

South St. Paul
Public Schools



South St. Paul School Board - Committee-of-the-Whole
Monday, October 26, 2020 6:00 PM
Location: CITY HALL
125 THIRD AVENUE NORTH
South St Paul, Minnesota 55075

Agenda

{{Name: Agenda Item}} {{Speaker: Agenda Item Speakers}} {{AgendaItemEnd}}

I. 6:00 - 6:05 PM HUMAN RESOURCES (C. Miller)

A. Staffing

II. 6:05 - 6:25 PM FINANCE (A. Bushberger/M. Waters)

A. OPEB Update

III. 6:25 - 7:00 PM SCHOOL BOARD

A. Special Meeting to Canvass Election Results

B. School Board Meeting Transition Plan

C. 2-Year School Board Agenda

D. Other Items Deemed Necessary by the School Board



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: October 26, 2020
Place on Agenda: Regular Agenda/Consent Items
Action Requested: Approval
Attachment: Staffing

Topic: Staffing
Presenter(s): Human Resource Director Cathy Miller
Background: Human Resource Director Cathy Miller will review the staffing that is recommended for approval at the October 26, 2020, school board meeting.
Recommendation: Administration recommends approval of the proposed staffing.
Alternatives: Amend the motion to remove a certain appointment, resignation, transfer, retirement, abolishment, or leave. Provide administration with directions for next steps.

**VII.A.1 Staff Appointments, Resignations, Retirements, Terminations
and Leaves (Cathy Miller)**

10-26-20

Certified

A. Appointments/Reassignments

2020-21 Site Solutions Team (\$631 Stipend)
Deb Borrell – Lincoln

2020-21 ECA

BASKETBALL - BOYS

Head Coach	McCollister, Matthew**	\$6,628
Varsity Asst/JV Coach	Edwards, Darren**	\$4,532
Freshman Coach	Priestley, Steven**	\$3,775

BASKETBALL - GIRLS

Head Coach	Junker, Austin	\$6,628
Varsity Asst/JV Coach	Peterson, Lindsey	\$4,532
Varsity & Sophomore Coach	Green, Tess	\$4,532
Freshman Coach	Doran, Andrew	\$3,775

DANCE TEAM

Head Coach	St. Martin, Tara	\$5,010
Asst Coach	Patrick, Natalie**	\$2,737 (<i>\$2,237.00 plus \$500 Booster Club</i>)
Asst Coach (50%)	Wilson, Roz**	\$1,118.50
Asst Coach (50%)	DeSmet, Gabby**	\$1,118.50
Additional Coach	Fitzgerald, Jana**	\$1,200 (Booster Club)

HOCKEY - BOYS

Head Coach	Schultz, Peter	\$6,628
Varsity Asst Coach	Lagoo, Jeff	\$4,532
Varsity Asst/JV	Vesper, Elliott **	\$4,532
Additional Coach	Simons, Dave**	\$3,000 (Booster Club)
Additional Coach	Moen, Paul**	\$3,000 (Booster Club)
Additional Coach	Buhl, Brent**	\$2,500 (Booster Club)
Additional Coach	Simons, Mike**	\$1,500 (Booster Club)

HOCKEY - GIRLS

Head Coach	Palmquist, David	\$6,628
Varsity Asst Coach	Palmquist, Josh	\$4,532
Varsity Asst/JV	Shepard, Jamie	\$4,532
Additional Coach (Varsity)	McGinn, Corey**	\$3,500 (Booster Club)
Additional Coach (Goalie)	Moline, Mike**	\$3,500 (Booster Club)
Additional Coach (JV Asst)	Palmquist, Abby**	\$750 (Booster Club)
Additional Coach (JV Asst)	Miller, Bridgette**	\$750 (Booster Club)

WRESTLING

Head Coach	Nihart, Don	\$6,628
Varsity Asst/JV Coach	Trevino, Jose**	\$4,532

GAME EVENTS

Coordinator - Winter	Brandecker, Lisa	\$2,739
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STUDENT COUNCIL

Advisor – Lincoln (50%)	Kvalheim, Jenna	\$354.50
Advisor – Lincoln (50%)	Gysbers, Heather	\$354.50

ACTIVITIES

Math League – HS	Olson, Luke	\$2,301
Math League – MS	Olson, Luke	\$2,237
Knowledge Bowl (9-12)	Anderson, Conrad	\$2,315
Robotics	Fields, Tom**	\$5,177
Speech Head Coach	McDonald, Ceil**	\$4,251
Pep Band Director	Devine, John	\$1,670
Jazz Ensemble Director	Devine, John	\$1,974
Combo Band - Show Choir	Devine, John	\$1,152

* indicates a non-district employee

** indicates a returning non-district employee

B. Resignations/Retirements/Leaves/Reductions/Other

1. Jillian Cole – Leave of absence from her position as 1.0 FTE Special Education Teacher-Middle School, Secondary Building, effective approximately February 1, 2021, through April 9, 2021.
2. Susan Stabnow – Leave of absence from her position as 1.0 FTE Math Teacher-High School, Secondary Building, effective approximately November 16, 2020, through March 5, 2021. (revised effective dates)
3. Emily Virant – Leave of absence from her position as 1.0 FTE School Psychologist, Lincoln Center and Kaposia Education Center, effective approximately February 16, 2020, through May 14, 2020.

Classified

A. Appointments/Reassignments

1. Christopher Ewald – Part-Time Custodial Cleaner, Secondary Building, \$16.99 per hour, 20 hours per week, effective October 12, 2020.
2. Charles Harder – Part-Time Custodial Cleaner, SSP Education Center, \$16.99 per hour, 20 hours per week, effective October 20, 2020.
3. Abby Hedquist – Early Learning Assistant (Temporary), Lincoln Center, \$17.81 per hour, 17.5 hours per week, effective October 14, 2020, through June 10, 2021.
4. Samuel Sevlie – Part-Time Custodial Cleaner, Lincoln Center, \$16.99 per hour, 20 hours per week, effective October 20, 2020.
5. Elizabeth Toeben – Emergency Care Supervisor (Temporary), Lincoln Center, \$21.50 per hour, 40 hours per week, effective October 20, 2020, through June 10, 2021.
6. Jhovanny Torres Pantaleon – Student Supervisor (Temporary), Kaposia Education Center, \$15.81 per hour, effective September 24, 2020, through June 10, 2021.
7. Nancy Trost – Early Learning Assistant (Temporary), Lincoln Center, \$17.81 per hour, 17.5 hours per week, effective October 14, 2020, through June 10, 2021.
8. Mallory Wakefield – Preschool Teacher, Kaposia Education Center, \$29.34 per hour, 18.75 hours per week, effective October 26, 2020.
9. Kelly Zellmer - Early Learning Assistant (Temporary), Lincoln Center, \$17.81 per hour, 17.5 hours per week, effective October 22, 2020, through June 10, 2021.

Change of Assignment – effective for the remainder of the 2020-21 school year

Hunter Seaberg – Kids’ Choice Assistant, change from Lincoln Center to Kaposia Education Center

Julie Troye – Kids’ Choice Assistant, change from Kaposia Education Center to Lincoln Center

Marissa Wiggert – Preschool Teacher, Kaposia Education Center, increase from 18.75 hours to 37.5 hours per week, effective October 26, 2020.

B. Resignations/Retirements/Leaves/Reductions/Other

1. Emily Rihn – Resignation from her position as Preschool Teacher, Kaposia Education Center, effective October 23, 2020.
2. Nancy Trost – Resignation from her position as Early Learning Assistant, Lincoln Center, effective October 20, 2020.



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: Monday, October 26, 2020

Place on Agenda: Committee of the Whole

Action Requested: None, review only

Attachment: Wells Fargo Trust Presentation

Topic: OPEB Trust Update
Presenter(s): Aaron Bushberger, Finance Director
<p>The Governmental Accounting Standards Board (GASB) requires the school district to record the costs of Other Post Employment Benefit (OPEB) plans for both current and retired employees on the district's financial statements. In order to record this cost, the district has an actuarial valuation performed every two years. This valuation calculates the amount of OPEB (Other Post-Employment Benefits) payments the district is estimated to make in the future.</p> <p>In 2008, the Minnesota State Legislature enacted legislation that allows local governments and school districts to create trusts and issued bonds to fund these current and future OPEB liabilities.</p> <p>In August 2009, South St Paul Public Schools issued bonds to fund these current and future OPEB liabilities and in February 2010, the district began to invest these proceeds in a trust with Wells Fargo.</p> <p>Merle Waters, the district's representative from Wells Fargo, will present information on the status of the district's trust with Wells Fargo.</p>
Recommendation: N/A
Alternatives: N/A



South St. Paul
Public Schools

Investment Review

THE PRIVATE BANK

October 22, 2020

John Schutz

Managing Director & Relationship Manager

612-667-2819

Todd Baker

Managing Director – Investments & Private Wealth Financial Advisor

612-316-3886

Bob Cass

Managing Director – Investments & Private Wealth Financial Advisor

612-316-4429

John Warneke

Senior Fiduciary Advisory Specialist

612-667-8020

Merle Waters, CFA

Senior Vice President & Senior Investment Strategist

612-667-8474

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- ▶ May Lose Value

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South St. Paul - OPEB Trust

Date of Trust:	July 2009
Type of Trust:	Revocable
Governing Law:	Minnesota State Statute 356A
Date of Actuarial Report:	
Current OPEB Obligation:	\$8,728,629
Current Discount Rate:	3.50%
Target Return for Portfolio:	
Investment Objective:	Moderate Income
Portfolio Life:	Greater than 10 years

