



South St. Paul School Board - Work Session

Monday, July 28, 2025 5:00 PM

CITY HALL, 125 THIRD AVENUE NORTH, South St Paul, Minnesota 55075

I. FINANCE

I.A. 2025-26 Independent Contract Agreements (R. Chhoth)

I.B. Long-Term Facility Maintenance (R. Chhoth/M. Fenton)

II. COMMUNICATIONS

II.A. Brand Refresh Update (L. Brandecker)

III. SCHOOL BOARD

III.A. Public Relations and Community Engagement (Board)

III.B. Committee Updates (Board)

- District 917
- AMSD
- Community Education
- Educational Foundation
- Finance, Facilities and Long-Range Planning
- Local Issues
- Policy
- SSP Open Foundation
- Superintendent Executive

III.C. Other Items Deemed Necessary by the School Board



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: Monday, July 28, 2025
Place on Agenda: Regular Agenda: Business Item
Action Requested: Approval
Attachment:

Topic: 2025-2026 South St. Paul Independent Employee Agreement
Presenter(s): Ra Chhoth, Director of Finance
<p>Administration recommends the following changes for Independent Employee Agreements for the 2025-26 school year that are all within the parameters established by the School Board. Independent employees include staff in the following employee groups: Administrators, Coordinators/Administrative Support, District Support, Technology, Student Support, Nutrition Services, and Part-time Custodial.</p> <p>The components of the agreements have been provided to the School Board. The independent group agreements include a base salary increase of 2% for all independent employee groups, and market adjustments for seven positions to align wages with the median market salaries. Recommendations also include a 2% increase to the district contribution to health insurance, adjustments to the vacation accrual for the Coordinator/Administrative Support Group, removal of lifetime caps on district retirement contributions, and one additional holiday per year for Technology, Student Support, Nutrition and Part-time Custodial groups for employees who begin their work year prior to September 1st.</p> <p>These recommended changes are within the salary and benefit parameters established by the School Board.</p>
<p>Recommendation:</p> <p>Approval of 2025-26 Independent Employee Agreements</p>
<p>Alternatives:</p> <p>Do not approve the contract and direct administration with next steps.</p>



SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: Monday, July 28, 2025
Place on Agenda: Regular Meeting
Action Requested: Approval
Attachment: Long Term Facilities Maintenance Revenue Spreadsheet (MDE)
Long Term Facilities Maintenance Expenditure Spreadsheet (MDE)

Topic: Long Term Facilities Maintenance 10 Year Plan
Presenter(s): Ra Chhoth, Director of Finance
<p>During the 2015 legislative session, the Legislature created a new facilities funding program – Long Term Facilities Maintenance revenue. This program replaced the previous Health and Safety and Deferred Maintenance programs.</p> <p>In order to qualify for this revenue, the Board must approve a 10-year Long Term Facilities Maintenance plan and submit it to the Minnesota Department of Education by July 31. This must be done annually. There are two documents included with this report. The first is the revenue calculation that shows the estimated revenue for the next ten years, and the second is the expenditure plan that shows the estimated costs for the next ten years.</p>
Recommendation: Approval
Alternatives: Do not approve 10-year plan, SSP will not be able to receive funds.

