



A – Request decision – closure required
B – Update/status report
C – Discussion and input – final decision at a subsequent meeting

School Board Meeting
Monday, November 10, 2025
AGENDA

1. **Call to Order (1 minute)**
11-10-25 Important Dates 3
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
 - 4.A. Minutes from the October 27 School Board Meeting - **A**
Jeff Simon, Board Clerk

Appendix A 4
 - 4.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - **A**
Shelly Leciejewski, Director of Employee Services

Appendix B 13
 - 4.C. MSHSL Foundation Resolution - Form A and B - **A**
Dr. Annette Ziegler, Assistant Superintendent for Secondary Schools

Appendix C 16
Appendix D 17
 - 4.D. Immunization Exclusions as required by Statute 121a.15 - **A**
Kathy Schulz, Health Services Coordinator
5. **Communications, Delegations & Petitions (15 minutes)**
6. **Board Calendar & District Update (10 minutes)**
Cory McIntyre, Superintendent
7. **Communication and Public Relations (15 minutes)**
 - 7.A. Canvas Election Results Resolution (15 minutes) - **A**
Jim Skelly, Executive Director of Communication and Public Relations ; Thomas Hunt, Anoka County Elections Manager

Appendix E 18
8. **Elementary and Secondary Education (10 minutes)**
 - 8.A. Proposed New Courses for 2026-2027 Registration Guide (10 minutes) - **A**
Sarah Hunter, Executive Director of Learning and Achievement

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Appendix H	73
9. Labor Relations (25 minutes)	
9.A. Authorize 2025-2027 Building Service Master Agreement (10 minutes) - A Dr. Jennifer Cherry, Chief Human Resources Officer	
Appendix I	75
9.B. Authorize 2025-2027 School Technical Specialist Master Agreement (10 minutes) - A Dr. Jennifer Cherry, Chief Human Resources Officer	
Appendix J	99
9.C. Labor Relations Update (5 minutes) - B Dr. Jennifer Cherry, Chief Human Resources Officer	
Appendix K	122
10. Board Correspondence & Communication	
11. Executive Session (30 minutes)	
11.A. Labor Negotiations (30 minutes) Dr. Jennifer Cherry, Chief Human Resources Officer	
12. Adjourn	

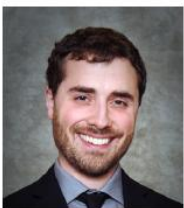
ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

November 10, 2025

Dates to Remember

- 1. November 10** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. November 13 Special Board Meeting (Closed Session – Student Expulsion), Educational Service Center, 7:30 a.m.
3. November 21 End of Trimester One
4. November 24 PLC/Staff Development, No Students
5. November 25 Staff Planning, Grades, No Students
6. November 26 Conference Conversion Day, No School
7. November 27-28 District Closed, Holiday
- 8. December 8** **Regular School Board Meeting/Truth in Taxation, Sandburg Education Center, 6:30 p.m.**
9. December 24-25 District Closed, Holiday
10. December 26-31 Winter Break, No School
11. January 1 District Closed, Holiday
12. January 2 Winter Break, No School
- 13. January 12** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**



Zach Arco
CO-CHAIR



Kacy Deschene
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
DIRECTOR



Linda Hoekman
TREASURER



Michelle Langenfeld
DIRECTOR

This agenda will be provided in an alternate format upon request in order to accommodate individuals with disabilities. A minimum of three days notice is needed. Please call Debbie Koffski at 763-506-1002 to request an alternate format.

**MINUTES OF MEETING
SCHOOL BOARD OF INDEPENDENT SCHOOL DISTRICT NO. 11
(Anoka-Hennepin School District)
STATE OF MINNESOTA**

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, October 27, 2025**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order at 6:30 p.m. and led the pledge of allegiance.

The following members were present: Zach Arco, Matt Audette, Kacy Deschene, Linda Hoekman, Dr. Michelle Langenfeld and Jeff Simon (Virtual).

Michelle Langenfeld motioned to approve the Board Agenda as presented. Matt Audette seconded. Motion passed with a 6-0 vote.

Dr. Annette Ziegler, assistant superintendent of secondary schools, presented the Best Communities for Music Education Award from the National Association of Music Merchants (NAMM) to Ryan Palmer, Coon Rapids High School band director, who accepted the award on behalf of music educators in the school district. This is the 11th consecutive year Anoka-Hennepin's music program has been selected for this program.

CONSENT AGENDA

Matt Audette moved and Michelle Langenfeld seconded the motion to approve the following **consent agenda** items:

- a. Minutes** from the October 6, 2025, School Board Work Session.
- b. Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
This section returned no records		

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Benjamin Benson	Coon Rapids High, Head Coach	10/18/2024
Chris Brustuen	Blaine High, Head Coach	03/08/2025
John Bryce	Andover High, Head Coach	05/31/2025
Emilie Buesing	Andover High, Head Coach	04/19/2025
Emilie Buesing	Andover High, Head Coach	01/11/2025
Lucas Camargo	Anoka High, Head Coach	10/18/2024
Scott Clark	Andover High, Head Coach	10/26/2024
Scott Clark	Andover High, Head Coach	10/26/2024
Molly Finn	River Trail Learning Center, Teacher E/BD	10/27/2025
Genny Hemingway	Oxbow Creek Elementary, Teacher DD	10/17/2025
Lindsey Huot	ESC-Special Ed, Teacher Nurse	11/07/2025
Savannah Jennings	Coon Rapids High, Head Coach	10/19/2024
Julie Jensen	Champlin Park High, Teacher SLD	10/03/2025
Eric Johnson	Andover High, Head Coach	05/31/2025
Theodore Mitshulis	Anoka High, Head Coach	02/28/2025
Matthew Mossey	Coon Rapids High, Head Coach	06/06/2025
Jessica Pearson	Andover High, Head Coach	10/19/2024
Ashley Rades	Coon Rapids High, Head Coach	11/09/2024
Nicholas Rusin	Coon Rapids High, Head Coach	11/02/2024
Lisa Simonson	Morris Bye Elementary, Teacher Grade K	11/21/2025
Bradley Sundem	Anoka High, Head Coach	06/05/2025
Whitney Tinjum	Blaine High, Head Coach	06/05/2025
Briana Volkens	Educational Svc Ctr, Accounting Manager	10/24/2025
James Wick	Blaine High, Head Coach	11/09/2024
John Yunker	Champlin Park High, Head Coach	11/02/2024

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jacob Andersen	University Ave Elementary, A+ Site Leader full year	10/21/2025	11/07/2025
Emma Anderson	Sunrise Elementary, Teacher Grade 1	10/06/2025	12/23/2025
Jill Arendt	Lincoln Elementary, Teacher Grade 3	11/19/2025	12/16/2025
Mark Blackwell	Brookside Elementary, B/G Custodian 2nd shift	09/26/2025	10/15/2025
Halle Blum	Andover Elementary, Teacher Grade 4	10/23/2025	11/11/2025
Sherry Boike	Northdale Middle, ParaEducator Spec Ed Cntr Base	09/22/2025	01/21/2026
Marvin Boucher	Madison Elementary, ParaEducator Spec Ed Cntr Base	10/14/2025	10/28/2025
Kimberly Cronky	Oak View Middle, ParaEducator Spec Ed Cntr Base	09/30/2025	11/14/2025
Barbara Dixon	Mississippi Elementary, Teacher SA-Tal Devl	10/23/2025	01/15/2026
Julie Erickson	Coon Rapids Middle, ParaEducator Spec Ed Cntr Base	09/23/2025	11/05/2025
Alexandra Garcia-Lisle	Riverview Early Childhood Ctr, Teacher Occupational Therapist	10/20/2025	01/16/2026
Nicholas Herman	Educational Svc Ctr, Data Integration Manager	08/25/2025	09/24/2025
Paige Hlivka	Sunrise Elementary, A+ Casual CCA - Ln 2	09/24/2025	11/03/2025
Thomas Kirkpatrick	Educational Svc Ctr - Transportation, ParaEducator Bus	09/29/2025	10/31/2025
Paul Kretman	Anoka Middle - Fred Moore Campus, B/G Custodian 2nd shift	10/06/2025	10/22/2025
Jaime Kuehn	Educational Svc Ctr, ParaEducator Health	09/23/2025	10/20/2025
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	10/09/2025	11/04/2025
Lisa Medved	Educational Svc Ctr, Educ Office Prof Lead Dept	09/29/2025	10/27/2025
Jackson Pray	Blaine High, Teacher ABS (AcadBehav)	10/22/2025	11/11/2025
Madison Pray	Roosevelt Middle, Teacher ABS (AcadBehav)	10/20/2025	01/16/2026
Erin Susag	Madison Elementary, Teacher Speech Clinician	10/20/2025	12/23/2025
Laurie Thompson	Blaine Early Childhood Ctr, Para Special Education ECSE	10/13/2025	11/21/2025
Jessica Wang	Jackson Middle, Teacher Science	10/01/2025	12/23/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Kaitlin Aurand	Verndale, Teacher Speech Clinician StrCa	09/19/2025	10/17/2025
Tammy Berg	Two Rivers Transition Program, Teacher MSH	02/09/2024	04/01/2026
Timothy Bird	Roosevelt Middle, B/G Custodian Day Lead	09/17/2025	11/21/2025
Mindy Cich	Verndale, Teacher EC/SE Stretch Calendar	03/24/2025	06/18/2026
Amanda Curtis	River Trail Learning Center, Teacher ABS (AcadBehav)	09/23/2025	10/24/2025
Michelle Denzer	Eisenhower Elementary, ParaEducator Special Education	08/21/2025	10/01/2025
Janice Durand	Educational Svc Ctr - Transportation, ParaEducator Bus	09/16/2025	10/10/2025
Katherine Edson	Hoover Elementary, Teacher K-3 Exploration	09/19/2025	10/03/2025
Michelle Gindele	Andover Elementary, Teacher Grade 1	09/15/2025	10/03/2025
Beth Heimerl	Oak View Middle, Teacher Social Studies	09/25/2025	10/10/2025
Tammi Josephs	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	10/09/2025	10/23/2025
Adianna Liranzo	Compass - Bell Building, Teacher Academic Support	09/05/2025	10/31/2025
Jacqueline Louwagie	Sandburg Regional High, ParaEducator Health	08/25/2025	10/13/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Laura Marx	Coon Rapids High, Teacher Science	09/23/2025	10/07/2025
Anita McLaughlin	Educational Svc Ctr, Educ Office Prof	09/18/2025	10/24/2025
Theodore Mitschulis	Anoka High, Teacher Art Secondary	09/19/2025	10/20/2025
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	12/23/2025
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	06/23/2025	11/07/2025
Kimberly Thiel	Jackson Middle, Teacher Reading Secondary	08/06/2025	11/03/2025
Veta Ustimchuk	S.T.E.P., Job Coach	08/21/2025	10/03/2025