Agenda

1. Portfolio Review
2. Market Charts

Portfolio Review

THE PRIVATE BANK



South St. Paul Public Schools | Consolidated Portfolio

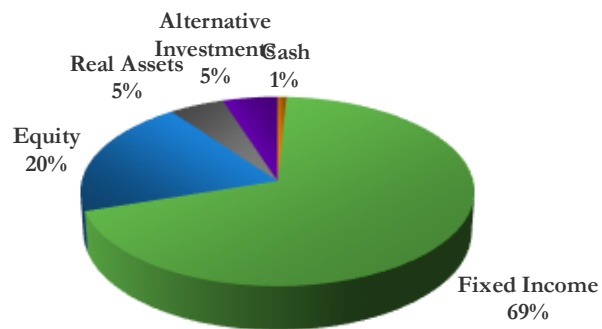
As of 9/30/20



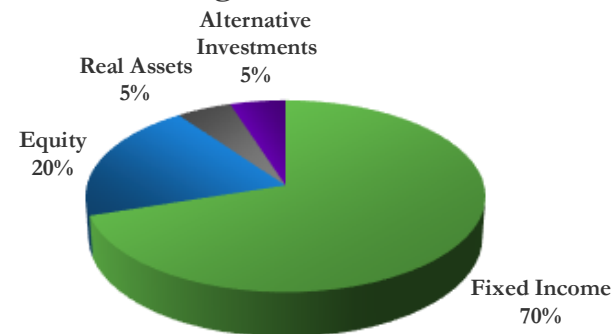
	Cash	Fixed Income	Equity					Alternative Investments		Grand Total	
			Large Cap	Mid Cap	Small Cap	Developed Mkts	Emerging Mkts	Total	Real Assets		Alternative Investments
South St. Paul - Main	\$40,854	\$0	\$221,800	\$135,530	\$21,648		\$49,330	\$428,308	\$253,763	\$252,066	\$974,991
South St. Paul - STM TAX		\$3,472,115						\$0			\$3,472,115
South St. Paul - JEN LCG			\$178,378					\$178,378			\$178,378
South St. Paul - MFS LCV			\$153,600					\$153,600			\$153,600
South St. Paul - ACA MCV				\$136,248				\$136,248			\$136,248
South St. Paul - KAR SCG					\$45,643			\$45,643			\$45,643
South St. Paul - MCM INT						\$35,305		\$35,305			\$35,305
South St. Paul - TPA INT						\$26,846		\$26,846			\$26,846
Asset Allocation Total	\$40,854	\$3,472,115	\$553,777	\$271,778	\$67,291	\$62,150	\$49,330	\$1,004,326	\$253,763	\$252,066	\$5,023,124
Equity Style Allocation			55%	27%	7%	6%	5%	100%			
% of Total Allocation	1%	69%	11%	5%	1%	1%	1%	20%	5%	5%	100%

Alternative Investments	
Principal Enhanced Property Fund	5.1%
JH Seaport Long/Short	1.7%
Neuberger Long/Short Fund	1.7%
Robeco BP Long/Short Research Fund	1.6%

Current Allocation



Target Allocation



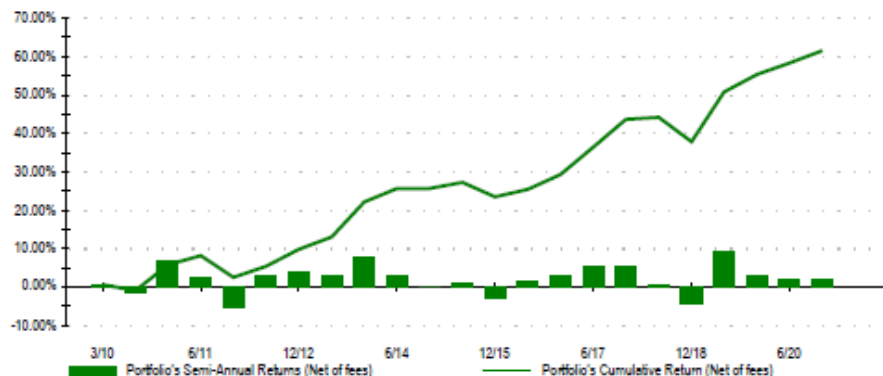
South St. Paul Public Schools | Receipt / Disbursement History

Receipts	8/5/2009	Initial Funding of OPEB Trust		\$5,055,070
Disbursements	8/26/2010	OPEB Distribution	(\$301,111)	
	12/20/2010	OPEB Distribution	(\$250,451)	
	12/15/2011	OPEB Distribution	(\$310,220)	
	3/6/2013	OPEB Distribution	(\$450,826)	
	6/18/2014	OPEB Distribution	(\$496,242)	
	10/8/2014	OPEB Distribution	(\$436,284)	
	4/13/2020	OPEB Distribution	<u>(\$375,000)</u>	
		Total Disbursements		<u>(\$2,620,134)</u>
		Adjusted Balance		<u><u>\$2,434,936</u></u>
		Current Market Value (9.30.2020)		\$5,079,650
		Net Increase in Market Value		\$2,644,714

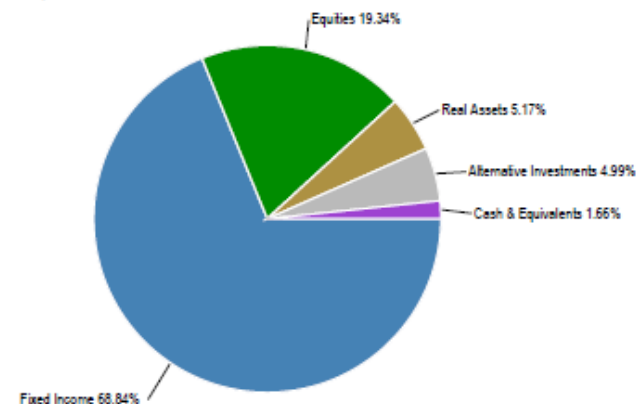
PORTFOLIO PERFORMANCE SUMMARY (CONSOLIDATED) - REPORT PERIOD: 3/1/10 TO 9/30/20

AGG774364 SOUTH ST PAUL OPEB TRUST-SP

PORTFOLIO RETURNS



ALLOCATION (BY CLASS)



PORTFOLIO SUMMARY

	LAST 3 MONTHS	YEAR TO DATE	LAST 12 MONTHS	LAST 3 YEARS	LAST 5 YEARS	SINCE INCEPTION
Beginning Value ¹	4,946,233	5,238,658	5,128,789	4,705,560	4,081,951	3,421,190
Net Contributions & Withdrawals ²	17	-374,338	-374,159	-371,476	-370,178	-665,714
Investment Gain or Loss ¹	102,338	184,269	293,959	714,505	1,336,816	2,293,114
Ending Value ¹	5,048,589	5,048,589	5,048,589	5,048,589	5,048,589	5,048,589

PERFORMANCE SUMMARY

	ENDING MARKET VALUE ¹	CURRENT PORTFOLIO ALLOCATION	LAST 3 MONTHS	YEAR TO DATE	LAST 12 MONTHS	LAST 3 YEARS ³	LAST 5 YEARS ³	SINCE INCEPTION ³
TOTAL PORTFOLIO (Net of fees)	5,048,589	100.00%	2.07%	3.99%	6.22%	4.90%	5.87%	4.64%
FIXED INCOME	3,475,683	68.84%	0.53%	5.44%	5.98%	3.87% ⁴	3.14% ⁴	2.38% ⁴
BBG BARC 1-5 Year Govt/Credit			0.37%	4.36%	4.88%	3.47%	2.59%	2.28%
BBG BARC Aggregate Bond Index			0.62%	6.79%	6.98%	5.24%	4.18%	4.00%
BBG BARC 1-15 Yr Muni Blend (1-17)			1.15%	3.35%	4.19%	3.82%	3.35%	3.63%
BBG BARC High Yield Corporate Index			4.60%	0.62%	3.25%	4.21%	6.79%	7.06%
BBG BARC High Yield Municipal Index			3.09%	0.37%	1.27%	5.82%	6.00%	6.48%
JP Morgan GBI x US			4.37%	5.63%	5.39%	3.55%	3.85%	1.94%
JP Morgan EMBI Global Index			2.28%	0.37%	2.47%	3.27%	6.03%	6.06%
BBG BARC Multiverse Index			2.71%	5.31%	5.99%	4.00%	4.08%	3.00%

PORTFOLIO PERFORMANCE SUMMARY (CONSOLIDATED) - REPORT PERIOD: 3/1/10 TO 9/30/20

AGG774364 SOUTH ST PAUL OPEB TRUST-SP

PERFORMANCE SUMMARY

	ENDING MARKET VALUE ²	CURRENT PORTFOLIO ALLOCATION	LAST 3 MONTHS	YEAR TO DATE	LAST 12 MONTHS	LAST 3 YEARS ¹	LAST 5 YEARS ¹	SINCE INCEPTION ¹
EQUITIES	976,321	19.34%	9.04%	5.60% ³	15.41% ³	10.21% ³	12.53% ³	10.37% ³
<i>S&P 500 Index</i>			8.93%	5.57%	15.15%	12.27%	14.13%	13.40%
<i>Russell Midcap Index</i>			7.46%	-2.35%	4.55%	7.13%	10.13%	12.01%
<i>Russell 2000 Index</i>			4.93%	-8.69%	0.39%	1.77%	8.00%	10.12%
<i>MSCI EAFE Net Index</i>			4.80%	-7.09%	0.49%	0.62%	5.26%	4.98%
<i>MSCI Emerging Mkts Index-Net</i>			9.56%	-1.16%	10.54%	2.41%	8.97%	3.88%
<i>MSCI All Country World Index</i>			8.25%	1.77%	11.00%	7.68%	10.90%	9.33%
REAL ASSETS	260,896	5.17%	3.33%	2.12%	4.67%	5.26%	6.29%	5.18%
<i>FTSE EPRA/NAREIT Developed Index</i>			2.33%	-19.09%	-17.50%	-0.51%	2.98%	6.85%
<i>Bloomberg Commodity Total Return Index</i>			9.07%	-12.08%	-8.20%	-4.18%	-3.09%	-5.28%
ALTERNATIVE INVESTMENTS	252,066	4.99%	2.82%	-3.85%	0.02%	1.44%	3.59%	1.66% ³
<i>HFRI Fund Weighted Composite Index (update)</i>			3.98%	0.38%	3.96%	2.70%	4.03%	3.87%
<i>HFRI Relative Value (Total) Index (updated)</i>			2.76%	-1.99%	-0.18%	1.94%	3.43%	4.50%
<i>HFRI Macro (Total) Index (updated)</i>			0.95%	0.25%	0.06%	1.60%	1.11%	1.39%
<i>HFRI Event-Driven (Total) Index (updated)</i>			4.41%	-2.06%	0.72%	1.64%	4.08%	4.29%
<i>HFRI Equity Hedge (Total) Index (updated)</i>			5.58%	2.05%	7.84%	3.65%	5.55%	4.66%
OTHER	-	-	-	-	-	-	-	-
CASH & EQUIVALENTS	83,624	1.66%	0.01%	0.33%	0.77%	1.32%	0.92%	0.49%
<i>Lipper Money Market Index</i>			0.01%	0.40%	0.79%	1.40%	0.95%	0.46%

