INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
SPECIAL MEETING OF THE BOARD OF EDUCATION
Administration Building
360 Colborne Street
Saint Paul, Minnesota 55102

October 30, 2026
4:00 PM

A G E N D A

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **APPROVAL OF THE ORDER OF THE MAIN AGENDA**
4. **MAIN AGENDA**
   A. EL Staffing Options 2
5. **ADJOURNMENT**

#BoldSubject#

EL Staffing Options

Saint Paul Public Schools

Board of Education Special Meeting
October 30, 2026

Impact of EL Enrollment Decline on FY27 Budget

2026-27 EL Enrollment Used for Staffing

Projected EL enrollment for 2026-27 staffing (January 2026)	8,787
Preliminary EL enrollment for 2026-27 (Oct. 1, 2026)	8,245
Difference from projected to preliminary EL enrollment	**-542**
Loss of EL revenue for FY27	**-$4,914,179**

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10/20/26 Administrative Recommendation

	In Dollars (M)
Loss of EL revenue for FY27	**-$4,914,179**
0.26% fund balance spend down	$2,080,000
3.0 FTE unfilled positions	$330,000
Projected Caissa* re-enrolled students	$960,000
Release 18.5 equivalent EL teacher FTEs as of 12/3/26	$1,572,257

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October 20 Motion from Dir. Carrillo

I motion that, in order to continue conversations between SPPS Administration and St. Paul educators, informing families and community which will include building level and districtwide communications, we postpone the vote of staff reduction until the week of October 26, no later than Friday, October 30. We also direct our Administration, through Dr. Stanley, to seriously investigate at least one option that mitigates or avoids mid-year cuts, presenting data on sliver impacts, compliance at a site level and a clear risk assessment per site. Regardless of outcome, final vote will happen by October 30.

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Administration Options Explored

Administration Options Explored

Option	Details	Potential Savings
EL teachers as substitutes	Teachers who would be laid off become first-priority subs for current school year	$492,800 (16 EL teachers)
Licensed non-school based staff sub two days/month	District staff with licenses sub in order to save money on substitutes	$338,800 (55 licensed district staff)
Reduce teacher personal days from 5 to 4	Reduces need for substitutes	$605,000 7
Early retirement option for eligible EL teachers	Salary savings from early retirement (between 7-12 EL teachers)	$643,244 to $1,102,704
One furlough day for select employee groups	Teachers, Unrepresented, SELT, Board go one day without pay	$1,469,825 (2,933 staff members)
Reduce 5 probationary EL teachers	Preserves tenured EL teachers	$405,535
Reduce 14.2 EL teachers	Maintains 52:1 weighted ratio	$1,160,238

SPFE Options Explored

SPFE Options Explored

Option	Details	Potential Savings
One furlough day for select employee groups	Teachers, Principals, ASAP, Unrepresented, SELT, Board go one day without pay	$1,454,322 (2,933 staff members)
Principals and assistant principals substitute teaching	Saves money on substitutes	$1,492,800
Unfilled vacancies beyond the six FTE budgeted for FY27	Build savings from unfilled positions into budget	$350,000
Licensed non-school based staff sub two days/month	District staff with licenses sub in order to save money on subs	$338,800 (55 licensed district staff)
Move 5 EL teachers into long-term subs	Five probationary EL teachers who would be laid off become long-term substitutes	$663,960
Building subs cover other buildings, licensed staff sub coverage with no “loss of prep pay”	Reduced need for substitutes	Not costed
Lease savings	Replace Okta software with cheaper option	$107,000
Other ideas	Use OPEB, Permanent School Fund, deferring Capital Projects	N/A

Administration/SPFE Recommended Option

Administration/SPFE Recommended Option

Option	Details	Potential Savings
Leave 12.35 open positions unfilled - 3.0 Central office - 2.1 EL teachers - 7.25 EL EAs	Positions are currently vacant and will not be filled	$1,183,739
7 to 12 EL teacher early retirements	Salary savings from early retirement (7-12 FTE)	$643,244 to $1,102,704
SUBTOTAL		**$1,826,983 to $2,286,443**
0.26% fund balance spend down	Spending down the fund balance to 5.01%	$2,080,000
Projected Caissa K-12 re-enrolled students		$960,000
TOTAL		**$4,866,983 to $5,326,443**

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Early Retirement Backup Option

In the event that we don't meet the minimum of 7 early retirements, a memorandum of understanding will provide agreement to move to the proposed option of sub coverage by SPFE licensed staff with no "loss of prep pay" to make up the difference.*

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*Minimum sub pay expense saved is $256 per day/sub. Does not include school nurses, school psychologists or birth to 3 ECSE teachers

Impact of EL Enrollment Decline on Unassigned Fund Balance

	In Dollars (M)	In Percent (%)
Current FY27 Budgeted Fund Balance Amount	$43.63 M	5.26%
Fund Balance with $4.91 million in Lost EL Revenue	$38.72 M	4.67%
Fund Balance with Board Adoption of Recommended Option (with 7 retirements)	$41.53 M	5.01%

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Policy 701.01 - Fund Balance

The administration shall plan and manage annual revenue and expenditure budgets that provide an unassigned general fund balance of at least five percent (5%) of annual general fund expenditures. 5% = 18 days of general fund operations.