SABBATICALS

Full Name	Current or Most Recent Position	LOA Start	LOA End Date
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This section returned no records

APPOINTMENTS

20251027

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Katharine Borg	Sunrise Elementary, Teacher Grade 1 LTS	10/06/2025	Bachelors/13	0.2888	\$19,736
James Fester	University Ave Elementary, Teacher SA-Curr	10/20/2025	Masters/13	0.3984	\$32,755
Patrick Perreault	Eisenhower Elementary, Teacher Academic Support	10/07/2025	Bachelors/1	0.5000	\$25,014

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Cheryl Karlson	Jackson Middle, Teacher Science LTS	10/08/2025	Bachelors+15/3	0.2727	\$14,309

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Nelly Anderson	Adams Elementary, Teacher SLD	10/27/2025	Masters/22	0.7701	\$70,083
Marlo Chelberg	Lincoln Elementary, Teacher DD	10/15/2025	Bachelors/1	0.8021	\$40,130
Lizabeth Playman-Knoop	ESC-Special Ed, Teacher Nurse	10/13/2025	Bachelors/12	0.8235	\$55,466
Cora Reidenbach	Coon Rapids Family Center - Eval Team, Teacher	09/02/2025	Masters+60/13	0.0291	\$2,699
Valerie Weaver	Roosevelt Middle, Teacher ABS (AcadBehav) LTS	10/21/2025	Masters+60/24	0.2941	\$27,268

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Michelle Malarkey	Educational Svc Ctr, Purchasing Supervisor Based on an annual salary of \$92,131 for 261 days	10/20/2025	182	\$64,244

e. Donations & Scholarship Report.

DATE	DONOR	DONEE	PURPOSE	AMOUNT
09/29/25	Anoka Hennepin Education Foundation	Andover High School	Assist to pay activity fees for students unable	\$2,000.00
10/13/25	Anoka Hennepin Education Foundation	Andover High School	student to attend the Physics Base Camp Field Trip	\$37.00
10/13/25	Anoka Hennepin Education Foundation	Andover High School	Game Club	\$500.00
09/29/25	Anoka Hennepin Education Foundation	Anoka High School	AHEF Chance Fund Grant	\$2,000.00
09/29/25	Anoka Hennepin Education Foundation	Blaine High School	Assist to pay activity fees for students unable	\$2,000.00
08/25/25	Blaine Cross Country Booster Club	BLAINE HIGH	BHS Girls & Boys Cross Country Running Booster	\$1,200.00
09/29/25	Anoka Hennepin Education Foundation	Champlin Park High School	Assist to pay activity fees for students unable	\$2,000.00
09/22/25	Anoka Hennepin Education Foundation	Coon Rapids High School	Assist to pay activity fees for students unable	\$2,000.00
09/22/25	Anoka Hennepin Education Foundation	Wilson Elementary	Literacy games for home support	\$500.00
09/29/25	American Endowment Foundation / Mr. and Mrs. James Fadden	Andover High School	Andover Girls High School Basketball	\$500.00
09/22/25	American Online Giving Foundation	Hamilton Elementary	General Supplies	\$67.06
09/22/25	American Online Giving Foundation	University Ave Elementary	Supplies, T-shirts, etc.	\$82.84
09/22/25	Amy H. Kritzler, Theodore O Kritzler	Andover High School	Marching Band	\$200.00
10/06/25	Andover Cheer Team	Andover High School	Cheer program use	\$466.00
09/29/25	Andover Cross Country	Andover High School	XCR program use	\$1,000.00
10/13/25	Andover Football Association	Andover High School	LPE A-4, Equipment - Pickleball Club	\$2,000.00
10/13/25	Andover Football Association	Andover Elementary	Gr. 3 field trip to Troll Haugen for snow tubing	\$3,501.04
10/13/25	Andover Football Association	Andover High School	LPEA-4 Cheerleading - game night supplies	\$500.00
09/30/25	Andover Music Booster Org	Andover High School	Marching Band program use	\$3,000.00
09/15/25	Andover Volleyball Booster Club	Andover High School	PERA for additional coaches	\$588.45
09/15/25	Andover Volleyball Booster Club	Andover High School	Additional coaches- Tradewell,Smith,Hirt,Schultz	\$10,252.05
09/29/25	Anoka Band Parents Assoc	Anoka High School	Charter Bus to Marshall MN	\$4,300.00
09/29/25	Anoka Employees Club	Anoka Middle School	Supplies and registrations	\$500.00
09/30/25	Anoka Employees Club	Lincoln Elementary	Student supplies	\$200.00
10/15/25	Anoka High School Girls Soccer Booster Club Inc	Anoka High School	Add'l Coach Booster Donation	\$5,545.13
09/29/25	Anoka Tornadoes Football Booster Club	Anoka High School	14 ESA's for add'l coaches	\$31,300.00
09/29/25	Anoka-Hennepin ECFE/SRP Parent Advisory Council	COMM ED	Printing Costs	\$517.07
09/29/25	anonymous	McKinley Elementary	student yearbook purchases	\$97.00
09/22/25	AWI Education Foundation	Coon Rapids High School	award given to Skills USA Woodworking club	\$500.00
09/22/25	Bengal Touchdown Club	Blaine High School	Football Booster Paid Coaches (2)	\$11,599.60
10/13/25	Blaine Acai LLL (Nautical Bowls)	Andover High School	Football & Dance	\$225.00
10/13/25	Bring Change 2 Mind	Andover High School	Supply usage for Bring Change 2 Mind	\$150.00
09/22/25	Cardinal Baseball Boosters	Coon Rapids High School	Team baseball bus for Alexandria Trip	\$950.00
09/22/25	Champlin Garden Club	Champlin/Brooklyn Park Academy	Jr Master Garden Program	\$1,500.00
09/22/25	Champlin Park Girls Soccer Booster Club	Champlin Park High School	1 Coaches Salary	\$5,655.92
10/13/25	Champlin Park High School Dugout Club	Champlin Park High School	Baseball Field Irrigation	\$14,500.00
10/13/25	Champlin Park High School Dugout Club	Champlin Park High School	Baseball Warning Track	\$9,437.50
09/29/25	Champlin Park Touchdown	Champlin Park High School	Football Booster Paid Coaches	\$55,585.70
09/29/25	Champlin Park Touchdown	Champlin Park High School	Booster Paid Coach PERA Adjustment - Dykes	\$368.85
09/29/25	Charities Aid Foundation	Andover Elementary	Classroom Supplies	\$45.00
09/29/25	Charities Aid Foundation	Andover Elementary	Classroom Supplies	\$45.00
09/30/25	Charities Aid Foundation	Andover Elementary	Classroom Supplies	\$30.00
09/29/25	Charities Aid Foundation	Andover High School	General Building Usage	\$138.00
09/29/25	Charities Aid Foundation	Dayton Elementary	Student/school supplies	\$15.00
09/22/25	Charities Aid Foundation	Eisenhower Elementary	Student Incentives	\$15.00
10/13/25	Charities Aid Foundation	Eisenhower Elementary	Student Incentives	\$10.00
10/13/25	Charities Aid Foundation	Rum River Elementary	General Office Supplies	\$10.00