THIRD QUARTER 2020

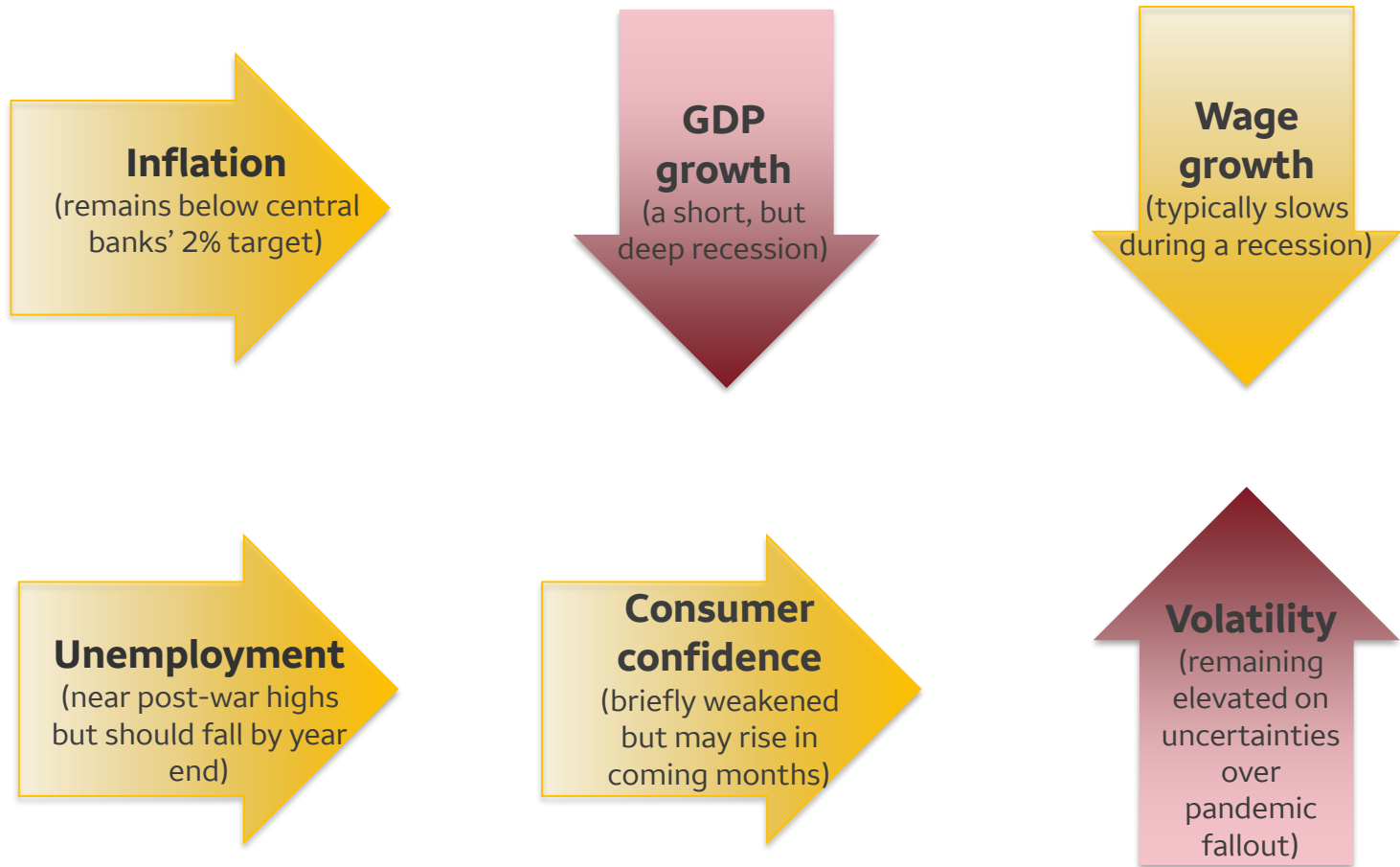
Market Charts

Turning data into knowledge

All data shown in the charts as of second quarter (Q2) 2020 and reflect the most recent information available. Please see disclosures for the risks associated with the asset classes and for the definitions of market-based and economic indices.

Investment and Insurance Products: ▶ NOT FDIC Insured ▶ NO Bank Guarantee ▶ MAY Lose Value

Where are we headed?

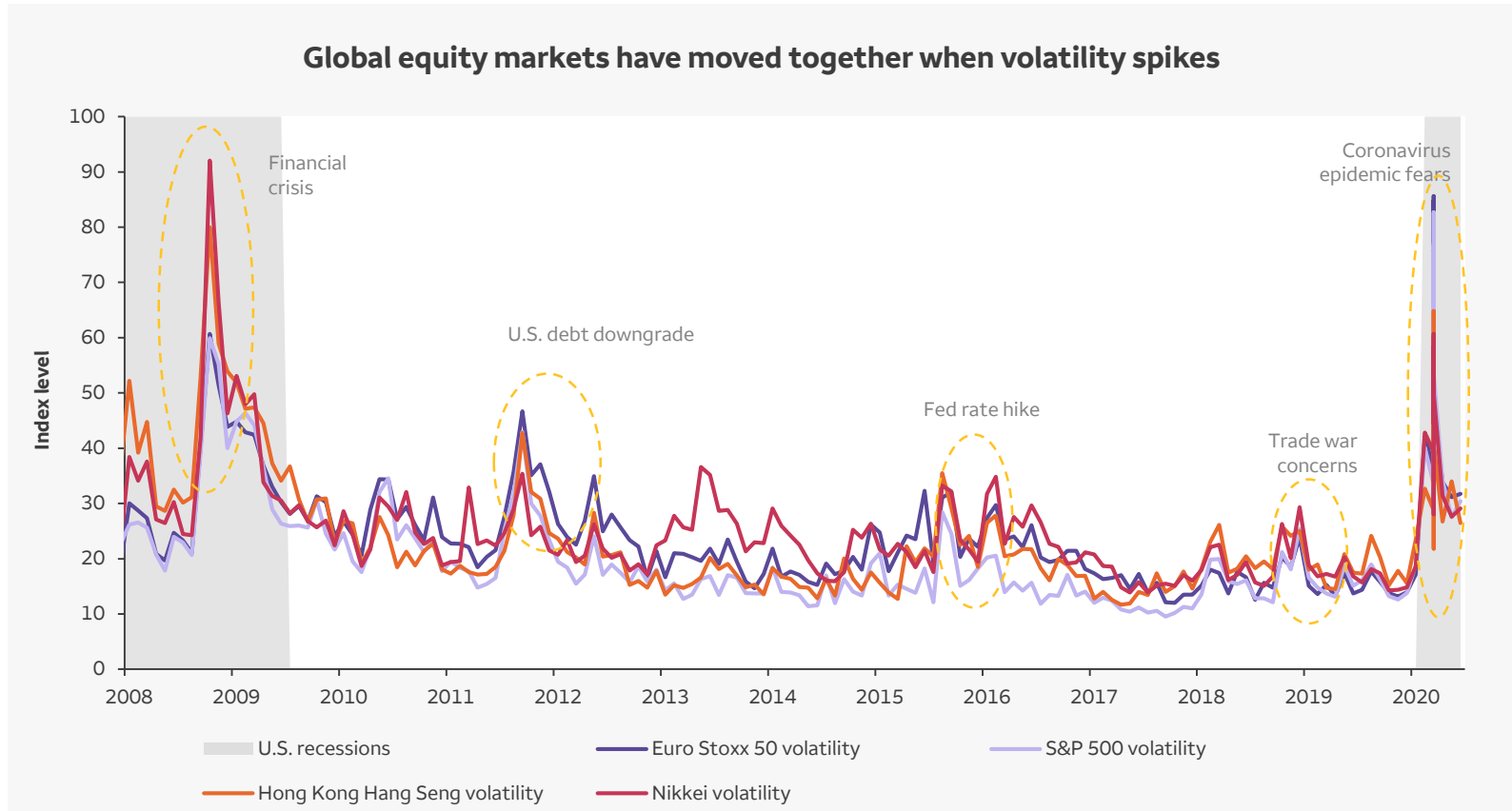


Source: Wells Fargo Investment Institute, as of June 30, 2020. Subject to change. GDP = gross domestic product.

Key Takeaways

- The pandemic's trajectory and its economic fallout dominate the market outlook.
- We expect the U.S. economy to decline by 4–5% in 2020, exceeding its 2009 setback.
- Inflation remains below the Fed's official 2% target, setting back efforts to reverse "disinflation."

