



BOARD BRIEFS FOR MARCH 27, 2025

The Board of Education approved designating NAVIGATE Building Solutions LLC as construction advisor to the District. MRH is proactively preparing for potential facility improvements pending the approval of bond measures in the April election. Under a one-year agreement with an option to extend, NAVIGATE would oversee and manage construction projects and provide expertise in planning, budgeting, contractor coordination, and quality control, ensuring that all improvements align with District goals and community expectations.

On a related topic, the Board heard a presentation from a representative of Cordogan Clark, a longtime partner of MRH. A recent facility evaluation, conducted by Bureau Veritas and presented by Cordogan Clark, provides a comprehensive assessment of MRH's educational facilities, including the Early Childhood Center, Elementary School, Central Office, and Middle/High School campus. The report aims to establish a clear understanding of the current state of MRH facilities, identify critical infrastructure concerns, and support long-term planning for maintenance and improvements. A facility condition assessment is a critical step in the master planning process, ensuring that MRH has a data-driven approach to infrastructure improvements. The assessment evaluates mechanical, electrical, plumbing, life safety, and structural components, providing an objective rating of each building's condition. One key metric, the Facility Condition Index (FCI), helps quantify the need for repairs versus replacements. The assessment serves as a guide for prioritizing investments, minimizing long-term costs, and ensuring safe and functional learning environments.

The Board approved proposed changes to the 2025-2026 academic year calendar, to include:

- Aligning to 188 contract days, eliminating August 8 as the start of the contract
- Adding a day for new staff orientation that was previously removed
- Aligning the first day of Preschool with K-12
- Changing 1/2 teacher work day to full teacher work day in alignment with the Collective Bargaining Agreement

The Board approved FY26 support staff and nurse salary schedules. Prior to FY24, no schedule existed for MRH support staff. That schedule was created such that MRH's starting wage for each position was an average of the third quartile and the max in St. Louis County. The proposed FY26 schedule increases the starting wage of each position 3.75%. MRH nurses (3) are currently placed on the teachers' salary schedule, but as they are not part of the bargaining unit, they will remain on the teachers' schedule, but will only realize a 3.75% increase to the base like all other support staff.



Maplewood Richmond Heights School District

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Dr. Bonita Jamison, Superintendent • Dr. Shonda Ambers-Phillips, Assistant Superintendent • Dr. Chris McGee, Assistant Superintendent

Student Services Director Vince Estrada presented the findings of the most recent Climate & Culture Surveys. The Missouri Department of Elementary and Secondary Education (DESE) requires all school districts to conduct such surveys for students, staff and families. The Climate & Culture Survey results allow building leaders to identify growth opportunities and develop action plans. [The findings can be found on our website.](#)

The Board accepted the resignation of Director Christy Martinez, who made a personal decision to step down from the Board. Ms. Martinez, a District parent, was elected to the Board in April of 2023. Her term of office was to have expired in April of 2026. The Board will soon begin the process of soliciting applications from those interested in being appointed to fill out the remainder of Ms. Martinez's term.

The meeting also marked the last for Board Secretary and MRH Hall of Fame member Linda Robinson, who decided not to run for reelection.

Based on nominations submitted by MRH and SSD staff members, the Board selected recipients of the annual Distinguished Awards, which will be presented at a future Board meeting and at the April 24 Employee Recognition event.

- Advocate of the Year - SSD teacher Tina Franklin
- Citizen of the Year - Beyhan Springborn
- Family of the Year - the Richason family
- Spirit of MRH - ECC teacher Mindy McBride
- Community Partner - CommunityAmerica Credit Union