10/13/25	Charities Aid Foundation	Rum River Elementary	General Office Supplies	\$10.00
10/13/25	Charities Aid Foundation	Rum River Elementary	General Office Supplies	\$15.00
09/22/25	Cindy Backlund	Andover High School	Marching Band	\$200.00
09/22/25	Coon Rapids Gridiron Club	Coon Rapids High School	AAU Tournament	\$900.00
09/22/25	Coon Rapids Rotary Foundation	Coon Rapids High School	CRHS Avid Banquet & Dinner	\$550.00
09/29/25	Coon Rapids Swim and Dive	Coon Rapids High School	Girls Swim & Dive Team Bus Fargo Trip	\$2,250.00
09/30/25	Coon Rapids Volleyball	Coon Rapids High School	Asst Coach ESA	\$5,545.13
10/13/25	CPHS Boys Soccer Booster Club	Champlin Park High School	Boys Soccer Bus to Duluth	\$2,700.00
10/13/25	CPHS Boys Swim & Dive Team	Champlin Park High School	Aluminum Sign for Pool	\$2,015.00
09/29/25	Dayton Elementary PTO	Dayton Elementary	Kindergarten Field Trip	\$500.00
09/22/25	Fraisa USA Inc	COMM ED	Youth Services Funding	\$3,985.00
10/13/25	Kopp Family Foundation	Andover High School	Random Acts of Kindness (RAK)	\$1,000.00
10/06/25	Kopp Family Foundation	Anoka High School	Random Acts of Kindness (RAK)	\$1,000.00
09/29/25	Michael and Gayle Weingart	Johnsville Elementary	Classroom Supplies	\$100.00
10/13/25	Mat Bandits Wrestling Club	Coon Rapids High School	Summer weight training sessions	\$10,000.00
09/22/25	Mat Bandits Wrestling Club	Coon Rapids High School	for use by theater department	\$3,000.00
09/22/25	Mat Bandits Wrestling Club	Coon Rapids High School	For use for CRHS Hall of Fame Banquet	\$800.00
09/22/25	Mat Bandits Wrestling Club	Coon Rapids High School	senior breakfast of similar event for class of 2026	\$3,500.00
09/15/25	Mat Bandits Wrestling Club	Hoover Elementary	General Building Supplies	\$5,000.00
09/15/25	Mat Bandits Wrestling Club	Mississippi Elementary	For the good of the students and staff	\$5,000.00
09/15/25	Mat Bandits Wrestling Club	Morris Bye Elementary	To support the students	\$5,000.00
09/22/25	Nickolas J Parsons, Kelly S Parsons	Andover High School	Marching Band	\$200.00
09/30/25	Ramsey Lions Club	Ramsey Elementary	Fall Picnic Costs	\$800.00
09/22/25	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	Student School Supplies	\$44.00
09/22/25	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	Student School Supplies	\$30.00
09/22/25	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	Student School Supplies	\$30.00
09/22/25	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	Student School Supplies	\$30.00
09/22/25	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	Student School Supplies	\$30.00
10/13/25	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	\$72.00
10/13/25	The Blackbaud Giving Fund	Oxbow Creek Elementary	Classroom supplies	\$2,000.00
09/22/25	The Blackbaud Giving Fund	Andover High School	General Building Usage	\$40.00
09/15/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
09/29/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
09/29/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$48.00
09/29/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$104.00
09/30/25	The Blackbaud Giving Fund	Sand Creek Elementary	Staff/Student events	\$150.00
09/22/25	The Commencement Group Inc.	Coon Rapids High School	graduation expenses for 2026	\$861.50
09/29/25	University Avenue PTO, Inc.	University Ave Elementary	1st/4th Gr. Buddy Field Trip	\$500.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION

TOTAL

\$234,531.84

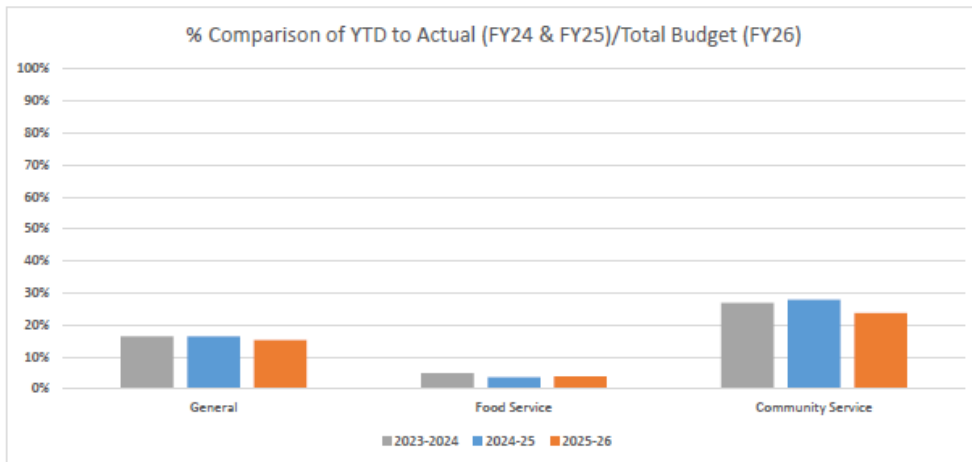
SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	AMOUNT
09/12/25	Gailand Charles LeDoux	Anoka High School	Class of '63 Scholarship	\$80.00
09/12/25	Dennis Levendowski	Anoka High School	Class of '63 Scholarship	\$100.00
09/12/25	Jerry Olson & Sandra Forslund	Anoka High School	Class of '63 Scholarship	\$100.00
10/02/25	Hare/Hamilton Giving Fund	Anoka High School	Class of '63 Scholarship	\$700.00
10/08/25	Philanthropic Trust Foundation - Stephen Ruffing	Champlin Park High School	CPHS AVID	\$4,000.00
10/16/25	New Creations Child Care	Champlin Park High School	New Creations Child Care and Learning - Community Scholarship	\$500.00
			SCHOLARSHIP TOTALS	\$ 5,480.00
			TOTAL DONATIONS	\$ 240,011.84

f. Monthly Revenue & Expenditures

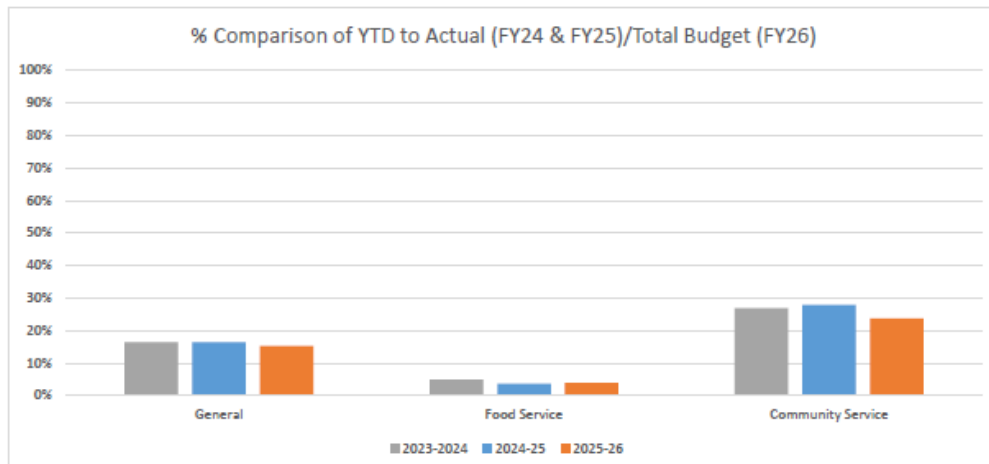
Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended September 30, 2025

Fund	Month to Date	Year to Date	Budget	FY26 YTD is % of Budget FY25 & FY24 YTD is % of Actual		
				2025-26	2024-25	2023-2024
General	28,499,766	102,361,782	675,245,459	15%	16%	16%
Food Service	475,692	1,047,321	26,973,057	4%	4%	5%
Community Service	3,111,228	7,471,101	31,540,742	24%	28%	27%
Building Construction	-	-	-	0%	326%	488%
Debt Service	3,420	1,522,995	15,199,755	10%	14%	11%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 32,090,105	\$ 112,403,200	\$ 750,959,013	15%	16%	16%



Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended September 30, 2025

Fund	Month to Date	Year to Date	Budget	FY26 YTD is % of Budget FY25 & FY24 YTD is % of Actual		
				2025-26	2024-25	2023-2024
General	28,499,766	102,361,782	675,245,459	15%	16%	16%
Food Service	475,692	1,047,321	26,973,057	4%	4%	5%
Community Service	3,111,228	7,471,101	31,540,742	24%	28%	27%
Building Construction	-	-	-	0%	326%	488%
Debt Service	3,420	1,522,995	15,199,755	10%	14%	11%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 32,090,105	\$ 112,403,200	\$ 750,959,013	15%	16%	16%



- g. Approved #2616B – Anoka MS-FM Pool Mechanical Upgrades
- h. Approved Immunization Exclusions as required by Statute - names and specifics are not included because of data privacy.

Motion passed with a 6-0 vote.

