continuation Rate was 82%; the Average Across 8 Years was 79%
- In 2024 to 2025, Grade 8 to 9 Continuation Rate was 83%, the Highest of the Transition Grades

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Carrillo requested information on the enrollment decrease, and a way to quantify these numbers. The grade 12 cohort is larger. He wanted to ensure the loss of students can't be attributed to one single factor. He also noted the population changes over time, and the comparison and review of our own trends and the 10-year projection that we have from the state demographer. In thinking about the 10-year projection, do we assume the numbers to be correct or assume the

decrease in numbers of students? Response: We do have the data to revisit some of these, but it's beneficial to have an independent source to review the perspective and views, with similar models used to create projections; another benefit is based on the capacity of the REA department. It was also noted that we have a contract to conduct long-term projections and it has been helpful to investigate differences in our projections. Another focus for the decisions is based on programmatic decisions and those impacts on enrollment.

- Director Carrillo also noted questions about decisions for programs and facilities, and if the enrollment trends are from births in the city. Is enrollment only supplemented by new arrivals, and what that means for policy decisions and how to focus and maximize enrollment for students with different needs from families and priorities, and trying to understand the long-term strategy. The loss of enrollment through the birth rate is real, and at the same time, there will be shifts in demographics in the city which are unknown and may shift – our policies need to be nimble enough to address that.
- Board members also noted the work of marketing and understanding what is next and how to maximize the impact of the dollars invested in enrollment, and the conversations about the budget for next year. In thinking about the impacts and where we could interrupt the long-term loss of enrollment trends, such as the work with Highwood Hills and marketing in conjunction with the community efforts in changing the projections of the school. Response: We are continuing the work this year to impact the 26-27 school year with the same budget of \$75,000, and it is a 2-year cycle for SchoolMint with the social media and Google advertising. It does take more than a year to see the impacts, and we try to serve as many of the 69 schools as possible through some combination of SchoolMint and small stipends, with 10 schools receiving support next year, not including the Afrocentric program which has its own marketing budget as a new program. We do the best we can to market in efficient ways – we are not an advertising agency with those resources of funds, but we do know families choose a school, not a district, and we customize the messages for schools, which is our biggest learning in this process.
- Director Ward requested information on the percentage of students served or “market share” and a sense of those figures based on the projected enrollment for this year. Response: We calculate those figures after the official October 1 figures are finalized, and we will be presenting those to the Board after the new year.
- Director Ward also noted the programmatic enrollment changes, and further details on that topic. Response: Superintendent Stanley noted the outgoing 12th grade class figures, and there are varying reasons, but none that align with the majority of students, but smaller groups. We can contribute it to the bulk of the difference being the size of the incoming kindergarten class compared to the outgoing seniors. Director Wars also noted that in looking at the exit survey data, there weren't high consistencies, but bad interactions or experiences. He will continue to be curious about this data as we move forward, and will continue to think about the exit survey data and trends to learn from it.
- Director Henderson requested information on the stabilization point, and shifts from grades. Response: Yes, as students move, there are natural losses every year for various reasons, and it's difficult to pinpoint. Within the last three years, it does seem to have settled around this figure, and it's helpful to focus on it and sustain, as well as grow.
- Director Carrillo requested information on the capture rate, and the comparability to surrounding districts, and opportunities to capture more students to increase the rate. He also noted the comparisons to Minneapolis Public Schools data, as well as at a school level and programmatic level. The continuation and retention piece was also highlighted, as well as the size of incoming kindergarten classes.

- Dr. Stanley noted the new federal immigration policies, and that Saint Paul has always been a city where our community members have been able to partake in the “American dream” – however that may look, and to create a new life in this country. We also need to look into future projections, and comparisons with like-districts in the United States. We also need to look at recruitment of students new to the district or recruiting them back, and how students may move to different schools or programs. She also noted that enrollment does appear to have stabilized and the goal to retain the school district enrollment at 33,000 students to be beneficial to the entire community.