Volatility spiked several times during this cycle



Sources: Bloomberg and Wells Fargo Investment Institute, as of June 30, 2020. For illustrative purposes only. S&P 500 volatility measured by the CBOE Volatility Index® (VIX®). Euro STOXX 50 volatility measured by the VSTOXX Index. Hong Kong Hang Seng volatility measured by the HSI Volatility Index. Nikkei volatility measured by the VNKY Index. These indexes measure the markets expectations for implied or expected volatility based on option prices. An index is unmanaged and not available for direct investing. **Past performance is no guarantee of future results.** Stock markets, especially foreign markets, are volatile. Stock values may fluctuate in response to general economic and market conditions, the prospects of individual companies, and industry sectors.

Key Takeaways

- Global equity markets have experienced periodic spikes in volatility during this cycle. U.S. volatility sparked by coronavirus fears topped volatility readings during the financial crisis.
- We expect periods of market uncertainty through the end of 2020, but investors should realize that volatility can often present opportunities.

Coronavirus fears pushed stocks into a bear market

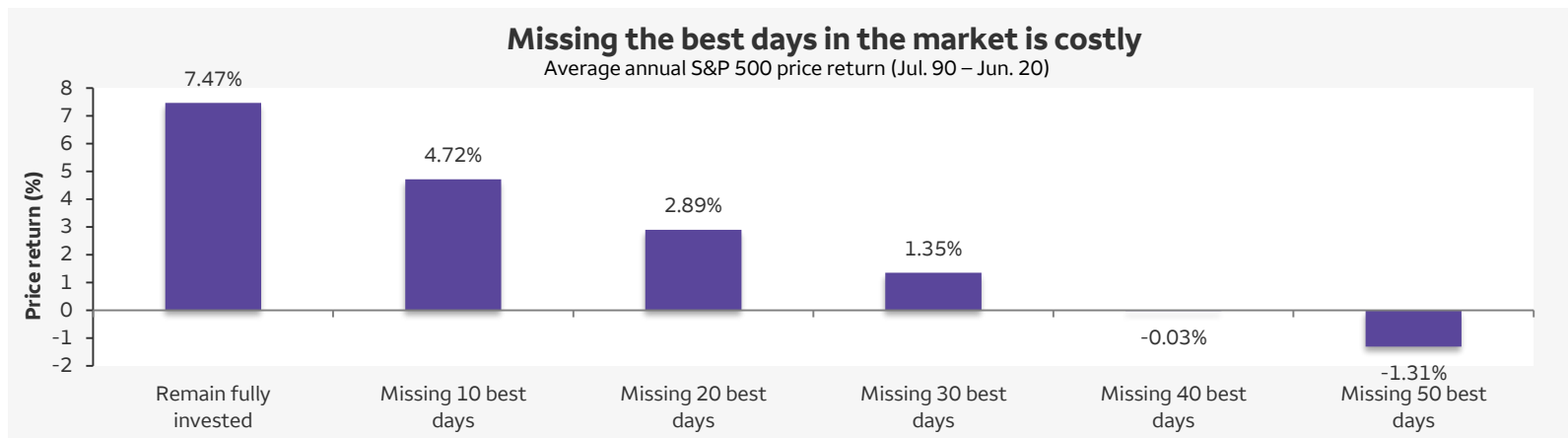
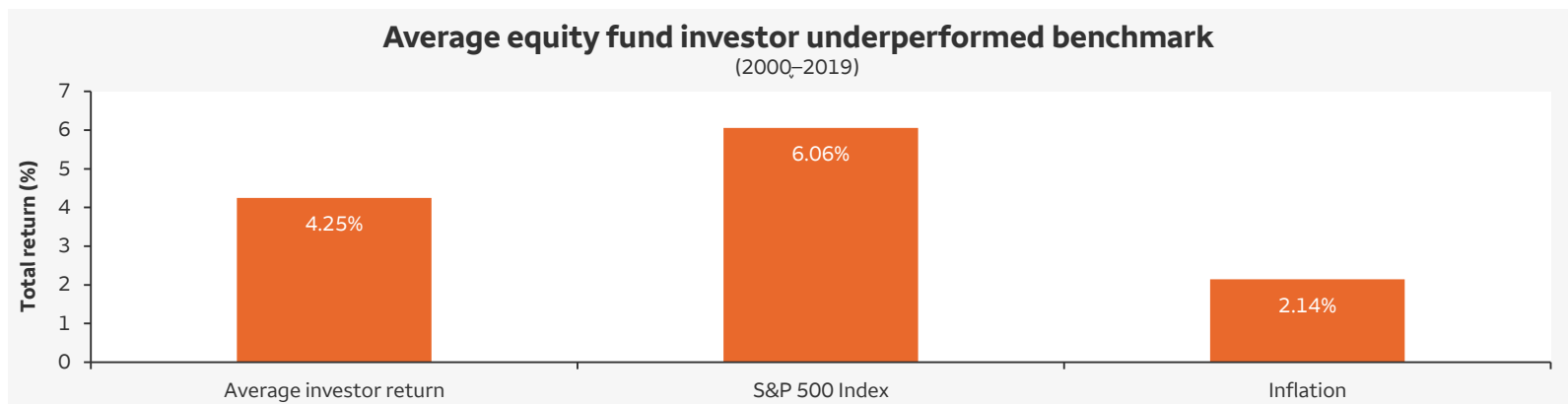
S&P 500 Bear Markets					
Starting Date	Starting Price	End Date	Ending Price	Duration of Drawdown (Months)	Percent Change
9/6/1929	31.8	6/1/1932	4.4	32.8	-86%
3/10/1937	18.7	4/28/1942	7.5	61.6	-60%
5/29/1946	19.3	6/13/1949	13.6	36.5	-30%
7/15/1957	49.1	10/22/1957	39	3.2	-21%
12/12/1961	72.6	6/26/1962	52.3	6.5	-28%
2/9/1966	94.1	10/7/1966	73.2	7.9	-22%
11/29/1968	108.4	5/26/1970	69.3	17.9	-36%
1/11/1973	120.2	10/3/1974	62.3	20.7	-48%
11/28/1980	140.5	8/12/1982	102.4	20.5	-27%
8/25/1987	336.8	12/4/1987	223.9	3.3	-34%
7/16/1990	369	10/11/1990	295.5	2.8	-20%
3/24/2000	1527.5	10/9/2002	776.8	30.5	-49%
10/9/2007	1565.2	3/9/2009	676.5	17.0	-57%
2/19/2020	3386.2			1.1	-34%
			Mean	20.1	-39.8%
			Median	17.9	-33.5%

Sources: Bloomberg and Wells Fargo Investment Institute, as June 30, 2020. Current bear market is measured from market peak to trough as of March 31, 2020. Market represented by the S&P 500 Index. The S&P 500 Index is a market-capitalization-weighted index considered representative of the U.S. stock market. For illustrative purposes only. An index is unmanaged and not available for direct investment. **Past performance is no guarantee of future results.** A price index is not a total return index and does not include the reinvestment of dividends. Index returns do not represent investment performance or the results of actual trading. Investing in stocks involves risk and their returns and risk levels can vary depending on prevailing market and economic conditions.

Key Takeaways

- The S&P 500 Index entered bear market territory in early March as the rapid spread of coronavirus drove markets lower.
- The average duration of a bear market in the S&P 500 Index has been 20.1 months, with an average drawdown of just under 40%.