The School Board received testimony from Carol Zimmerman, John Wolhaupter, Melinda Pearson, Edwin Kothrade, Kristina & Jake Kothrade, Michael Wahl, Paul Anderson, Jeanne Leake, Emily Neuharth.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar: The district was in attendance in support of the city of Anoka's Anti-Crime Commission at their annual meeting on Tuesday, Oct. 21st. This is a community-based partnership organization that makes a positive impact for safety. The school district benefits from a strong partnership with area law enforcement. Anoka High School principal Mike Farley and Anoka Middle School for the Arts principal Tom Hagerty serve on the board of directors for the Anoka Anti-Crime Commission. Marching bands from Anoka-Hennepin's five traditional high schools collected high honors at the "Youth in Music" Minnesota State Championships and Class Championships at U.S. Bank Stadium on Saturday, Oct. 11. Coon Rapids High School earned first-place in the Class A state championship, in addition to Outstanding Color Guard and Outstanding Visual awards. Anoka High School earned third place in the Class A state championship. Sofia Tudor from Anoka HS Class A earned the "best drum major" award. Andover High School earned Outstanding Percussion and Outstanding Winds awards. Blaine High School placed seventh in the preliminary competition, and in Class AA, Champlin Park High School took sixth place in the prelims. The district has a tradition of music excellence, which includes being named a "best communities for music education" eleven consecutive years. Curtains are going up on fall theatre favorites across Anoka-Hennepin Schools this fall. Andover High School is presenting - *The Curious Incident of the Dog in the Nighttime*. Anoka High School Presents – *Cyrano*. Blaine High School Theatre completed their fall season in October. Coon Rapids High School presents – *Clue*. Champlin Park High School presents - *A Year with Frog and Toad*. Anoka Middle School for the Arts presents - *The Little Prince*. Ticketing information, dates and times and additional details are listed on school websites and on the district website at ahschools.us. Section and state tournament competition continues over the next several weeks as student athletes conclude the fall season. Blaine High School boys' soccer won their section and advanced to state, bowing out in the quarterfinal round with a loss to Wayzata. In Girls Tennis, a pair of doubles teams advanced to state: congratulations to Andover's Hannah Kumpel and Camryn Talbot and Blaine's Rosie Rekucki and Paige Dahlman for representing the District at State. The Blaine Bengals Boys Cross Country team is advancing to the state along with four individual runners David Meberg, Israel Sulungaine, Alaric Burroughs and Austin Matrious. Andover's Tyler Flippen was medalist at the section meet and he will also advance along with Champlin Park's Zakariya Mohamed and Blake Frazer. In Girls competition, Blaine freshman Brynlee Wegener finished as medalist at sections and will advance to state along with teammate Audrey Schwen and Coon Rapids junior Ruby Demmer. 6A State football playoffs started last Friday and Champlin Park drew the #2 seed in their bracket and advanced with a win over Roseville. The Rebels host #3 seed Eden Prairie in the next round of playoffs. The Rebels were the only district football team to advance. Tournament fever is here in November. Best of luck to our student athletes in these competitions. The School Board has placed a strategic priority on recruiting and retaining employees and now the district has upped its game with a newly designed ahschools.us website. The new site provides greatly expanded information for prospective employees as a one-stop shop of resources about available positions, benefits and the communities we serve. The "jobs" site is part of a larger website redesign and upgrade that is set for December. This work is being done with existing budgets, and it is a mandatory requirement of our vendor due to a change in technological support systems. Informed and active citizens make for a stronger community, and a new competition seeks to engage civics minded students to share their knowledge and ideas to shape our future. Applications for the National Civics Bee are now being accepted. This is a new event in Minnesota, and our local North Metro Chamber of Commerce is taking a leadership role to promote this fun academic competition. To apply, students complete a four-paragraph essay identifying an opportunity, problem, or challenge in their school, neighborhood, or community that could be improved and describe an action plan and support resources to address the issue. Solutions must demonstrate a link to the responsibilities of citizenship. The application window remains open through February 3, 2026, with additional details at nationalcivicsbee.org. Local and state Civic Bees are also being planned as part of this activity and Anoka-Hennepin is looking to partner with the North Metro Chamber of Commerce to serve as a host site. Election Day is set for Tuesday, Nov. 4 for voters select school board members in Election Districts 3, 4 and 6. School will be in session, and as a reminder, Jackson Middle School is the only school being used for this election and the polling location will be located at Door #10, the pool entrance area, which is secure and separated from any contact with students or staff. Polls are open 7 a.m. to 8 p.m. and there is also early voting. Get all the details on the ahschools.us website and thanks to all who take the time to get informed and vote.

Michelle Vargas, chief financial officer, Michelle VanDenTop, director of technology and information services and Nick Herman, data integration manager, shared information with the School Board about Oct. 1 enrollment numbers in the Anoka-Hennepin School District. Herman and VanDenTop said K-12 enrollment was stable compared to last year, down by 12 students but above projected enrollment overall by 348 students. District enrollment as of Oct. 1, 2025 is 36,418. The data in the report is important for district budgeting and planning purposes.

Tonya Constantine, deputy superintendent; Sarah Hunter, executive director of learning and achievement; and Scott Hare, executive director of student support services, presented a comprehensive overview of the district's efforts to meet the goals of Minnesota's academic accountability measures. The presentation included key data points from achievement and integration programming and how they support the overall achievement goals for all district students. Anoka-Hennepin remains diligent in striving for continuous improvement in racial and economic integration, student academic achievement, equitable educational opportunities and the reduction of academic disparities based on student demographics.

Cory McIntyre, superintendent, presented an update on the budget reduction and realignment process and timelines, along with options for School Board consideration. Approval of Phase 3 recommendations is expected at the December 8, 2025 School Board meeting.

Tim Palmatier, general counsel, provided a first read of Policy 532.0 for board consideration as well as the guidelines and procedures related to this policy. The policy will be considered for approval at a future meeting.

Tim Palmatier, general counsel, provided a second read of Policy 524.0 for board approval. The policy update was approved on a unanimous vote.

Dr. Jennifer Cherry, chief human resources officer, provided the School Board with an update on the status of negotiations for employee groups consistent with Board Policy 209, Negotiations Code of Ethics. The presentation included an overview of the status of negotiations with the district's bargaining groups and policy groups.

Co-Chair Kacy Deschene highlighted the Big Parade of Little People on Friday in Anoka. She mentioned the elementary school students and middle school marching bands and how proud she was of their work. Director Langenfeld agreed with her comment since she was also in attendance. She also highlighted a visit to STEP that she shared with Director Simon and Deputy Superintendent Tonya Constantine after the school board presentation done by Jess Lipa, Director of Career and Technical Education. She shared that the program provides great experiences and access to resources for their students. Finally, she celebrated Jess Lipa's leverage of partnerships that continue to contribute to the program's success.

Co-Chair Zach Arco proposed under Minnesota Statute 13D.05 subd. 1 that they move into a closed session to deal with matters of labor negotiations. The closed session was held in the Michael Sullivan Room. Matt Audette motioned, and Michelle Langenfeld seconded the motion to go into closed sessions. Motion carried.

Co-Chair Zach Arco recessed the meeting at 10:51 p.m. The meeting reconvened in closed session at 10:58 p.m. to discuss matters of labor negotiations.

The meeting reconvened in open session at 11:32 p.m. Matt Audette moved and Linda Hoekman seconded the motion to adjourn the meeting. Motion passed.

APPENDIX B

Moved that the Board accepts the personnel recommendations and authorizes the appropriate Board officer(s) or School District administrator(s) to sign all documents necessary to effectuate these agreements.

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Lisa Boelter	Oak View Middle, Teacher Grade 6	06/08/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Tristan Carter	ESC-Special Ed, Teacher Social Worker	11/04/2025
Amna Kiran	Andover High, Teacher ESL	11/25/2025
Kristine Svedberg	Northdale Middle, Teacher ABS (AcadBehav)	10/31/2025

APPENDIX B

Moved that the Board accepts the personnel recommendations and authorizes the appropriate Board officer(s) or School District administrator(s) to sign all documents necessary to effectuate these agreements.

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Nicholas Blackowiak	Educational Svc Ctr, B/G Grounds Crew	10/31/2025	12/19/2025
Teresa Boe	Champlin Park High, Teacher MSH	10/20/2025	10/28/2025
Edward Breheny	Oak View Middle, B/G Custodian Day Lead	11/03/2025	01/23/2026
Debra Brunner	Crooked Lake Elementary, ParaEducator Special Education	10/20/2025	10/31/2025
Heather Bushard	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	10/06/2025	12/23/2025
Kimberly Christianson	Adams Elementary, ParaEducator Elementary	10/27/2025	12/08/2025
Blair Curtis	River Trail Learning Center, Teacher ASD (AutismSpectrum)	10/27/2025	11/10/2025
Jeffrey Den Otter	ABE-Anoka Technical College, ABE Teacher-Full Time Benefits	01/20/2026	05/15/2026
Antonio Gonzalez	Jackson Middle, B/G Custodian 2nd shift nolead	10/21/2025	12/10/2025
Linda Koehler	Mississippi Elementary, Child Nutrition Assistant PT	10/28/2025	12/23/2025
Cassandra Lee-Nadeau	Morris Bye Elementary, ParaEducator Special Education	11/25/2025	12/23/2025
Greta McElvain	ABE-Columbia Heights/Fridley, ABE Teacher - sick leave only	11/04/2025	12/18/2025
Michelle Meyer	Monroe Elementary, Child Nutrition Site Supv	11/03/2025	01/13/2026
Susan Reck	Anoka High, Child Nutrition Assistant PT	10/13/2025	12/23/2025
Sara Roberts	Morris Bye Elementary, Teacher Grade K	12/15/2025	01/26/2026
Ann Roehl	University Ave Elementary, Teacher ESL	10/28/2025	11/03/2025
Shannon Vanjoske	Riverview Early Childhood Ctr, Para Sped ECSE center base	11/03/2025	12/23/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jacob Andersen	University Ave Elementary, A+ Site Leader full year	10/21/2025	11/06/2025
Jill Beck	Madison Elementary, Teacher Art Elementary	09/26/2025	06/08/2026
Rita Beckman	Jackson Middle, Teacher Social Studies	09/19/2024	02/13/2026
Halle Blum	Andover Elementary, Teacher Grade 4	10/23/2025	11/10/2025
Julie Erickson	Coon Rapids Middle, ParaEducator Spec Ed Cntr Base	09/23/2025	11/04/2025
Lisa Finn	Two Rivers Transition Program, Teacher Work Exp Handicapped	10/17/2025	10/31/2025
Julie Griffin	Coon Rapids High, ParaEducator Secondary	09/18/2025	12/23/2025
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	11/10/2025
Melissa Knotz	Educational Svc Ctr - Transportation, ParaEducator Bus	09/19/2025	10/31/2025
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	10/09/2025	12/03/2025
Lisa Medved	Educational Svc Ctr, Educ Office Prof Lead Dept	09/29/2025	12/22/2025
Hallie Michealson	Sunrise Elementary, Teacher K5 Core Inst Support	10/29/2025	01/20/2026
Gina Pfeifer	Two Rivers Transition Program, Teacher Psychologist	08/28/2025	12/17/2025
John Taylor	Educational Svc Ctr, B/G Maint Spec Low Volt Lead	04/22/2025	04/22/2026
Kimberly Thiel	Jackson Middle, Teacher Reading Secondary	08/06/2025	10/31/2025