B. Policy Update

a. SECOND READING: Policy 507.00 - School Sponsored Activities: Clubs

Craig Anderson, Executive Director of Teaching and Learning, then presented this update. The policy changes include the addition of a Policy Purpose and General Statement of Policy, and:

- Student clubs and groups that enrich a student's education and development are permitted within the school system.
- All student clubs and organizations must operate under the guidance of *an agreed upon* 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: None

b. SECOND READING: Rescission of Policy 603.01 School Day - Student Arrival And Departure Time

Craig Anderson, Executive Director of Teaching and Learning, then presented this update. It was noted this this policy is proposed to be rescinded because 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.

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

QUESTIONS/DISCUSSION: None

c. SECOND READING: Policy 603.00 - Organization of School Calendar and School Day

Craig Anderson, Executive Director of Teaching and Learning, then presented this update. Additions include a Policy Purpose and General Statement of Policy, as well as changes to language for the school calendar, the school year will not commence before Labor Day, participation in school calendar considerations, role of the Superintendent or designee to develop the schedule for the school day, student arrival and departure time, and proposed changes to the school day will be subject to review of the school board.

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

QUESTIONS/DISCUSSION: None

- Director Franco noted the Calendar Committee and days off school, and requested that Administration think about the feedback heard about Election Day and to consider that as a no-school day, so students are not in buildings, especially with the emerging political violence and other components.
- Director Allen echoed this concern with folks in and out of buildings and feelings of unsafe environments for staff and protective of students on those dates.

d. **FIRST READING: Policy 535.00: Post-Secondary Enrollment Options (PSEO)**

Beth Coleman, Assistant Director, School Counseling & Career Pathways and John Eschenbacher, Lead High School Counselor, then presented this item.

This policy was adopted in 2018, and this is the first revision since the adoption. Proposed updates include a change to the new format, and there were slight adjustment to the wording, two items were added, and a definition of Post Secondary Enrollment Options was included.

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

QUESTIONS/DISCUSSION: None

e. **FIRST READING: Policy 618.00: Research**

Kara Arzamendia, Director of Research, Evaluation and Assessment, then presented this item.

Proposed updated include a Policy Purpose, definitions, additions of district or programs as a research entity, and addition of a designee to develop procedures by which research projects may be approved.

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

QUESTIONS/DISCUSSION: None

f. **FIRST READING: Policy 521.00: Student Surveys**

Kara Arzamendia, Director of Research, Evaluation and Assessment, then presented this item.

Changes to the proposed updated policy include a transition to the new policy format with a General Statement of Policy, changes to the section where no student is required to participate in a survey that contains certain topics, updates to the list of topics that are considered more sensitive in nature, and updates to the outdated gendered language.

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

QUESTIONS/DISCUSSION: None

C. **FY27 Budget Assumptions**

Tom Sager, Executive Chief of Financial Services, then presented this report.

Agenda included:

- FY27 Budget Drivers
- Voter-Approved Increase to Operating Levy
- Communications & Engagement Framework
- FY27 Budget Timeline

The key drivers to a school district budget include:

- Enrollment
- State funding formula (Basic allowance and all categories)
- Property taxes, especially voter approved referendums
- Employment contracts
- Other: Inflation, federal funding, transportation, utilities, technology, other special initiatives

FY27 Budget assumptions include:

- Budget must adhere to School Board policy 701.01 by maintaining a minimum of a 5% unassigned fund balance
- Enrollment is not expected to increase from current levels
- Base funding formula and current voter approved operating levy will increase by 2.37% and \$1,073 per pupil, respectively
- No other changes to other parts of the funding formula: Extended time, local option revenue, operating capital, LTFM, etc.
- Slight increases to special education and English learner revenue formula will also be applied
- Inflationary increases to non-employment expense, such as transportation, utilities, technology, etc.: 4.0%
- Paid Family Leave is new starting in January 2026, and will add \$2.8 million in expense in FY27.
- While 4 critical employment contracts are settled for the FY27 budget year, a few will be negotiated in spring 2026. These percentages will be applied to address the current and potential contractual increases.