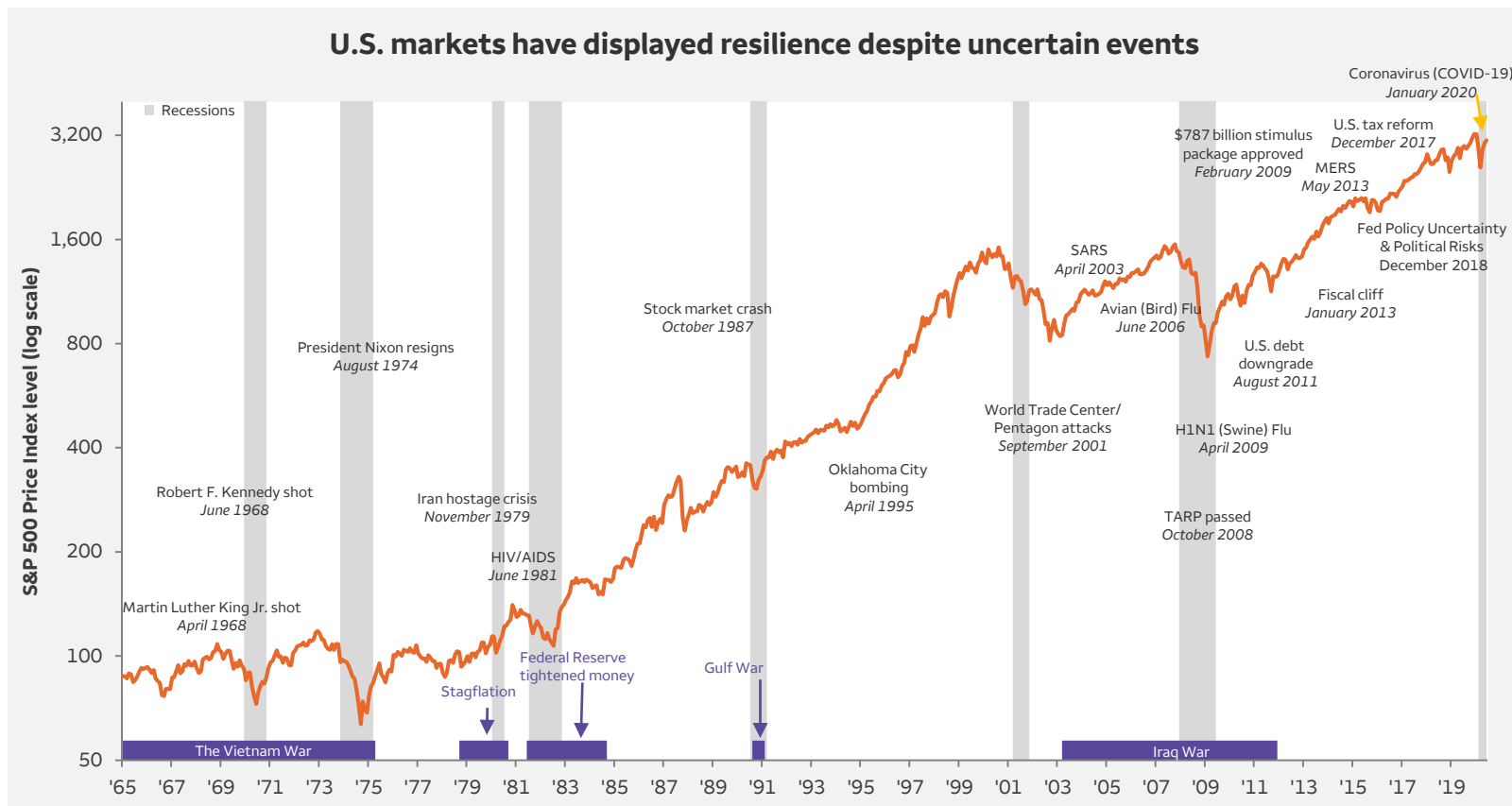
Timing the market is risky



Source: Top chart: Dalbar, Inc., 20 years from 2000–2019; “Quantitative Analysis of Investor Behavior,” 2020, DALBAR, Inc., www.dalbar.com. Bottom chart: Bloomberg and Wells Fargo Investment Institute, as of June 30, 2020. For illustrative purposes only. Dalbar computed the average stock fund investor return by using industry cash flow reports from the Investment Company Institute. The average stock fund return figure represents the average return for all funds listed in Lipper’s U.S. Diversified Equity fund classification model. All Dalbar returns were computed using the S&P 500 Index. The **S&P 500 Index** is a market capitalization weighted index composed of 500 stocks generally considered representative of the U.S. stock market. The fact that buy and hold has been a successful strategy in the past does not guarantee that it will continue to be successful in the future. The performance shown is not indicative of any particular investment. An index is unmanaged and not available for direct investment. A price index is not a total return index and does not include the reinvestment of dividends. Total returns assume reinvestment of dividends and capital gain distributions. **Past performance is not a guarantee of future results.** Investing in stocks involves risk and their returns and risk levels can vary depending on prevailing market and economic conditions.

Key Takeaways

- Market timing is difficult. Investors who allow their emotions to get the best of them can suffer lower returns.
- We do not advocate market timing, but we do believe that modest tactical shifts have the potential to take advantage of short-term investment opportunities or help mitigate short-term risks.

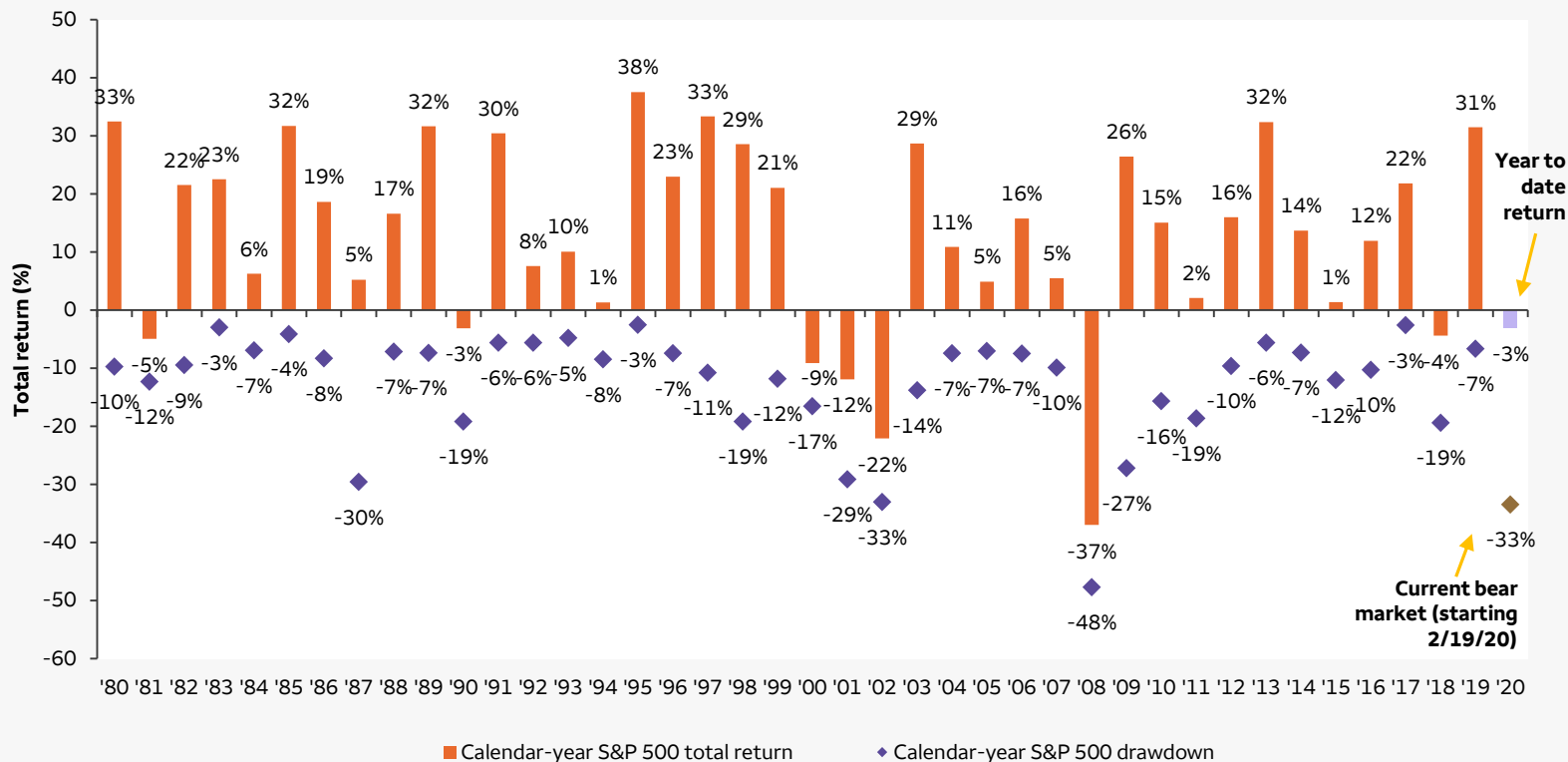


Sources: Wells Fargo Investment Institute, Bloomberg, and Ned Davis Research, as of June 30, 2020. For illustrative purposes only. A price index is not a total return index and does not include the reinvestment of dividends. The **S&P 500** is a market capitalization-weighted index composed of 500 stocks generally considered representative of the US stock market. Index returns do not represent investment performance or the results of actual trading. Index returns represent general market results and do not reflect deduction for fees, expenses or taxes applicable to an actual investment. There is no certainty that US markets will continue to show resilience despite crisis events. Investing in stocks involves risk and their returns and risk levels can vary depending on prevailing market and economic conditions. An index is unmanaged and not available for direct investment. **Past performance is no guarantee of future results.** There is no guarantee equity markets will perform similarly during other periods of uncertainty. All investing involves risk including the possible loss of principal.

Key Takeaways

- Volatility is a normal part of market behavior and can present opportunities for long-term investors.
- Disruptive forces such as geopolitical crises, terrorist attacks, economic recessions, epidemics, or consequential central bank policies can trigger short-lived yet influential episodes of market volatility.

A downturn is no reason to exit the market



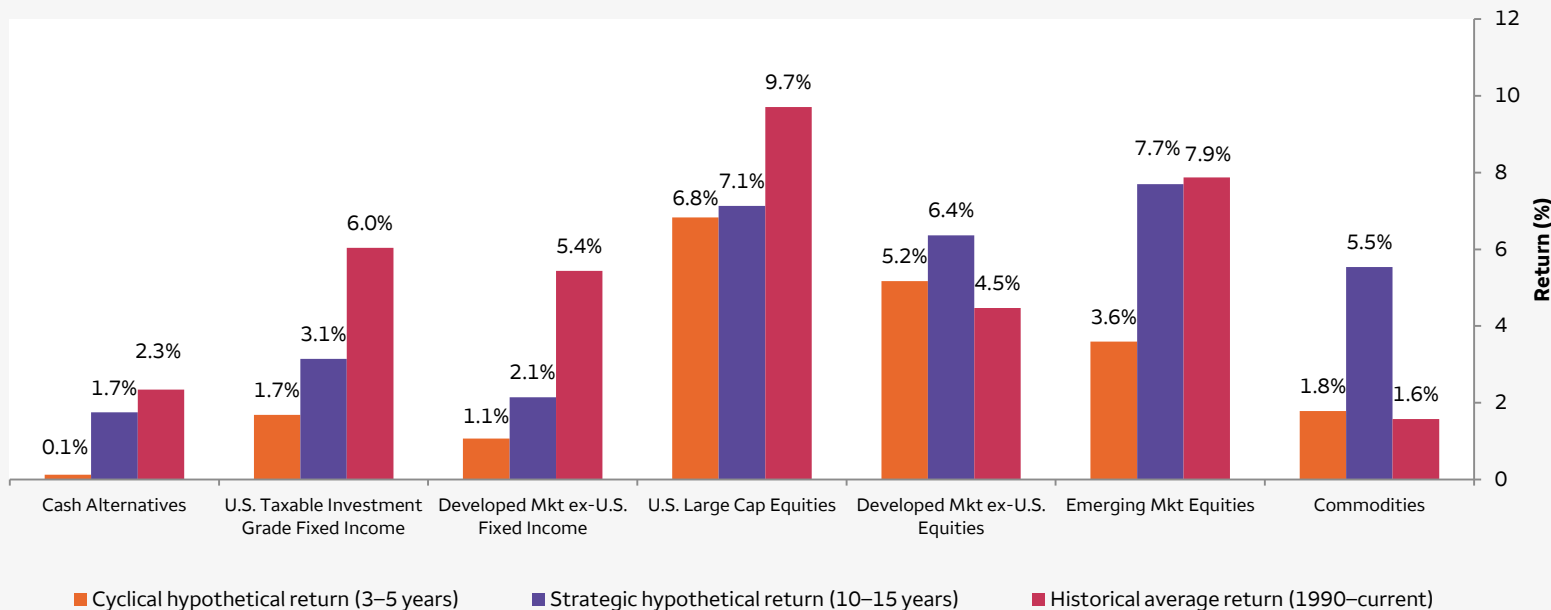
Sources: Morningstar Direct and Wells Fargo Investment Institute, as of June 30, 2020. For illustrative purposes only. Current bear market is measured from market peak to trough as of June 30, 2020. Severe intra-year corrections do not necessarily indicate subpar performance for the calendar year. Analysis was compiled using the daily price of the S&P 500 Total Return Index. The **S&P 500** is a market capitalization-weighted index composed of 500 stocks generally considered representative of the US stock market. Calendar year drawdowns represent the largest market drops from peak to trough for each year. Investing in stocks involve risk and their returns and risk levels can vary depending on prevailing market and economic conditions. Index returns do not represent investment performance or the results of actual trading. Index returns represent general market results, assume the reinvestment of dividends and other distributions, and do not reflect deduction for fees, expenses or taxes applicable to an actual investment. An index is unmanaged and not available for direct investment. **Past performance is no guarantee of future results.** All investing involves risk including the possible loss of principal.