SABBATICALS

Full Name	Current or Most Recent Position	LOA Start	LOA End Date
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This section returned no records

APPOINTMENTS

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Lane/Step</u>	<u>FTE</u>	<u>Salary</u>
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Elementary

This section returned no records

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Lane/Step</u>	<u>FTE</u>	<u>Salary</u>
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Secondary

This section returned no records

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Lane/Step</u>	<u>FTE</u>	<u>Salary</u>
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Special Education

Amy Bergsbaken	ESC-Special Ed, Teacher Speech Clinician	11/17/2025	Masters/13	0.6898	\$56,717
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<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Days</u>	<u>Salary</u>
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Administrative

This section returned no records

FORM A

RESOLUTION OF GOVERNING BOARD SUPPORTING FORM A APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota’s high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of Anoka-Hennepin ISD 11 recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of Anoka-Hennepin ISD 11 supports the school’s application to the Minnesota State High School League Foundation for a FORM A grant to offset student activity fees.

November 10, 2025
Date

Board Chair/Head of School

November 10, 2025
Date

Board Clerk – Treasurer/ Finance Director

FORM B

RESOLUTION OF SCHOOL BOARD/GOVERNING BOARD SUPPORTING FORM B APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of Anoka-Hennepin ISD 11 recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools to provide seminars/training opportunities or support for specific school functions for students/faculty members/officials and others who are involved in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of Anoka-Hennepin ISD 11 supports the school's application to the Minnesota State High School League Foundation for a **FORM B** grant.

November 10, 2025
Date

Board Chair/Head of School

November 10, 2025
Date

Board Clerk - Treasurer

A RESOLUTION submitted by an Activity Conference or Region Committee must adhere to the same form and context of the School Board Resolution above.



Anoka-Hennepin School Board

Briefing Notes

DATE: 11/10/2025

CLASSIFICATION: Action

AUTHOR: Jim Skelly, executive director, communication and public relations
Tom Hunt, elections manager, Anoka County Elections

SUBJECT: Canvas results from the 2025 School Board Election

PURPOSE:

Pursuant to Minnesota state law, the School Board is responsible to canvass the returns and declare the results of the November 4, 2025 election. A resolution is attached for board consideration to complete this process.

BACKGROUND:

The Anoka-Hennepin School board elects member representatives to serve six election districts. Candidates for office in election districts 3, 4 and 6 were on the Nov. 5 ballot. Anoka County Elections coordinated the election in alignment with agreements and joint powers agreements with with the School District.

Tom Hunt, Anoka County Elections Manager, prepared a final report regarding total votes, votes by precinct, absentee voting, registration and more information regarding election results for school board and public review. None of the races were within the threshold of an automatic recount although a candidate could request a recount at their own expense until 5:00 p.m. on the 7th day following the date of the canvassing board.

Oath of Office and Certificate of Election documents will be sent by Anoka County Elections to the winner of each race. The Oath must be signed, notarized and returned to Anoka County Elections within 30 days.

RECOMMENDATIONS/NEXT STEPS:

Consider approval of the resolution canvassing the 2025 School Board election.

CERTIFICATE OF CLERK

The undersigned, being the duly qualified and acting Clerk of Elections for Anoka-Hennepin Independent School District No. 11, Minnesota (the District), attests and certifies that:

1. I have legal custody of the original Official Returns and Summary Statements of the Judges of Election from which the attached copies were transcribed.

2. I have carefully compared the attached copies with the original Official Returns and Summary Statements of Judges.

3. I find the attached copies to be true, correct and complete copies of the Official Returns and Summary Statements of Judges of Election appointed for each polling place indicated and acting at the General Election held in the District on November 4, 2025.

WITNESS my hand officially as Clerk of Elections this 6th day of November, 2025.



Thomas S. Hunt
Clerk of Election

**RESOLUTION CANVASSING RETURNS OF VOTES OF
ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11
GENERAL ELECTION HELD NOVEMBER 4, 2025**

BE IT RESOLVED by the School Board of Anoka-Hennepin Independent School District No. 11, State of Minnesota, as follows:

1. It is hereby found, determined and declared that the General Election of the voters of this school district held on November 4, 2025, was in all respects duly and legally held.

2. As specified in the attached Abstract and Return of Votes Cast, a total of 6,155 voters of the district voted at said General Election on the election of one (1) school board member from Election District No. 3 for a four (4) year vacancy on the board caused by expiration of term on the first Monday in January following the general election. Votes cast for the office are as follows:

Candidate	Votes	Elected
Kacy Deschene	3,441	X
Lorraine Coan	2,694	
Write-In	15	

3. Kacy Deschene, having received the highest number of votes, is elected to a four (4) year term in Election District No. 3 beginning on the first Monday in January, 2026.

4. As specified in the attached Abstract and Return of Votes Cast, a total of 9,043 voters of the district voted at said General Election on the election of one (1) school board member from Election District No. 4 for a four (4) year vacancy on the board caused by expiration of term on the first Monday in January following the general election. Votes cast for the office are as follows:

Candidate	Votes	Elected
Matt Audette	5,115	X
Abbey Payeur	3,921	
Write-In	6	

5. Matt Audette, having received the highest number of votes, is elected to a four (4) year term in Election District No. 4 beginning on the first Monday in January, 2026.

6. As specified in the attached Abstract and Return of Votes Cast, a total of 6,399 voters of the district voted at said General Election on the election of one (1) school board member from Election District No. 6 for a four (4) year vacancy on the board caused by expiration of term on the first Monday in January following the general election. Votes cast for the office are as follows:

Candidate	Votes	Elected
Jeff Simon	3,232	X
Tiffany Strabala	3,145	
Write-In	15	

7. Jeff Simon, having received the highest number of votes, is elected to a four (4) year term in Election District No. 6 beginning on the first Monday in January, 2026.

8. The clerk is hereby directed to certify results of the General Election to the county auditors of each county in which the school district is located in whole or in part.

9. After the time for contesting the election has passed and the candidate has filed all campaign financial reports required by Minnesota Statutes, Chapter 211A, the clerk is hereby directed to deliver a certificate of election to each person entitled thereto. The clerk is also hereby directed to enclose with the certificate a form of acceptance of office and oath of office.

Abstract of Votes Cast
Independent School District No. 11 (ANOKA-HENNEPIN)
State of Minnesota
at the Municipal and School District General Election
Held Tuesday, November 4, 2025

Compiled from the Official Returns.