Programmatic Impact Data

Metro Districts with 0.2 EL Allocations

District	Average EL Progress Toward Language Access Goal	ELs Meeting Targets
Hopkins	43.4%	26.8%
West St. Paul/Mendota/Eagan	39.9%	27.2%
Osseo	36.9%	25.4%
North St Paul/ Maplewood/Oakdale 622	35.7%	23.4%
Burnsville/Eagan/Savage 191	34.7%	22.1%
Saint Paul Public Schools	**34.0%**	**21.1%**
Roseville 623	33.8%	21.0%

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(2026 North Star Achievement Report/Minnesota Report Card)

Risk Assessment

- Return to spring 52:1 FTE staffing ratio (not fall agreed-upon adjustment ratio of up to 54:1 as previous adjustments followed)
- Critical review of all schools for programmatic support and staffing needs; 5 recommendations made to SELT
- Recommendation to add 2.7 FTE across 5 secondary schools
- All schools under 52:1 ratio, average ratio 49.02
- See updated fall adjustments spreadsheet in Boardbook
- Staffing model mockup to verify efficacy of plan

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Fall Adjustment Impacts/Contract Compliance

Metric	Number of Schools
Schools with an FTE increase from fall adjustments	14
Schools with an FTE decrease from fall adjustments	39
Split positions (Teachers with 2 schools)	18
Split positions (Teachers with 3 schools)	4
Schools with a 0.2 teacher assignment within their allocation	19
Average EL teacher to student ratio; All sites under 52:1 ratio	49:1

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All schools are in compliance with the EL teacher : student weighted ratio AND will be able to provide the minimum number of classes needed to serve all EL students.

Recommendation

In order to maintain a minimum 5% fund balance, and to align our staffing with our 2026-27 student enrollment, SPPS Administration recommends that the Board approves the plan as summarized below. In addition, the District will make additional EL staffing reductions at the end of the 2026-27 school year to cover the difference between 15.8 FTE and the number of early retirements.

Option	Details	Potential Savings
Leave 12.35 open positions unfilled - 3.0 Central Office - 2.1 EL teachers - 7.25 EL EAs	Positions are currently vacant and will not be filled	$1,183,739
7 to 12 EL teacher early retirements	Salary savings from early retirement (7-12 FTE)	$643,244 to $1,102,704
SUBTOTAL		**$1,826,983 to $2,286,443**
0.26% fund balance spend down	Spending down the fund balance to 5.01%	$2,080,000
Projected Caissa K-12 re-enrolled students	Per pupil revenue from re-enrollment campaign	$960,000
TOTAL		**$4,866,983 to $5,326,443**