Key Takeaways

- Market corrections and downturns can be difficult to endure, however they can offer opportunities for investors to purchase high-quality stocks at reasonable prices.

Expect lower returns for longer

We are forecasting generally lower strategic (10-15 years) returns than historical averages



Sources: Bloomberg, and Wells Fargo Investment Institute, as of June 30, 2020. For illustrative purposes only. Cyclical return assumptions as of July 1, 2020. Strategic return assumptions are as of July 16, 2020. Cyclical and strategic hypothetical returns are forward-looking geometric return estimates from Wells Fargo Investment Institute of how asset classes and combinations of classes may respond during various market environments. Hypothetical returns do not represent the returns that an investor should expect in any particular year. They are not designed to predict actual performance and may differ greatly from actual performance. There are no assurances that any estimates given will be achieved. Historical average returns are for data from January 1991 to June 2020. An index is unmanaged and not available for direct investment. **Past performance is no guarantee of future results.** Indexes in order represented by Bloomberg Barclays U.S. Treasury Bill (1-3 Month) Index, Bloomberg Barclays U.S. Aggregate Bond Total Return Index, JP Morgan GBI Global Ex U.S. Total Return Index, S&P 500 Total Return Index, MSCI EAFE Total Return Index, MSCI Emerging Markets Total Return Index, Bloomberg Commodity Index. See following page for index definitions and risks.

Key Takeaways

- Investors may need to consider saving more or spending less in this environment to reach their financial goals.

Asset allocation and diversification are investment methods used to help manage risk. They do not ensure a profit or protect against a loss. All investing involves risks, including the possible loss of principal. There can be no assurance that any investment strategy will be successful. Investments fluctuate with changes in market and economic conditions and in different environments due to numerous factors, some of which may be unpredictable. Each asset class has its own risk and return characteristics. Some of the risks associated with the representative index asset classes shown in the charts include:

Alternative investments: Alternative investments, including hedge funds and private capital funds, are speculative and entail significant risks, including those associated with potential lack of diversification, restrictions on transferring interests, no available secondary market, complex tax structures, delays in tax reporting, valuation of securities, and pricing. They trade in diverse complex strategies that are affected in different ways and at different times by changing market conditions. Strategies may, at times, be out of market favor for considerable periods with adverse consequences for the fund and the investor. An investment in these funds involves the risks inherent in an investment in securities and can include losses associated with speculative investment practices, including hedging and leveraging through derivatives, such as futures, options, swaps, short selling, investments in non-U.S. securities, junk bonds, and illiquid investments.

Commodities: Exposure to the commodities markets may subject an investment to greater share price volatility than an investment in traditional equity or debt securities. Investments in commodities may be affected by changes in overall market movements, commodity index volatility, changes in interest rates or factors affecting a particular industry or commodity. Products that invest in commodities may employ more complex strategies which may expose investors to additional risks.

Equity securities: Stocks are subject to market risk, which means their value may fluctuate in response to general economic and market conditions, the prospects of individual companies, and industry sectors. The prices of **small/mid-company stocks** are generally more volatile than large-company stocks. They often involve higher risks because smaller and midsize companies may lack the management expertise, financial resources, product diversification, and competitive strengths to endure adverse economic conditions.

Fixed income: Investments in fixed-income securities are subject to interest rate, credit/default, liquidity, inflation, and other risks. Bond prices fluctuate inversely to changes in interest rates. Therefore, a general rise in interest rates can result in a decline in the bond's price. Credit risk is the risk that an issuer will default on payments of interest and/or principal. This risk is heightened in lower-rated bonds. If sold prior to maturity, fixed-income securities are subject to market risk. All fixed-income investments may be worth less than their original cost upon redemption or maturity. High-yield fixed-income securities are considered speculative, involve greater risk of default, and tend to be more volatile than investment-grade fixed-income securities. **Municipal bonds** offer interest payments exempt from federal taxes, and potentially state and local income taxes. Municipal bonds are subject to credit risk and potentially the alternative minimum tax (AMT). Quality varies widely depending on the specific issuer. **U.S. government securities** are backed by the full faith and credit of the federal government as to payment of principal and interest if held to maturity. Although free from credit risk, they are subject to interest rate risk.

Foreign/emerging/frontier markets: Investing in foreign securities presents certain risks not associated with domestic investments, such as currency fluctuation, political and economic instability, and different accounting standards. This may result in greater share price volatility. These risks are heightened in emerging and frontier markets.

Real estate: Investing in real estate investment trusts (REITs) has special risks, including possible illiquidity of the underlying properties, credit risk, interest rate fluctuations, and the impact of varied economic conditions.

Treasury Inflation-Protected Securities (TIPS): TIPS are subject to interest rate risk, especially when real interest rates rise. This may cause the underlying value of the bond to fluctuate more than other fixed-income securities.

Four-asset-group portfolios without private capital

Moderate Income: 3% Bloomberg Barclays U.S. Treasury Bill (1–3 Month) Index, 14% Bloomberg Barclays U.S. Aggregate 1–3 Year Bond Index, 31% Bloomberg Barclays U.S. Aggregate 5–7 Year Bond Index, 7% Bloomberg Barclays U.S. Aggregate 10+ Year Bond Index, 7% Bloomberg Barclays U.S. Corporate High Yield Bond Index, 5% JPM EMBI Global Index, 10% S&P 500 Index, 5% Russell Midcap Index, 2% Russell 2000 Index, 4% MSCI EAFE Index, 4% HFRI Relative Value Index, 5% HFRI Macro Index, 3% HFRI Event Driven Index.

Moderate Growth and Income: 3% Bloomberg Barclays U.S. Treasury Bill (1–3 Month) Index, 16% Bloomberg Barclays U.S. Aggregate 5–7 Year Bond Index, 6% Bloomberg Barclays U.S. Aggregate 10+ Year Bond Index, 6% Bloomberg Barclays U.S. Corporate High Yield Bond Index, 5% JPM EMBI Global Index, 20% S&P 500 Index, 10% Russell Midcap Index, 8% Russell 2000 Index, 6% MSCI EAFE Index, 5% MSCI Emerging Markets Index, 3% HFRI Relative Value Index, 6% HFRI Macro Index, 4% HFRI Event Driven Index, 2% HFRI Equity Hedge Index.

Moderate Growth: 2% Bloomberg Barclays U.S. Treasury Bill (1–3 Month) Index, 3% Bloomberg Barclays U.S. Aggregate 5–7 Year Bond Index, 3% Bloomberg Barclays U.S. Aggregate 10+ Year Bond Index, 3% Bloomberg Barclays U.S. Corporate High Yield Bond Index, 3% JPM EMBI Global Index, 25% S&P 500 Index, 15% Russell Midcap Index, 14% Russell 2000 Index, 11% MSCI EAFE Index, 12% MSCI Emerging Markets Index, 2% HFRI Relative Value Index, 6% HFRI Macro Index, 2% HFRI Equity Hedge Index.

Three-asset-group portfolios

Moderate Income: 3% Bloomberg Barclays U.S. Treasury Bill (1–3 Month) Index, 19% Bloomberg Barclays U.S. Aggregate 1–3 Year Bond Index, 35% Bloomberg Barclays U.S. Aggregate 5–7 Year Bond Index, 7% Bloomberg Barclays U.S. Aggregate 10+ Year Bond Index, 6% Bloomberg Barclays U.S. Corporate High Yield Bond Index, 5% JPM EMBI Global Index, 12% S&P 500 Index, 5% Russell Midcap Index, 4% Russell 2000 Index, 4% MSCI EAFE Index.

Moderate Growth and Income: 3% Bloomberg Barclays U.S. Treasury Bill (1–3 Month) Index, 4% Bloomberg Barclays U.S. Aggregate 1–3 Year Bond Index, 21% Bloomberg Barclays U.S. Aggregate 5–7 Year Bond Index, 7% Bloomberg Barclays U.S. Aggregate 10+ Year Bond Index, 6% Bloomberg Barclays U.S. Corporate High Yield Bond Index, 5% JPM EMBI Global Index, 21% S&P 500 Index, 12% Russell Midcap Index, 8% Russell 2000 Index, 6% MSCI EAFE Index, 7% MSCI Emerging Markets Index.