Summary of Totals
 Independent School District No. 11 (ANOKA-HENNEPIN)
 Tuesday, November 4, 2025 Municipal and School District General Election

KEY TO PARTY ABBREVIATIONS

NP - Nonpartisan

School Board Member District 3 (ISD #11)

NP Kacy Deschene 3441	NP Lorraine Coan 2694	WI WRITE-IN 15
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School Board Member District 4 (ISD #11)

NP Abbey Payeur 3921	NP Matt Audette 5115	WI WRITE-IN 6
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School Board Member District 6 (ISD #11)

NP Jeff Simon 3232	NP Tiffany Strabala 3145	WI WRITE-IN 15
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Detail of Election Results
 Independent School District No. 11 (ANOKA-HENNEPIN)
 Tuesday, November 4, 2025 Municipal and School District General Election

Office Title: School Board Member District 3 (ISD #11)

Precinct	NP Kacy Deschene	NP Lorraine Coan	WI WRITE-IN
02 9369 : ISD 11 SB3 P5 - COON RAPIDS ICE CENTER	658	515	9
27 8182 : ISD 11 SB3 P1 - DAYTON PUBLIC WORKS	634	535	1
27 8183 : ISD 11 SB3 P2 - SERVANT OF CHRIST LUTH CHURCH	1007	715	3
27 9358 : ISD 11 SB3 P3 - CHAMPLIN ICE FORUM	669	471	0
27 9825 : ISD 11 SB3 P4 - JACKSON MIDDLE SCHOOL	473	458	2
Total:	3441	2694	15

Office Title: School Board Member District 4 (ISD #11)

Precinct	NP Abbey Payeur	NP Matt Audette	WI WRITE-IN
02 9371 : ISD 11 SB4 P1 - OAK HAVEN CHURCH	547	1010	1
02 9372 : ISD 11 SB4 P2 - RADISSON ROAD CHURCH	603	819	1
02 9373 : ISD 11 SB4 P3 - CROSS OF HOPE LUTHERAN CHURCH	690	773	2
02 9374 : ISD 11 SB4 P4 - TRANSFORM CHURCH	1003	1391	1
02 9375 : ISD 11 SB4 P5 - BUNKER HILLS ACTIVITY CENTER	1078	1122	1
Total:	3921	5115	6

Detail of Election Results
 Independent School District No. 11 (ANOKA-HENNEPIN)
 Tuesday, November 4, 2025 Municipal and School District General Election

Office Title: School Board Member District 6 (ISD #11)

Precinct	NP Jeff Simon	NP Tiffany Strabala	WI WRITE-IN
02 9379 : ISD 11 SB6 P1 - RIVERDALE ASSEMBLY OF GOD	871	1099	9
02 9380 : ISD 11 SB6 P2 - MISION CRISTIANA BETHEL	822	718	4
02 9381 : ISD 11 SB6 P3 - ANOKA COUNTY SHERIFF'S OFFICE	870	782	0
02 9382 : ISD 11 SB6 P4 - PEACE LUTHERAN CHURCH	669	546	2
Total:	3232	3145	15

We, the school board members of Independent School District No. 11 (ANOKA-HENNEPIN), certify that we have canvassed the returns of the Municipal and School District General Election held on Tuesday, November 4, 2025 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

As appears by the returns of the election precincts voting in this election, duly returned to, filed, opened, and canvassed, and now remaining on file in the office of the clerk of Independent School District No. 11 (ANOKA-HENNEPIN).

Witness our official signature at _____ in _____ County this _____ day of _____, 2025.

School Board Member

School Board Member

School Board Member

School Board Member

School Board Member

School Board Member

School Board Member

State of Minnesota
Independent School District No. 11 (ANOKA-HENNEPIN)

I, _____, Clerk of the Independent School District No. 11 (ANOKA-HENNEPIN) do hereby certify the within and foregoing _____ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 11 (ANOKA-HENNEPIN) Municipal and School District General Election held on Tuesday, November 4, 2025.

Witness my hand and official seal of office this _____ day of _____, 2025.

	Precinct	Precinct	Precinct	Precinct	Precinct	Precinct	Precinct	Precinct	Absentee	Absentee	Absentee	Absentee	Absentee	Absentee	Absentee	Absentee	COUNTY	COUNTY
	Election Judges	Voting Booths	Regis @ 7 am	Election Day Registrants	Spoiled	Duplicate	Signatures on Roster	# Ballots Counted	Election Day Regis AB Voters	Spoiled	Duplicate	Rejected	Regular/Military/Overseas	Federal	Presidential	Total Accepted Absentee Ballots	Total Persons Voting	Turnout
District Totals	106	112	84,814	408	34	0	19,038	19,038	44	41	4	51	2,559	0	0	2,559	21,597	25.46%
ISD 11 SB3 P1	8	4	6099	16	7	0	1022	1022	4	1	0	0	150	0	0	150	1,172	19.22%
ISD 11 SB3 P2	9	10	8079	42	1	0	1459	1459	5	6	0	12	267	0	0	267	1,726	21.36%
ISD 11 SB3 P3	8	10	4379	23	0	0	979	979	0	3	0	2	161	0	0	161	1,140	26.03%
ISD 11 SB3 P4	8	7	3981	14	3	0	845	845	1	3	1	2	88	0	0	88	933	23.44%
ISD 11 SB3 P5	6	10	6155	23	5	0	1048	1048	1	0	0	2	136	0	0	136	1,184	19.24%
ISD 11 SB4 P1	7	10	6064	21	2	0	1475	1475	2	0	0	2	83	0	0	83	1,558	25.69%
ISD 11 SB4 P2	6	5	5107	23	1	0	1296	1296	1	1	1	1	127	0	0	127	1,423	27.86%
ISD 11 SB4 P3	8	10	5511	24	1	0	1306	1306	3	3	0	3	160	0	0	160	1,466	26.60%
ISD 11 SB4 P4	7	9	6590	50	1	0	2099	2099	4	4	0	5	296	0	0	296	2,395	36.34%
ISD 11 SB4 P5	8	5	6334	47	1	0	1937	1937	6	5	1	7	264	0	0	264	2,201	34.75%
ISD 11 SB6 P1	8	10	6714	26	4	0	1719	1719	6	5	0	5	267	0	0	267	1,986	29.58%
ISD 11 SB6 P2	8	7	6301	53	3	0	1337	1337	4	2	0	3	207	0	0	207	1,544	24.50%
ISD 11 SB6 P3	7	8	6364	29	2	0	1418	1418	5	3	0	3	234	0	0	234	1,652	25.96%
ISD 11 SB6 P4	8	7	7136	17	3	0	1098	1098	2	5	1	4	119	0	0	119	1,217	17.05%

ISD 11 SB3 P1

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,172	150	1,022
Ballots Cast - Blank	2	2	0

School Board Member ISD 11 SB3

Vote For 1

	TOTAL	Absentee	Election Day
Kacy Deschene	634	108	526
Lorraine Coan	535	40	495
Write-In Totals	1	0	1
Total Votes Cast	1,170	148	1,022
Overvotes	0	0	0
Undervotes	2	2	0

ISD 11 SB3 P2

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,726	267	1,459
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB3

Vote For 1

	TOTAL	Absentee	Election Day
Kacy Deschene	1,007	180	827
Lorraine Coan	715	86	629
Write-In Totals	3	0	3
Total Votes Cast	1,725	266	1,459
Overvotes	1	1	0
Undervotes	0	0	0

ISD 11 SB3 P3

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,140	161	979
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB3

Vote For 1

	TOTAL	Absentee	Election Day
Kacy Deschene	669	117	552
Lorraine Coan	471	44	427
Write-In Totals	0	0	0
Total Votes Cast	1,140	161	979
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB3 P4

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	933	88	845
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB3

Vote For 1

	TOTAL	Absentee	Election Day
Kacy Deschene	473	60	413
Lorraine Coan	458	28	430
Write-In Totals	2	0	2
Total Votes Cast	933	88	845
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB3 P5

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,184	136	1,048
Ballots Cast - Blank	1	0	1

School Board Member ISD 11 SB3

Vote For 1

	TOTAL	Absentee	Election Day
Kacy Deschene	658	87	571
Lorraine Coan	515	48	467
Write-In Totals	9	0	9
Total Votes Cast	1,182	135	1,047
Overvotes	1	1	0
Undervotes	1	0	1

ISD 11 SB4 P1

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,558	83	1,475
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB4

Vote For 1

	TOTAL	Absentee	Election Day
Abbey Payeur	547	46	501
Matt Audette	1,010	37	973
Write-In Totals	1	0	1
Total Votes Cast	1,558	83	1,475
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB4 P2

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,423	127	1,296
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB4

Vote For 1

	TOTAL	Absentee	Election Day
Abbey Payeur	603	89	514
Matt Audette	819	38	781
Write-In Totals	1	0	1
Total Votes Cast	1,423	127	1,296
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB4 P3

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,466	160	1,306
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB4

Vote For 1

	TOTAL	Absentee	Election Day
Abbey Payeur	690	127	563
Matt Audette	773	33	740
Write-In Totals	2	0	2
Total Votes Cast	1,465	160	1,305
Overvotes	1	0	1
Undervotes	0	0	0

ISD 11 SB4 P4

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	2,395	296	2,099
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB4

Vote For 1

	TOTAL	Absentee	Election Day
Abbey Payeur	1,003	192	811
Matt Audette	1,391	103	1,288
Write-In Totals	1	1	0
Total Votes Cast	2,395	296	2,099
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB4 P5

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	2,202	264	1,938
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB4

Vote For 1

	TOTAL	Absentee	Election Day
Abbey Payeur	1,079	181	898
Matt Audette	1,122	83	1,039
Write-In Totals	1	0	1
Total Votes Cast	2,202	264	1,938
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB6 P1

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,986	267	1,719
Ballots Cast - Blank	4	0	4

School Board Member ISD 11 SB6

Vote For 1

	TOTAL	Absentee	Election Day
Jeff Simon	871	155	716
Tiffany Strabala	1,099	111	988
Write-In Totals	9	1	8
Total Votes Cast	1,979	267	1,712
Overvotes	3	0	3
Undervotes	4	0	4

ISD 11 SB6 P2

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,544	207	1,337
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB6

Vote For 1

	TOTAL	Absentee	Election Day
Jeff Simon	822	140	682
Tiffany Strabala	718	67	651
Write-In Totals	4	0	4
Total Votes Cast	1,544	207	1,337
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB6 P3

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,652	234	1,418
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB6