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2026-27 Fall Adjustment, October 1st counts, and additional information						
School	Spring 26 FTE Alloc	Fall 26 Adjustment FTE	FTE Gains/ Loss	Recommended Changes After Review	52:1 Ratio	Notes/Additional Information
Total	**237.8**	**221.3**	**-16.5**	**2.7**	**avg 49.0**	
Adams Spanish Immersion	2.2	2.4	0.2		50.2	
Agape S	0.4	0.4	0.0		30.0	
American Indian Magnet	3.4	3.6	0.2		49.2	
Battle Creek Elementary	4.0	4.2	0.2		51.8	
Battle Creek Middle	6.2	5.4	-0.8	0.6	50.46 [45.41]	BCMS currently is running a small LA program with both L1 and 2; Recommendation: reduce by 0.2 only
Benjamin E. Mays	1.4	1.2	-0.2		50.4	
Bridge View	3.0	3.0	0.0		51.7	
Bruce F. Vento	4.4	4.0	-0.4		50.1	
Capitol Hill	2.0	2.0	0.0		49.8	
Central Sr. High	2.8	2.8	0.0		51.3	
Chelsea Heights	1.2	1.0	-0.2		46.0	
Cherokee Heights	1.6	1.2	-0.4		45.8	
Como Park Elementary	4.8	4.4	-0.4		49.7	
Como Park Sr. High	8.2	7.6	-0.6		51.3	
Creative Arts Secondary	1.0	1.0	0.0	0.4	51 [36.42]	CASS is a 6-12 building, running both the MS and HS Service Models. Based on the EL Eligibility list, the number of students at HS and at MS needing more than 1 class exceeds the 6 courses allowable of a 1.0 teacher. Recommendation: Allocation of an additional 0.4 FTE.
Crossroads Montessori	1.2	1.0	-0.2		52.0	
Crossroads Science	1.2	1.4	0.2		45.7	
Dayton's Bluff	2.2	1.8	-0.4		46.7	
E-STEM	2.4	2.2	-0.2		50.2	
East African Magnet	5.4	4.6	-0.8		50.9	
Eastern Heights	3.0	3.0	0.0		50.2	
Expo	2.0	1.6	-0.4		51.3	
Farnsworth Lower	4.2	4.2	0.0		49.6	
Farnsworth Upper	3.4	2.8	-0.6		49.3	
Focus Beyond S	2.6	3.2	0.6		50.3	
Four Seasons	4.0	3.0	-1.0		48.7	
Frost Lake	7.1	6.4	-0.7		50.7	
Gateway to College S	0.8	0.6	-0.2		48.3	
Global Arts Plus Lower	4.0	3.0	-1.0		50.2	
Global Arts Plus Upper	3.8	2.8	-1.0	0.5	49.11 [41.66]	Global Arts has a very small Language Academy program now, which complicates their ability to schedule the contractual minimums for both students in the Language Academy programming and in the general EL programming. Recommendation: Cut by 0.5 instead of 1.0 FTE to allow both the Elementary, Secondary LA and Secondary EL programming to continue.
Gordon Parks HS S	1.2	0.8	-0.4		46.3	
Groveland Park	1.8	1.8	0.0		50.0	
Hamline	1.5	1.3	-0.2		50.0	
Harding Sr. High	14.0	13.6	-0.4		51.4	
Hazel Park Prep. Academy	4.4	4.2	-0.2		50.0	

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Total	**237.8**	**221.3**	**-16.5**	**2.7**	**avg 49.0**	
Hidden River	0.8	0.8	0.0		50.0	
Highland Park Elementary	2.2	2.6	0.4		50.6	
Highland Park Middle	3.4	3.0	-0.4		49.3	
Highland Park Sr. High	3.8	4.4	0.6		51.9	
Highwood Hills	5.4	5.2	-0.2		50.5	
Horace Mann	0.8	0.6	-0.2		51.7	
Humboldt Secondary	9.6	9.2	-0.4		51.2	
Jie Ming Mandarin Immersion	3.8	3.8	0.0		52.0	
Johnson Sr. High	5.8	5.2	-0.6		51.5	
Journeys Secon S	0.2	0.2	0.0		47.5	
L'Etoile du Nord Elem	1.0	0.8	-0.2		44.4	
Maxfield	1.2	1.2	0.0		46.7	
Mississippi	8.0	6.6	-1.4		51.4	
Murray Middle	2.4	1.6	-0.8	0.8	49.38 [32.91]	Murray's program is small, in scale, but is currently running both a Language Academy and Levels 3+. This amount of classes requires more Teacher FTE than would be available with a 1.6 allocation. Recommendation: Leaving the current 2.4 FTE intact will allow this building to run the minimum required courses for both the programs.
Nokomis Montessori North	3.6	4.0	0.4		50.1	
Nokomis Montessori South	2.6	2.2	-0.4		50.7	
Obama Middle	0.4	0.6	0.2		50.8	
Obama Montessori	1.0	1.2	0.2		49.6	
Open World Learning (OWL)	0.5	0.5	0.0	0.4	32 [17.77]	CASS is a 6-12 building, running both the MS and HS Service Models. Based on the EL Eligibility list, the number of students at HS and at MS needing more than 1 class exceeds the 3 courses allowable of a 0.5 teacher. Recommendation: Allocation of an additional 0.4 FTE.
Paul & Sheila Wellstone	8.6	8.2	-0.4		51.3	
Randolph Heights	1.0	0.8	-0.2		41.3	
River East	0.2	0.2	0.0		37.5	
Riverview	3.8	3.8	0.0		49.5	
St. Anthony Park	1.8	2.2	0.4		51.4	
St. Paul Music Academy	7.8	6.2	-1.6		51.0	
St. Paul Online Elem	0.8	0.8	0.0		41.9	
St. Paul Online High	2.8	2.2	-0.6		49.3	
St. Paul Online Mid	0.8	0.6	-0.2		42.5	
The Heights Community	4.0	3.8	-0.2		49.9	
Txuj Ci HMong Lower	10.8	10.0	-0.8		52.0	
Txuj Ci HMong Upper	3.8	3.6	-0.2		49.9	
Washington Technology (6-8)	7.6	6.4	-1.2		50.6	
Washington Technology (9-12)	10.7	11.3	0.6		51.4	