Moderate Growth: 2% Bloomberg Barclays U.S. Treasury Bill (1–3 Month) Index, 2% Bloomberg Barclays U.S. Aggregate 1–3 Year Bond Index, 6% Bloomberg Barclays U.S. Aggregate 5–7 Year Bond Index, 3% Bloomberg Barclays U.S. Aggregate 10+ Year Bond Index, 3% Bloomberg Barclays U.S. Corporate High Yield Bond Index, 3% JPM EMBI Global Index, 29% S&P 500 Index, 16% Russell Midcap Index, 13% Russell 2000 Index, 10% MSCI EAFE Index, 13% MSCI Emerging Markets Index.

Inflation:

IA SBBI U.S. Inflation Index is a custom unmanaged index designed to track the U.S. inflation rate.

Cash alternatives/Treasury bills:

Bloomberg Barclays U.S. Treasury Bills (1–3 Month) Index is representative of money markets.

IA SBBI U.S. 30-Day Treasury Bill Index is a custom index designed to measure the performance of U.S. Treasury bills maturing in 0 to 30 days.

Fixed income:

Short-term fixed income taxable:

Bloomberg Barclays U.S. Aggregate 1–3 Year Bond Index is a broad-based measure of the investment grade, US dollar-denominated, fixed-rate taxable bond market with maturities of one to three years.

Intermediate-term fixed income taxable:

Bloomberg Barclays U.S. Aggregate 5–7 Year Bond Index is a broad-based measure of the investment grade, US dollar-denominated, fixed-rate taxable bond market with maturities of five to seven years.

Long-term fixed income taxable:

Bloomberg Barclays U.S. Aggregate 10+ Year Bond Index is a broad-based measure of the investment grade, US dollar-denominated, fixed-rate taxable bond market with maturities of 10 years or longer.

Investment-grade fixed income taxable:

Bloomberg Barclays U.S. Aggregate Bond Index is a broad-based measure of the investment grade, US dollar-denominated, fixed-rate taxable bond market.

High-yield fixed income taxable:

Bloomberg Barclays U.S. Corporate High Yield Bond Index covers the U.S.-dollar-denominated, non-investment-grade, fixed-rate, taxable corporate bond market.

Municipal fixed income:

Bloomberg Barclays Municipal Bond Index is an unmanaged index composed of long-term tax-exempt bonds with a minimum credit rating of Baa.

Bloomberg Barclays Municipal High Yield Index measures the non-investment grade and non-rated U.S. dollar-denominated, fixed-rate, tax-exempt bond market within the 50 United States and four other qualifying regions (Washington DC, Puerto Rico, Guam and the Virgin Islands).

Government bonds:

IA SBBI U.S. Long-Term Government Bond Index is a custom unmanaged index designed to measure the performance of long-term U.S. government bonds, which includes U.S. Treasury and U.S. government agency bonds with maturities of seven years or longer.

IA SBBI U.S. Intermediate-Term Government Bond Index is a custom unmanaged index designed to measure the performance of intermediate-term U.S. government bonds.

Emerging market fixed income:

J.P. Morgan EMBI Global Index (USD) is a U.S.-dollar-denominated, investible, market-cap-weighted index representing a broad universe of emerging market sovereign and quasi-sovereign debt. While products in the asset class have become more diverse, focusing on both local currency and corporate issuance, there is currently no widely accepted aggregate index reflecting the broader opportunity set available, although the asset class is evolving. By using the same index provider as the one used in the developed market bonds asset class, there is consistent categorization of countries among developed international bonds (ex-U.S.) and emerging market bonds.

Index definitions (continued)

Developed market fixed income:

J.P. Morgan GBI Global ex-U.S. Index (Unhedged) in USD is an unmanaged index market representative of the total return performance in U.S. dollars on an unhedged basis of major non-U.S. bond markets.

Equities:

Small-cap equities:

Russell 2000® Index measures the performance of the 2,000 smallest companies in the Russell 3000® Index, which represents approximately 8% of the total market capitalization of the Russell 3000 Index.

Mid-cap equities:

Russell Midcap® Index measures the performance of the 800 smallest companies in the Russell 1000® Index, which represents approximately 25% of the total market capitalization of the Russell 1000® Index.

Large-cap equities:

S&P 500 Index consists of 500 stocks chosen for market size, liquidity, and industry group representation. It is a market-value-weighted index with each stock's weight in the index proportionate to its market value.

Emerging market equities:

MSCI Emerging Markets (EM) Index is a free-float-adjusted market-capitalization-weighted index designed to measure equity market performance of emerging markets.

Small-company stocks:

IA SBBI U.S. Small Stock Index is a custom index designed to measure the performance of small-capitalization U.S. stocks.

Developed market ex-U.S. equities:

MSCI EAFE Index is a free-float-adjusted market-capitalization-weighted index designed to measure the equity market performance of developed markets, excluding the U.S. and Canada.

Frontier market equities:

MSCI Frontier Markets Index is a free-float-adjusted market-capitalization-weighted index designed to measure equity market performance of the world's least developed capital markets.

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Volatility indices:

VNKY Index: The Nikkei Stock Average Volatility Index is calculated by using prices of Nikkei 225 futures and Nikkei 225 options on the Osaka Securities Exchange. The real-time (every 15 seconds) calculation started from January 30, 2012. Final confirmation value (KAKUHOU) is 15:20 JPT.

VSTOXX Index is based on a new methodology jointly developed by Deutsche Borse and Goldman Sachs to measure volatility in the eurozone. VSTOXX is based on the EURO STOXX 50 Index options traded on Eurex. It measures implied volatility on options with a rolling 30-day expiry.

HSI Volatility Index aims to measure the 30-calendar-day expected volatility of the Hang Seng Index implicit in the prices of near-term and next-term Hang Seng Index Options, which are now trading on the Hong Kong Exchanges and Clearing Limited's derivatives market.

VIX: The Chicago Board Options Exchange Volatility Index reflects a market estimate of future volatility, based on the weighted average of the implied volatilities for a wide range of strikes. First- and second-month expirations are used until eight days from expiration, then the second and third are used.

Commodities:

Bloomberg Commodity Index represents futures contracts on 22 physical commodities. No related group of commodities (e.g., energy, precious metals, livestock and grains) may constitute more than 33 percent of the index as of the annual re-weightings of the components. No single commodity may constitute less than 2 percent of the index.

REITs:

Global REITs/public real estate: FTSE EPRA/NAREIT Developed REITs Index is designed to track the performance of listed real estate companies and REITs in developed countries worldwide.

Hedge funds:

HFRI Fund Weighted Composite Index is a fund-weighted (equal-weighted) index designed to measure the total returns (net of fees) of the approximately 2,000 hedge funds that comprise the Index. Constituent funds must have either \$50 million under management or a track record of greater than 12 months. Substrategies include HFRI Event-Driven, Distressed/Restructuring Index, and HFRI Event-Driven (Total) Index.

HFRI Event Driven Index maintains positions in companies currently or prospectively involved in corporate transactions of a wide variety, including but not limited to mergers, restructurings, financial distress, tender offers, shareholder buybacks, debt exchanges, security issuance, and other capital structure adjustments. Security types can range from most senior in the capital structure to most junior or subordinated and frequently involve additional derivative securities. Event driven exposure includes a combination of sensitivities to equity markets; credit markets; and idiosyncratic, company-specific developments. Investment theses are typically predicated on fundamental characteristics (as opposed to quantitative), with the realization of the thesis predicated on a specific development exogenous to the existing capital structure.

HFRI Relative Value Index maintains positions in which the investment thesis is predicated on realization of a valuation discrepancy in the relationship between multiple securities. Managers employ a variety of fundamental and quantitative techniques to establish investment theses, and security types range broadly across equity, fixed income, derivative, or other security types.

HFRI Macro Index consists of investment managers that trade a broad range of strategies in which the investment process is predicated on movements in underlying economic variables and the impact these have on equity, fixed-income, hard currency, and commodity markets. Managers employ a variety of techniques, both discretionary and systematic analysis, combinations of top-down and bottom-up theses, quantitative and fundamental approaches, and long- and short-term holding periods. Although some strategies employ RV techniques, macro strategies are distinct from RV strategies in that the primary investment thesis is predicated on predicted or future movements in the underlying instruments rather than realization of a valuation discrepancy between securities. In a similar way, while both macro and equity hedge managers may hold equity securities, the overriding investment thesis is predicated on the impact that movements in underlying macroeconomic variables may have on security prices, as opposed to equity hedge, in which the fundamental characteristics on the company are the most significant are integral to the investment thesis.

HFRI Equity Hedge (Total) Index consists of investment managers that maintain positions both long and short in primarily equity and equity derivative securities. A wide variety of investment processes can be employed to arrive at an investment decision, including both quantitative and fundamental techniques; strategies can be broadly diversified or narrowly focused on specific sectors and can range broadly in terms of levels of net exposure, leverage employed, holding period, concentrations of market capitalizations, and valuation ranges of typical portfolios. Equity hedge managers would typically maintain at least 50% (and may in some cases be substantially entirely invested) in equities, both long and short.

Note: While the HFRI Indices are frequently used, they have limitations (some of which are typical of other widely used indices). These limitations include survivorship bias (the returns of the indices may not be representative of all the hedge funds in the universe because of the tendency of lower performing funds to leave the index); heterogeneity (not all hedge funds are alike or comparable to one another, and the index may not accurately reflect the performance of a described style); and limited data (many hedge funds do not report to indices, and, therefore, the index may omit funds, the inclusion of which might significantly affect the performance shown). The HFRI Indices are based on information hedge fund managers decide on their own, at any time, whether or not they want to provide, or continue to provide, information to HFR Asset Management, L.L.C. Results for funds that go out of business are included in the index until the date that they cease operations. Therefore, these indices may not be complete or accurate representations of the hedge fund universe, and may be biased in several ways. Returns of the underlying hedge funds are net of fees and are denominated in USD.