Vote For 1

	TOTAL	Absentee	Election Day
Jeff Simon	870	148	722
Tiffany Strabala	782	86	696
Write-In Totals	0	0	0
Total Votes Cast	1,652	234	1,418
Overvotes	0	0	0
Undervotes	0	0	0

ISD 11 SB6 P4

Statistics	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,217	119	1,098
Ballots Cast - Blank	0	0	0

School Board Member ISD 11 SB6

Vote For 1

	TOTAL	Absentee	Election Day
Jeff Simon	669	65	604
Tiffany Strabala	546	53	493
Write-In Totals	2	1	1
Total Votes Cast	1,217	119	1,098
Overvotes	0	0	0
Undervotes	0	0	0

WRITE-IN SUMMARY STATEMENT FOR POLLING PLACE

General Election November 4, 2025

City/School District: ISD 11

Precinct: SB 6 P-3

Election Judge: 

Election Judge: _____

School District Office	Candidate Name	Tally (Hash Marks)	Total Votes for Candidate				
<p style="text-align: center; color: red; font-size: 2em;">NO WRITERS</p> <p style="text-align: right; color: red; font-size: 2em;">INS</p>							

Continue on Reverse



Anoka-Hennepin

Briefing Notes

DATE:10/27/25

CLASSIFICATION: Decision

AUTHOR:

Sarah Hunter, Executive Director of Learning & Achievement
Jessica Lipa, Director of Career and Tech Ed
Jessica Tucker, Learning & Achievement Coordinator

SUBJECT: Introduction to CNC Machining

PURPOSE:

The purpose of the report is to share a proposal for a new Introduction to CNC Machining Course that would be offered at Andover HS starting in the 2026-2027 school year.

BACKGROUND:

While Andover High School already has award-winning programs in technical education, this course provides a specific, high-demand skill set that is currently underrepresented in their program.

REVIEW OF KEY CONSIDERATIONS:

- This proposed course fulfills a critical curricular and student need by offering a high-demand, specialized skill set in modern manufacturing technology that complements Andover High School's existing technical education and STEM programs. It reinforces core academic concepts like math and physics through hands-on application, making learning more relevant and engaging.
- By preparing students for in-demand careers in CNC machining and related fields, the course opens pathways to immediate employment or further education.
- It supports diverse learning styles through project-based instruction and helps students develop essential 21st-century skills such as critical thinking, precision, responsibility, and problem-solving—benefiting both college-bound and career-focused students alike.
- The skills taught in this course will help students gain a deeper understanding of the competencies needed in the Manufacturing cluster. Employment for machinists is projected to grow by 5.6%, with job openings expected to increase by 7.0%.
- The resources required for curriculum writing and implementation of the course will be paid for with CTE Funds, and the financial impact during the development phase, including professional development and updating equipment, will be supported by federal Carl Perkins funding.

COMPLETED STEPS:

- Course has been proposed and approved by CAC and department leaders

RECOMMENDATIONS/NEXT STEPS:

- It is recommended that the course be approved for the 2026-27 school year for high school students to take. Once approved, it will go through the registration process to determine if there are going to be sections offered to students prior to the staffing process.
- Write and finalize curriculum before being implemented in the 2026-27 school year.



Anoka-Hennepin Briefing Notes

DATE: 10/27/25

CLASSIFICATION: Decision

AUTHOR:

Sarah Hunter, Executive Director of Learning & Achievement

Jessica Lipa, Direction of Career and Tech Ed

Chad Libby, Learning & Achievement Coordinator

SUBJECT: Artificial Intelligence Course Proposal

PURPOSE:

The purpose of the report is to share a proposal for a new Artificial Intelligence Course that would be offered at STEP starting in the 2026-2027 school year.

BACKGROUND:

The course proposal has been reviewed and approved by the Curriculum Advisory Council (CAC).

CONSIDERATIONS:

- By launching this dedicated course, the district aims to develop an AI-ready workforce and foster early exposure to essential AI concepts and technology.
- The resources required for curriculum writing will be paid for with CTE Funds, and the financial impact during the development phase, including professional development, will be supported by federal Carl Perkins funding.

OPTIONS/CONCLUSIONS:

The course approval confirms alignment with both national and district priorities. It supports the district's commitment to preparing an AI-ready workforce by fostering early exposure to foundational AI concepts and technologies.

RECOMMENDATIONS/NEXT STEPS:

Once this course is approved, the team will:

- Write and finalize curriculum before being implemented in the 2026-27 school year. In addition to writing the core curriculum, the team will also need time to research the best possible industry certifications for students, as schools are encouraged to implement AI certifications into Cybersecurity pathways as recommended by advisory board members and using occupational outlook data.
- Work to advance it through the registration process. This step ensures that the course is properly entered and accessible to students for enrollment. Following registration, student interest and enrollment data will be reviewed to determine whether sufficient demand exists to justify offering one or more sections. Final staffing decisions will be made only after this analysis confirms student participation.



Anoka-Hennepin School Board Briefing Notes

DATE: 10/27/25
Input

CLASSIFICATION: Report **Decision**

AUTHORS: Sarah Hunter, Executive Director of Learning and Achievement
Jolanda Dranchak, Learning and Achievement Coordinator
Qurina Slayhi, Learning and Achievement Coordinator
Mindy Meyers, American Indian Education Program Coordinator

SUBJECT:
World Language - New Course Approval - Ojibwe Level I

PURPOSE:
To seek School Board approval for a new course: Ojibwe Language I.

BACKGROUND:
Anoka-Hennepin School District meets annually with the Tribal Nations Education Committee as part of their formal Tribal Consultation under ESSA. As part of these conversations it has been highly recommended that Anoka-Hennepin Schools offer Native American Language Courses. This would align the district with recent MN State Statute changes which state districts with over 100 American Indian Students must provide American Indian Culture and Language Courses.

In Spring of 2024 Anoka-Hennepin Schools applied for the MDE - Native Language Revitalization Grant. The grant was awarded to Anoka-Hennepin in Spring of 2025. The grant covers the cost of hiring consultants and staff to write the course. We plan to apply again for this two year grant to help support course implementation.

At this time we have CAC approval, and are seeking school board approval.

REVIEW OF KEY CONSIDERATIONS:

- Minnesota State Statute requires districts with over 100 American Indian students must provide American Indian Culture and Language Courses ([124D.74, Subdivision 7](#))
- Anoka-Hennepin has been recommended to offer Indigenous language courses by the Tribal Nations Education Committee as part of the district required Tribal Consultation process.
- Anoka-Hennepin was awarded the Native Language Revitalization (NLR) grant in the spring 2024
- The American Indian Education Parent Advisory Committee was informed of the grant and given an update on where we were at in the approval and implementation process.
- Research shows that offering Indigenous languages in schools has a positive impact on Native Student performance outcomes: attendance, grades, graduation, etc.
- Offering Native language courses helps all students by reducing stereotypes and fostering respect

through exposure to perspectives and experiences beyond their own.

COMPLETED STEPS:

- Approval from CAC

RECOMMENDATIONS/NEXT STEPS:

- Hiring a lead Ojibwe language expert to support curriculum writing of the course.
- Learning and Achievement recommends that the Ojibwe I course be offered to all 9-12 students in Anoka Hennepin starting in Fall 2026.
- Purchase of curricular resources using NLR grant monies.

For an explanation or interpretation of the contract, call your Association or the Labor Relations and Benefits Department.

MASTER CONTRACT

Anoka-Hennepin Independent School District No. 11
Anoka, Minnesota

and

School Service Employees
SEIU, Local 284

CLC

Regarding Terms and Conditions of Employment for
Building Service Employees
Anoka-Hennepin Independent School District No. 11

July 1, 2025 through June 30, 2027

ARTICLE I

PURPOSE

The purpose of this agreement is to encourage and increase orderly, constructive and harmonious relationships between the Employer and Building Service Employees; to establish procedures for the resolution of differences over terms and conditions of employment; to preserve the paramount right of the citizens of this community to the operation of their schools without disruption; and to establish an environment in which the children of this community may receive education of the highest quality. Accordingly, the parties have set forth herein all terms and conditions of employment which have been agreed upon by the Employer and the Union pursuant to and in compliance with the Public Employment Labor Relations Act of 1971 as amended, hereinafter referred to as the "PELRA."

ARTICLE II

RECOGNITION

The School Board recognizes School Service Employees Local 284 as the duly authorized exclusive representative of the Building Service Employees of the Anoka-Hennepin Independent School District No. 11. The School Board hereby agrees that it will not recognize or negotiate with any person, association, group, committee or entity other than the Union with respect to such matters and will deal solely through the agency of and with the Union.

The Building Service Employees hereby agree that Local 284 School Service Employees shall be the sole agency representing the Building Service Employees of Independent School District No. 11 for the duration of this agreement.

ARTICLE III

MANAGEMENT RIGHTS

The laws of the State of Minnesota have vested in the Employer the full authority and power to manage, control and direct the operation of the school district, and to adopt, modify or repeal policies, rules and regulations for the district. All such authority and power of the Employer shall continue unimpaired, except as limited by specific provisions of this Agreement.

Any portion of this Agreement which violates any provision of the laws of Minnesota or of the United States, or any rules or regulations promulgated there under, either now or hereafter, shall be null and void and without force and effect. Any provision of this Agreement may be severable if any provision under any circumstance is held invalid; it shall not affect any other provisions of this Agreement or the applications of such provisions under other circumstances. The Employer reserves the right to amend any provision of this Agreement as necessary to comply with federal or state laws or rules and regulations promulgated there under.