Information on the voter-approved increase to the operating levy also included:

- The approved 2025 School District Referendum will provide greater financial stability for FY27
- The current operating levy will increase by \$1,073 per student, per year—generating approximately \$37.2 million per year in new revenue
- This levy will extend for 10 years with annual inflation adjustments
- Due to enrollment, state funding formula, and employment contract settlements, budget adjustments will be made

Details on public participation were also highlighted, and included:

- The district shall host public meetings to gather feedback from community members for the purpose of informing budgetary decisions.
 - At least one of these public input sessions will take place prior to winter break: December 11, 5:30-7:00 p.m.
 - At least one will take place within the eight weeks prior to the adoption of the budget: Prior to April 28, 2026.

The IAP2 Spectrum was also reviewed, including the Involve portion, which is “To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.”

A review of the budget communications and engagement timeline was also shown, as well as the FY27 budget timeline.

The full presentation can be found in the BoardBook.

QUESTIONS/DISCUSSION:

- Director Ward appreciated the presentation and is excited about the budget input session, and provided background on these changes, including decision point further up in the process. With the implementation of the policy, this is the first time we are following this process, and how to let the community know about these opportunities, and how we are explaining to folks about what these opportunities mean as we work to prepare the creation of the budget. Response: We will be working closely with Communication team and use all tools to inform our community about these opportunities, and what to expect and the purpose of them. We will also learn what worked with our superintendent search and referendum sessions, and how to integrate those learnings to our upcoming budget cycle.
- Director Ward also noted the April 28th is 8 weeks from the adoption of the budget, and this engagement session needs to happen within the 8 weeks – not longer than 8 weeks.
- Director Franco appreciated the presentation and explanation around the public engagement and the importance of that work. He also noted questions about assumptions related to the federal government and federal funds, and impacts to areas such as food service and other areas. Response: We are keeping a watchful eye on the new developments from Washington D.C., and the impacts of federal funding. If there are changes, we will monitor and adjust. There could be a significant impact to the Minnesota Department of Education staff and work as federal grants move to the states.
- Director Henderson noted the interconnectedness, and ways to show up at the capitol and upcoming sessions, as well as how our budget realities impact the strategy and the impacts on SPPS as decisions are made in Washington.
- Director Carrillo noted an observation and transparency with the community to remind them of these assumptions as of December 2025, but also it may change in January, and that we are interested in their input, that's it's valued, and to be respectful and communicate with those who attend. We need to be clear about the typical, expected, and planned outcomes, and how their voice is meaningful. We also need to plan for scenarios and will have more clarity in early December to understand the impacts.

13. BOARD OF EDUCATION

A. Information Requests/Responses and Items for Future Agendas

- Director Valliant requested the AI discussion and creation of a framework for it.

B. Board of Education Reports/Communications

- Director Franco appreciated the acknowledgement of the Fall athletes, and also noted his attendance at the Como Senior soccer championship game. He also highlighted other events and community meetings that he attended recently, including a community meeting with the West Side Community Organization with Riverview, and thanked Principal Licon-Gervich for uplifting their work. He also visited Cherokee Heights, and noted interactions with students, staff, classrooms, and seeing HVAC work and new ceilings, and to see facilities maintenance investments. He also attended the Harding Hmong New Year celebration led by the Hmong Student Advisory Group. He also attended a small gathering at Humboldt to celebrate and honor Gary Ales, who was a longtime

educator and founder of the Friendship Club, and to honor his legacy and celebrate his work in SPPS.

- Director Valliant noted that she attended the Parent Academy Graduation and gave congratulations on behalf of the Board. She also attended the Afrocentric workgroup meetings, as well as the AMSD conference, and time with her students in their schools, with the request that at the end of the quarter, it should not be the first time families are notified that a student is not passing a class.
- Director Carrillo provided an update from Director Vue, who was unable to attend the meeting, on the HMONG Project, including data from the online survey, upcoming focus groups, analysis of the data, and future items.
- Director Henderson thanked Board Administrator, Kaying Thao, and Assistant Superintendent Vang for their work on the focus groups, and for their time and energy, which is appreciated.

14. ADJOURNMENT

Director Henderson 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	Absent
Director Allen	No
Director Carrillo	No
Director Franco	Yes
Director Valliant	Yes

The meeting adjourned at 8:48 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