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SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: October 26, 2020

Place on Agenda: Committee-of-the-whole and Regular Business Item

Action Requested: Approval

Attachment: None

Topic: Special Meeting to Canvass Election Results
Presenter(s): Superintendent Dave Webb
<p>Background:</p> <p>With the court decision to count any ballot postmarked on Election Day for up to seven days after the election, canvassing for school boards could be shortened drastically this year. Though the court extended the time to count ballots, it did not extend the time to canvass votes. The usual time is the third to tenth day after elections. Most counties have been informing school election officials that final numbers for canvassing won't be ready until the eighth, ninth, or final day for canvassing.</p> <p>Since our School Board was planning to canvass the election results at their meeting on Monday, November 9, the Minnesota School Boards Association (MSBA) recommends scheduling a special meeting on the last day to canvass, Friday, November 13 in the event the elections results are not ready at the county. The key is to make sure the time of that canvassing meeting and the date have a quorum of board members to approve the canvass and sign off.</p>
<p>Recommendation:</p> <p>Schedule a special meeting for Friday, November 13, 2020 to canvass the election results.</p>
<p>Alternatives:</p> <p>Do not schedule a meeting on November 13 and direct administration with next steps.</p>



SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Meeting Date: October 26, 2020
Place on Agenda: Committee-of-the-Whole
Action Requested: None. Discussion Only
Attachment: School Board Meeting Transition Plan

Topic: School Board Meeting Transition Plan
Presenter(s): Superintendent Dave Webb
Background: As we have done in previous weeks, we will review our most recent county data and other key points in determining our meeting structure for our upcoming School Board meeting. As a reminder, <ul style="list-style-type: none">• There are five phases to our School Board meeting structure<ul style="list-style-type: none">○ Phase I – Full Virtual○ Phase II – Mostly Virtual○ Phase III – Hybrid (current phase)○ Phase IV – Mostly In-Person○ Phase V – Full In-Person
Recommendation: No change to our meeting structure recommendation at this time.
Alternatives: N/A

BACKGROUND

A School Board Meeting Transition Plan was developed to allow our School Board and district leaders to adapt and adjust the School Board meeting structure to ensure the safety and well-being of all meeting participants and attendees. As the pandemic continues to change and evolve, we will continue to review and modify meeting logistics as needed.

There are five phases to the transition process:

- Phase I – Full Virtual
- Phase II – Mostly Virtual
- Phase III – Hybrid
- Phase IV – Mostly In-Person
- Phase V – Full In-Person

Difference between phases:

- Phase I to II
 - Allow School Board, superintendent and admin asst. to attend in-person
- Phase II to III
 - Allow for public attendance at committee-of-the-whole and regular business meeting. Max of 12 audience members.
- Phase III to IV
 - Allow for in-person attendance for the Public Listening Session
- Phase IV to V
 - Full open with no accommodations or limitations

TRANSITION PLAN

Phase I – Full Virtual

- School Board members and leadership team attend virtually
- **Committee-of-the-Whole and Regular Business meetings** are combined for a 5:00 PM start
 - Meeting is televised live through Town Square TV on the Educational Access Channel 20 with playbacks of meetings broadcast every Wednesday at 1:00 PM and 7:00 PM.
 - A recorded version of the meeting will be placed on the District's [website](#)
- **Public Listening Session**
 - No in-person attendance; form submission only
 - School Board members notified of submissions prior to each School Board meeting
 - Submission acknowledged by Board Chair and/or Superintendent on-air during meeting
 - Board Chair and/or Superintendent follow-up with individual(s) who submitted a Public Listening Session form

Phase II – Mostly Virtual

- **Logistics**
 - School Board members, Superintendent and admin assistant attend in-person
 - Leadership team members attend virtually if they have an item on the agenda
 - Presentations flipped when possible
 - School Board members and staff in attendance must complete [Daily Health Assessment](#) prior to attending in-person
 - Any School Board member feeling ill or uncomfortable with attending in-person can attend virtually.
 - Face coverings required for everyone on site. May lower or remove mask when speaking.
 - The council chambers has plexiglass partitions between each School Board member
 - School Board member/staff [seating chart](#)

- **Committee-of-the-Whole meeting** begins at 6:00 PM at City Hall
 - No staff/public attendance allowed

- **Regular Business meeting** begins at 7:15 PM at City Hall
 - No staff/public attendance allowed
 - Meeting televised live through Town Square TV on the Educational Access Channel 20 with playbacks of meetings broadcast every Wednesday at 1:00 PM and 7:00 PM.
 - Meeting [livestreamed](#)
 - A recorded version of the meeting will be placed on the District's [website](#)

- **Public Listening Session**
 - Same as Phase I

Phase III – Hybrid

- **Logistics**
 - Same as Phase II

- **Committee-of-the-Whole meeting** begins at 6:00 PM at City Hall
 - Staff/Public attendance allowed – Limited to 12 audience members
 - Sign-up process for attendance - [Guidelines and sign-up](#)
 - Audience seats spaced per health guidelines

- **Regular Business meeting** begins at 7:15 PM at City Hall
 - Staff/Public attendance allowed – Limited to 12 audience members
 - Sign-up process for attendance – [Guidelines and sign-up](#)
 - Meeting is televised live through Town Square TV on the Educational Access Channel 20 with playbacks of meetings broadcast every Wednesday at 1:00 PM and 7:00 PM.
 - Meeting [livestreamed](#)
 - A recorded version of the meeting will be placed on the District's [website](#)

- **Public Listening Session**
 - Same as Phase I and II

Phase IV – Mostly In-Person

- **Logistics**
 - Same as Phase II and III
- **Committee-of-the-Whole meeting** begins at 6:00 PM at City Hall
 - Same as Phase III
- **Regular Business meeting** begins at 7:15 PM at City Hall
 - Same as Phase III
- **Public Listening Session**
 - Allow for in-person public listening sessions.
 - Form submission also available and will follow same process as Phase I-III

Phase V – Full In-Person

- Full in-person with no accommodations or limitations
- **Committee-of-the-Whole meeting** begins at 6:00 PM at City Hall
 - Staff/Public attendance allowed
- **Regular Business meeting** begins at 7:15 PM at City Hall
 - Meeting televised live through Town Square TV on the Educational Access Channel 20 with playbacks of meetings broadcast every Wednesday at 1:00 PM and 7:00 PM.
 - Meeting [livestreamed](#)
 - A recorded version of the meeting will be placed on the District's [website](#)
- **Public Listening Session**
 - Allow for in-person public listening sessions.
 - Form submission also available and will follow same process as Phase I-IV



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: October 26, 2020

Place on Agenda: Committee-of-the-whole

Action Requested: None

Attachment: 2-Year School Board Agenda

Topic: 2-Year School Board Agenda
Presenter(s): Superintendent Dave Webb
Background: On Monday evening, the School Board will review and update their 2-year board agenda for 2020-21. The School Board 2-year agenda highlights the key focus areas of the work of the school board and helps to increase communication and transparency with the community on our vision and direction.
Recommendation: None.
Alternatives: N/A



South St Paul Public Schools
2-Year School Board Agenda

Mission: Ignite a passion in every learner to inquire, continuously improve and engage in positively changing our world.

Vision: By 2020, we will

- **Prepare** each and every student for their next step
- **Provide** high quality, individualized programs, services and personalized learning for all ages and stages of a learner’s life
- **Build** capacity in our learners to exemplify the IB Learner Profile
- **Partner** with our families and community to develop shared ownership of student outcomes and family learning needs
- **Ensure** students and families have reliable and regular access to technology for accelerated learning

Key Drivers:

- International Baccalaureate (IB)
- Multi-Tiered Systems of Support: Social-Emotional Learning

Key Board Roles	2020 – 21 SY
Board Self-Governance	<ul style="list-style-type: none"> ● Review/Set Board 2-Year Agenda (June/ongoing) ● Review, School Board Handbook (June/July) ● Recruit candidates for BoE election ● Training with Dennis Cheesebrow for Development of Board Best Practices in Governance (Quarterly) - September ● School Board Reorganization (December/January) ● Board/officer transition planning (January) ● Conduct, BoE evaluation (January) ● Review/Discuss “More and Less of” from Dennis Cheesebrow training (September) (ongoing) <ul style="list-style-type: none"> ○ More of Partnerships: discussion, authenticity, naming/solution, communication ○ Less of Isolation: Low level communication, disorder, negativity, mistrust
District Policy	<ul style="list-style-type: none"> ● Review/approve the policies required to be reviewed annually ● Review/approve District Policies once every five years or as needed
Superintendent Relations	<ul style="list-style-type: none"> ● Set Superintendent goals (September) ● Mid-year check-in on Superintendent goals (January/February) ● Conduct/Report, Superintendent evaluation (June) ● Short and Long-Term Succession planning (ongoing)
Public Engagement	<ul style="list-style-type: none"> ● Create/Maintain a sustainable public engagement committee ● Establish a calendar of events for the public engagement committee ● Conduct State of the District with Staff, Parents, and Public ● Inform SSPPS community about equalization and advocate at legislature for fair funding ● Expand Partnerships with City, Community and Businesses

<p>Excellence in Management</p>	<ul style="list-style-type: none"> ● Finance ● Human Resources ● Learning
<p>2021-22 and beyond planning</p>	<p><u>Public Engagement</u></p> <ul style="list-style-type: none"> ● Possible Levy pending equalization tax levy <ul style="list-style-type: none"> Public Engagement Organize neighborhood information sessions Manage Election Data

Acronyms

ADSIS - Alternative Delivery of Specialized Instruction Services

ATPPS - Alternative Teacher Professional Pay System

BoE - Board of Education

B-8 - Birth to Age 8

CCR - Career and College Readiness

CSCC - Central Square Community Center

LTD - Long-Term Disability

MCA - Minnesota Common Assessment

MSBA - Minnesota School Boards Association

OPEB - Other Post-Employment Benefits

SSPPS - South St. Paul Public Schools

TDE - Teacher Development Evaluation

WBWF - World's Best Workforce