



# ST. PAUL CITY SCHOOL

Board Meeting Minutes

June 5, 2023

6:00-7:30 PM

[Zoom Meeting](#)

Meeting ID: 41 848 8701

Password: SPCS

- 1) Establishment of a Quorum – Call to Order at 6:00 pm by Michael Dorner.
  - a) Board Members Present: Michael Dorner, Maria Lopez, Dayan Hernandez, Sheila Williams Ridge & Sky Davey
  - b) Board Members Absent: None
  - c) Non-Voting Members Present: Dr. Meg Cavalier, Jaclyn Rehmke, Dr. Justin Tiarks and Scott Brown (EdFinMN).
  - d) Guests: Esteban Rodriguez-Hefty
- 2) Public Comments – Mike Herndon sought clarification on the Employee Handbook section 181. Recent schedule addresses the hiring of new staff but does not address the retention of returning staff that know students. Martha Meyer recommended that the board address the salary situation using a lens towards teacher retention rather than an approach towards hiring and recruiting new teachers.
- 3) Declaration of Conflict of Interest – None
- 4) Approval of Meeting Agenda – Dayan, seconded by Maria.
  - a) Michael Dorner – Aye
  - b) Sky Davey - Aye
  - c) Sheila Williams Ridge - Aye
  - d) Discussion – None
- 5) Approval of May 16, 2023 Minutes – Maria, seconded by Sky.

- a) Michael Dorner – Aye
  - b) Dayan Hernandez - Aye
  - c) Sheila Williams Ridge - Aye
  - d) Discussion – None
- 6) Director Report
- a) The Executive Director provided the enrollment picture.
  - b) District Update: Dr. Meg provided updates about the Grow Your Own Grant, school programs as well as grade promotions and graduation. Sky wondered about how we are going to communicate the Grow Your Own Grant with staff. Dr. Meg spoke about the initial plan as well as the work needed to implement the steps of the grant appropriately. Sky wonders about specific deadlines for the Grow Your Own Grant implementation. Dr. Meg talks about developing a plan for the grant over the summer and plans to have program leads communicate the grant to their specific programs.
- 7) Approval of Revised FY24 Budget; The FY24 budget was revised to accommodate for the increase in funding through the MN legislature. The budget was also adapted in order to allow for the increase in staff salaries due to the changes to the teacher and paraprofessional pay schedules. – Sky, seconded by Dayan.
- a) Michael Dorner – Aye
  - b) Maria Lopez - Aye
  - c) Sheila Williams Ridge - Aye
  - d) Discussion – Maria Lopez wondered if the money is disbursed all at once or if it will come in increments throughout next year. Sheila asked about administrative and district support “Hourly Pay” category and why that had a line item when it didn’t have one under instructional staff. Dr. Meg talked about that particular line item and gave an update based on staff members being paid hourly and reflected within that line item.
- 8) Approval of Teacher and Paraprofessional Salary Schedules; SPCS partnered with TenSquare to develop an in-depth analysis of Teacher and Paraprofessional salaries - Sheila, seconded by Sky.
- a) Michael Dorner – Aye
  - b) Maria Lopez - Aye

- c) Dayan Hernandez - Aye
  - d) Discussion – Sky wonders about whether there was any room to create a more competitive salary schedule. Sky wants the board to consider the usage of our fund balance in order to attract and retain high quality teachers. Dr. Meg said that if the school meets its enrollment there is also a potential to further develop the salary schedules. Sheila wonders how charter schools can increase their revenues as staff salaries increase. Dr. Meg talks about the use of grants and their funding streams to aid school operations. Charter schools have a couple options when needing to free up funds, decrease expenditures or increase revenues. Dr. Meg talks about having a collaborative process with 9 other staff to look at the salary schedules. Dr. Dorner asked about the differences between traditional public school districts and charter schools. Dr. Meg provided clarity on the major differences between charters and traditional public districts. Sheila wonders if leadership can identify motivators for staff outside of financial compensation on what ties staff to St. Paul City School to support growth in those categories.
- 9) Approval of Employee Handbook - Maria, seconded by Sheila.
- a) Michael Dorner – Aye
  - b) Sky Davey - Aye
  - c) Dayan Hernandez - Aye
  - d) Discussion – None
- 10) Approval of Amended Student and Family Handbook including the cameras in school policy contingent upon counsel from school attorney; - Dayan, seconded by Sheila.
- a) Michael Dorner – Aye
  - b) Sky Davey - Aye
  - c) Maria Lopez - Aye
  - d) Discussion – Maria wonders about how the Free School Meals for Kids Program will affect school finances. Dr. Meg spoke about MDE's. Sheila wonders if there's a policy in the student and family handbook regarding cameras in school.
- 11) Approval of Hiring and Acceptance of Resignation - Sheila, seconded by Maria.
- a) Michael Dorner – Aye
  - b) Sky Davey - Aye

- c) Dayan Hernandez - Aye
- d) Discussion – None

12) Approval of Securida Contract - Sky, seconded by Dayan.

- a) Michael Dorner – Aye
- b) Maria Lopez - Aye
- c) Sheila Williams Ridge - Aye
- d) Discussion – Sky wonders how we evaluate the efficacy of our security guard. Dr. Meg spoke about the benefits of having a guard at school in responding to external situations. When are ways in which security briefs make it back to school staff. Dr. Justin talks about ways in which security interacts with students and other staff. Dayan wondered whether the guard gets involved in student situations like fights and other circumstances. Dr. Meg talks about the guard addressing situations outside of the school building and staff addressing internal situations.

13) Approval of MN State High School League Board Resolution - Sky, seconded by Sheila.

- a) Michael Dorner – Aye
- b) Maria Lopez - Aye
- c) Dayan Hernandez - Aye
- d) Discussion – Dayan wonders what other schools SPCS plays against. Dr. Meg talks about mostly other charter schools in the Metro Area being a part of the league. Maria wonders how we support students to participate in sports financially. Dr. Meg talked about sports being free of charge for all students. Sky addressed transportation being a barrier for some students to participate in sports.

14) Approval of SPCS District Calendar - Maria, seconded by Dayan.

- a) Michael Dorner – Aye
- b) Sky Davey - Aye
- c) Sheila Williams Ridge - Aye
- d) Discussion – None

15) Approval of 2023-2024 e-Learning Plan - Maria, seconded by Sky.

- a) Michael Dorner – Aye
- b) Dayan Hernandez - Aye

- c) Sheila Williams Ridge - Aye
  - d) Discussion – Dayan wondered about providing opportunities for students to practice with their technology. Dayan also wondered about having non-technology options for students during e-learning days.
- 16) Announcements – Promotion and Graduation on June 8th, 2023 at 5:30 pm at Harriet Island Pavilion
- 17) Motion to Adjourn - Sky, seconded by Sheila.
- a) Michael Dorner – Aye
  - b) Maria Lopez - Aye
  - c) Dayan Hernandez - Aye
  - d) Discussion – None

Meeting Adjourned at 7:27 pm

Submitted respectfully by Esteban Rodriguez-Hefty