



**Agenda IV.B.2.
August 28, 2025**

To: Board of Education
Dr. Latanya Daniels, superintendent

From: Stacey Sovine, executive director of administrative services

Date: August 28, 2025

Re: Approving Board programming and staffing retention priorities for the 2026-2027 School Year

Recommendation: That the Board of Education approves for the 2026-2027 school year, the proposed programming priorities and staffing retention protections and their qualifying criteria in the following areas:

PROGRAMMING PRIORITIES AND STAFFING RETENTION PROTECTIONS	QUALIFYING CRITERIA
Retain the staff, at their 2025-2026 total FTE, who teach Chef 2, Chef 3, and Hospitality Internship (Culinary Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license, vocational license, SafeSchools certified, ProStart trained, credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Project Lead the Way (PLTW + Engineering Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license in the areas under STEM and specialized PLTW certification for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Concurrent Enrollment courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license, additional post-graduate education, and credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Healthcare Core, Nursing Assistant, and EMT (Healthcare Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license, meet all requirements of MDE and MDH, and credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach CTE Eligible courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license and CTE license for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Education Pathway courses that are approved by the site administrator for the 2026-2027 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 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 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 2026-2027 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 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Welding/Autobody, Intro to Consumer Auto, Advanced Auto/Vehicle Services (Automotive Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license and specific training, Automotive Service Excellence (ASE) certified, credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.

Retain the staff, at their 2025-2026 total FTE, who teach Construction Trades I and II (Construction Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license and credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who are TOSA's identified as Deans that are approved by the site administrator for the 2026-2027 school year staffing.	Current MN K-12 Principal or Secondary Principal license and 3 years of building level Dean experience during the 2026-2027 school year schedule.

BE IT FURTHER RESOLVED THAT: Staffing retention protection aligns with the district 191 strategic plan and are for traits such as unique specialized training, external certifications or licenses, language proficiency, and recruitment and retention of teachers and administrators with diverse racial and ethnic backgrounds. The staffing retention protections do not limit the board's ability to determine the programs, functions, overall budget, utilization of technology, organization structure, selection of personnel, ability to discipline and the direction and number of personnel.