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FY 27 Long-Term Facilities Maintenance (LTFM) Ten-Year Revenue Projection				Revised 6/10/2025								
6 <= Type in School District Number												
SOUTH ST. PAUL PUBLIC SCHOOL DIST.												
			Change only									
			if requiring levy	Payable 2025								
<i>Calculations for Ten Year Projection</i>				Pay 26	adjustments	LLC Certification	Current Estimate					
		LLC #	FY 2025	FY 2026	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033
53	Debt Service Aid = (52) * (42)	438			-	-	-	-	-	-	-	-
54	Equalized Debt Service Levy = (52) - (53)	439			-	-	-	-	-	-	-	-
55	Unequalized Debt Service Revenue and Levy = (Greater of zero or (51) - (50))	440			-	-	-	-	-	-	-	-
56	General Fund Portion of Revenue (non-grandfather districts *)											
57	Total General Fund Revenue = (34) - (51) (includes coop levy, if any in line 33)	441			1,097,901	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984
58	General Fund Equalized Revenue = (43) - (52)	442			1,086,583	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984
59	Total General Fund Aid = (46) - (53)	443			457,154	409,605	399,529	381,190	352,272	352,284	352,282	352,268
60	General Fund Equalized Levy = (58) * (41)	444			629,428	631,379	641,455	659,793	688,712	688,700	688,702	688,716
61	General Fund Unequalized levy = (57) - (58)	445			11,319	0	0	0	0	0	0	0
62	Total General Fund Levy = (60) + (61)	446			640,747	631,379	641,455	659,793	688,712	688,700	688,702	688,716
48	Debt Service Portion of Revenue (grandfather districts *)											
	* MPLS, Anoka, Bloomington, Robbinsdale, Rochester, St. Paul, Duluth	763+764+765+766										
51	Total Debt Service Revenue = (49) + (50) + (50b)	768			-	-	-	-	-	-	-	-
52	Equalized debt Service Revenue (lesser of (43) or (51))	436			-	-	-	-	-	-	-	-
53	Debt Service Aid = (52) * (42)	438			-	-	-	-	-	-	-	-
54	Equalized Debt Service Levy = (52) - (53)	439			-	-	-	-	-	-	-	-
55	Unequalized Debt Service Revenue and Levy = (Greater of zero or (51) - (50))	440			-	-	-	-	-	-	-	-
56	General Fund Portion of Revenue (grandfather districts *)											
57	Total General Fund Revenue = (34) - (51) (includes coop levy, if any in line 33)	441			1,097,901	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984
58	General Fund Equalized Revenue = (43) - (52)	442			1,086,583	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984	1,040,984
59	Total General Fund Aid = (46) - (53)	443			457,154	409,605	399,529	381,190	352,272	352,284	352,282	352,268
60	General Fund Equalized Levy = (58) * (41)	444			629,428	631,379	641,455	659,793	688,712	688,700	688,702	688,716
61	General Fund Unequalized levy = (57) - (58)	445			11,319	0	0	0	0	0	0	0
62	Total General Fund Levy = (60) + (61)	446			640,747	631,379	641,455	659,793	688,712	688,700	688,702	688,716
	Notes:											
	1. Underlevy on general fund equalized levy results in proportionate reduction in associated aid.											
	2. Total Debt Service revenue on line 49 must not exceed total LTFM revenue for individual district projects (line 30) for any of the 10 years in the plan.											
	3. For 1A districts with old Alt Facilities bonding, the amount on line 22 will reduce initial revenue on line 10, less the H & S portion entered on line 14.											

FY 2034	FY 2035
-	-
-	-
-	-
1,040,984	1,040,984
1,040,984	1,040,984
352,278	352,271
688,705	688,712
0	0
688,705	688,712
-	-
-	-
-	-
-	-
-	-
1,040,984	1,040,984
1,040,984	1,040,984
352,278	352,271
688,705	688,712
0	0
688,705	688,712



SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Meeting Date: July 28, 2025

Place on Agenda: Work Session

Action Requested: None.

Attachment:

Topic: Branding Update
Presenter(s): Lisa Brandecker, Manager of Administrative Services and Communications
Background: <p>South St. Paul Public Schools is in the process of a district-wide branding refresh to strengthen our visual identity and better align with our current vision, values, and strategic direction. This work includes updating our logo, colors, and fonts, as well as refining messaging and tone to ensure consistency across all platforms, from digital communications and signage to uniforms and printed materials. The refresh is grounded in community feedback gathered through engagement sessions with staff, families, coaches, and students, where we heard strong pride in our traditions and a desire for inclusivity and modernization. While we are keeping key elements like the maroon color, our bull mascot, and the "South St. Paul Packers" identity, we're addressing critical needs such as ADA compliance, visual clarity, and copyright concerns. New logo concepts, a refreshed tagline—<i>Engage. Educate. Empower.</i>—and updated mascot designs are currently being refined, with a gradual rollout beginning this fall. This thoughtful update will help us remain competitive, cohesive, and community-centered for years to come.</p> <p>Lisa Brandecker, Manager of Administrative Services and Communications, will present an overview of the branding refresh at the Board’s work session on Monday evening.</p>
Recommendation: N/A
Alternatives: N/A

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SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Meeting Date: July 28, 2025

Place on Agenda: Work Session

Action Requested: None.

Attachment: [Calendar of Events 2025-26](#)

Topic: 2025-26 Calendar of Events
Presenter(s): Lisa Brandecker, Manager of Administrative Services and Communications
Background: <p>The School Board will review the upcoming Calendar of Events and explore opportunities to collaborate with students, staff, families, and the greater South St. Paul community to further the district's mission and vision.</p>
Recommendation: N/A
Alternatives: N/A

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SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Place on Agenda: Work Session

Action Requested: None. Discussion Only.

Attachment: None

Topic: Committee Updates
Presenter(s): School Board Members
Background: School Board members will provide an update for the following committees that they serve on: <ul style="list-style-type: none">● District 917● AMSD● Community Education● Educational Foundation● Finance, Facilities, and Long-Range Planning● Local Issues● Policy● SSP Open Foundation● Superintendent Executive
Recommendation: N/A
Alternatives: N/A

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