



**Agenda V.B.
May 14, 2026**

To: Board of Education
Dr. Latanya Daniels, superintendent

From: Stacey Sovine, executive director of administrative services

Date: May 14, 2026

Re: Review Human Resources Research into Programming Priorities and Staffing Retention Protections

Notes: At this time the Human Resources departments has reviewed the Programming Priorities and Staffing Retention Protections and recommend no changes at this time. Tentative plan for upcoming budget cycle below:

| PROGRAMMING PRIORITIES AND STAFFING RETENTION PROTECTIONS | QUALIFYING CRITERIA |
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| Retain the staff, at their 2026-2027 total FTE, who teach Chef 2, Chef 3, and Hospitality Internship (Culinary Pathway) courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license, vocational license, SafeSchools certified, ProStart trained, credentialed by partnering post-secondary institution for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach Project Lead the Way (PLTW + Engineering Pathway) courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license in the areas under STEM and specialized PLTW certification for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach Concurrent Enrollment courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license, additional post-graduate education, and credentialed by partnering post-secondary institution for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach Healthcare Core, Nursing Assistant, and EMT (Healthcare Pathway) courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license, meet all requirements of MDE and MDH, and credentialed by partnering post-secondary institution for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach CTE Eligible courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license and CTE license for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach Education Pathway courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license, post-graduate coursework, training in the Pathways2Teaching program with Dr. Bianco through University of Colorado - Denver, credentialed by partnering post-secondary institution for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach AP Computer Science, Mobile CS Principles, AP Mobile CS Principles, Computer Applications (IT Pathway) courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license and documented training in the specific area of computer science and programming, credentialed by partnering post-secondary institution for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach Welding/Autobody, Intro to Consumer Auto, Advanced Auto/Vehicle Services (Automotive Pathway) courses that | Current MN teaching license and specific training, Automotive Service Excellence (ASE) certified, credentialed |

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| are approved by the site administrator for the 2027-2028 school year schedule. | by partnering post-secondary institution for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who teach Construction Trades I and II (Construction Pathway) courses that are approved by the site administrator for the 2027-2028 school year schedule. | Current MN teaching license and credentialed by partnering post-secondary institution for the 2027-2028 school year schedule. |
| Retain the staff, at their 2026-2027 total FTE, who are TOSA's identified as Deans that are approved by the site administrator for the 2027-2028 school year staffing. | Current MN K-12 Principal or Secondary Principal license and 3 years of building level Dean experience during the 2027-2028 school year schedule. |