ARTICLE IV

HOURS

The work year shall be twelve months including earned holidays and vacations. The work week shall be forty (40) hours, consisting of five (5) consecutive eight-hour days for all employees. There are to be no split shifts.

Overtime must be authorized.

It shall be the practice of the Administration to notify local union officers of major changes in shifts or hours.

ARTICLE V

COMPENSATION

Effective July 1, 2025, the following schedule of salaries and rules affecting wages shall be implemented:

1. For custodians, placement on the first three steps will be based on licensure. Custodians without a license will be placed on step 1. Custodians will be placed on step 2 upon obtainment of a specialist license. Custodians will be placed on step 3 upon obtainment of a 2nd class boilers license. Subject to change in negotiations, step movement for Custodians with a boilers license of second class or greater will be effective the beginning of each year (July 1) until the maximum step is reached. To be eligible for a step increment, an employee must have been placed on Step 3 prior to April 1 of the relevant year. Custodians placed on Step 3 between April 1 and June 30 of the relevant year shall remain on the third step with no step movement until the following July 1, if applicable.

For warehouse and grounds employees, the date of employment will determine placement and advancement on the salary schedule. New employees shall be placed on the initial step rate. Subject to change in negotiations, step movement will be effective the beginning of each year (July 1) until the maximum step is reached. To be eligible for a step increment, an employee must have been hired prior to April 1 of the relevant year. Employees hired between April 1 and June 30 of the relevant year shall remain on the initial step with no step movement until the following July 1, if applicable.

2. Lead Pay: Employees designated and assigned as leads shall receive lead pay as set forth in the Salary Schedule. Building leads must have a minimum boiler license one grade below what is required for that building. Lead designation may also include an employee in Grounds, the Warehouse, the Woodshop, Electrical Low Voltage, and Maintenance areas which do not require a boilers license.
3. Custodians or those employees on special assignments will be paid the listed rate per this contract or \$2.00 per hour above their base rate beginning the first day of such assignment. Special assignments include special work projects as defined by the District and/or filling in as a Building Supervisor. After 20 consecutive work days excluding holidays, vacation days, and sick days filling in for the Building Supervisor, the additional stipend will be \$5.00 per hour above the base rate, prospectively. Filling in for an afternoon lead, as directed by the Building Supervisor, will also be included and will be paid at the corresponding lane of pay for that step. Special assignment work projects (except filling in for

Building Supervisor) of 30 days or more will be posted and filled with the best qualified candidate, which is determined by the District. Workdays are defined in Article IV and do not include weekends.

4. Work performed in excess of eight hours per day or forty hours per week shall be compensated at time and one-half rate. Emergency work required on Thanksgiving Day, Christmas Day, Easter Sunday, or any holiday listed in Article VIII shall be compensated at double time rate excluding building checks which are compensated at a time and one-half rate.
5. Shift Pay: Additional pay for those employees assigned to second and third shift assignments is included on the salary schedule. Employees assigned to second and third shift assignments during the school year but not the summer will continue to be paid at the second or third shift rate during the summer.
6. All applicants for a vacant position shall possess the required license at time of bid. Employees (excluding drivers, warehouse, grounds, and maintenance employees) may receive additional pay on the wage schedule by obtaining the applicable license (2nd, 1st, Chief). Employees who show evidence of successfully completing tests for boiler license or renewal shall be reimbursed the test and license fee and shall be placed on the appropriate wage rate lane commensurate with the license.

In the event an employee lets his/her license lapse as verified by District review of Minnesota Department of Labor and Industry records, the employee will be placed on his/her current lane on the "no license" step effective on the next available paycheck. Effective upon receipt by the Building & Grounds office that the employee has obtained licensure, the employee will be placed on the appropriate step and lane effective on the next available paycheck.

7. Building Check: Employees shall receive a minimum of two hours pay for building checks. Maintenance and all custodians will be paid a minimum of two hours overtime when called back to work after normal working hours. This will include travel time but does not include building checks.

Employees who conduct remote work (e.g. problem-solving phone call) after their normal working hours shall be compensated for time worked, in 15 minute increments, as approved by supervisor.

8. Mileage will be paid at the rate set by the School Board for authorized travel between buildings and certain locations.

9. Salary Schedule: Effective 07-01-2025 through 06-30-2026: Step Movement

Custodial Positions

	LANE STEP	Day / Midshift	Day Lead	2nd shift	2nd shift - ESC	Afternoon Lead	3rd shift	3rd Shift - Pool License
No License	1	\$20.00	\$21.50	\$20.25	\$20.45	\$22.05	\$20.35	\$21.85
Spec. Lic.	2	\$20.50	\$22.00	\$20.75	\$20.95	\$22.55	\$20.85	\$22.35
2nd class or Higher	3	\$21.50	\$23.00	\$21.75	\$21.95	\$23.55	\$21.85	\$23.35
	4	\$22.50	\$24.00	\$22.75	\$22.95	\$24.55	\$22.85	\$24.35
	5	\$23.50	\$25.00	\$23.75	\$23.95	\$25.55	\$23.85	\$25.35
	6	\$24.50	\$26.00	\$24.75	\$24.95	\$26.55	\$24.85	\$26.35
	7	\$25.50	\$27.00	\$25.75	\$25.95	\$27.55	\$25.85	\$27.35
	8	\$27.00	\$28.50	\$27.25	\$27.45	\$29.05	\$27.35	\$28.85
	9	\$28.95	\$30.45	\$29.20	\$29.40	\$31.00	\$29.30	\$30.80

Warehouse/Grounds Positions

LANE STEP	Warehouse / Driver	Warehouse / Driver – Lead	Grounds	Grounds - Mechanic/ Irrigation	Grounds - Pesticide/ Playground License	Grounds Lead	Grounds Lead - Mechanic/ Irrigation	Grounds Lead - Pesticide/ Playground License
1	\$21.50	\$23.00	\$21.80	\$22.80	\$23.30	\$23.30	\$24.30	\$24.80
2	\$22.00	\$23.50	\$22.30	\$23.30	\$23.80	\$23.80	\$24.80	\$25.30
3	\$23.00	\$24.50	\$23.30	\$24.30	\$24.80	\$24.80	\$25.80	\$26.30
4	\$24.00	\$25.50	\$24.30	\$25.30	\$25.80	\$25.80	\$26.80	\$27.30
5	\$25.00	\$26.50	\$25.30	\$26.30	\$26.80	\$26.80	\$27.80	\$28.30
6	\$26.00	\$27.50	\$26.30	\$27.30	\$27.80	\$27.80	\$28.80	\$29.30
7	\$27.00	\$28.50	\$27.30	\$28.30	\$28.80	\$28.80	\$29.80	\$30.30
8	\$28.50	\$30.00	\$28.80	\$29.80	\$30.30	\$30.30	\$31.30	\$31.80
9	\$30.45	\$31.95	\$30.75	\$31.75	\$32.25	\$32.25	\$33.25	\$33.75

Maintenance Positions

Base	Licensed - Refriger. / Universal Lic. - RPZ - Low Voltage	Carpenter	Licensed - - Electrician - DDC - HVAC - Master Gas - Master Refrigeration - Plumber - Pipefitter	Lead - Base	Lead - Licensed - Refriger. / Universal Lic. - RPZ - Low Voltage	Lead - Carpenter	Lead - Licensed - Electrician - DDC - HVAC - Master Gas - Master Refrigeration - Plumber - Pipefitter
\$36.70	\$39.20	\$40.20	\$41.70	\$38.20	\$40.70	\$41.70	\$43.20

Effective 07-01-2026 through 06-30-2027: Step Movement

Custodial Positions

	LANE STEP	Day / Midshift	Day Lead	2nd shift	2nd shift - ESC	Afternoon Lead	3rd shift	3rd Shift - Pool License
No License	1	\$20.30	\$21.80	\$20.55	\$20.75	\$22.35	\$20.65	\$22.15
Spec. Lic.	2	\$20.90	\$22.40	\$21.15	\$21.35	\$22.95	\$21.25	\$22.75
2nd class or Higher	3	\$21.50	\$23.00	\$21.75	\$21.95	\$23.55	\$21.85	\$23.35
	4	\$22.50	\$24.00	\$22.75	\$22.95	\$24.55	\$22.85	\$24.35
	5	\$23.50	\$25.00	\$23.75	\$23.95	\$25.55	\$23.85	\$25.35
	6	\$24.50	\$26.00	\$24.75	\$24.95	\$26.55	\$24.85	\$26.35
	7	\$25.50	\$27.00	\$25.75	\$25.95	\$27.55	\$25.85	\$27.35
	8	\$27.00	\$28.50	\$27.25	\$27.45	\$29.05	\$27.35	\$28.85
	9	\$29.35	\$30.85	\$29.60	\$29.80	\$31.40	\$29.70	\$31.20

Warehouse/Grounds Positions

LANE STEP	Warehouse / Driver	Warehouse / Driver – Lead	Grounds	Grounds - Mechanic/ Irrigation	Grounds - Pesticide/ Playground License	Grounds Lead	Grounds Lead - Mechanic/ Irrigation	Grounds Lead - Pesticide/ Playground License
1	\$21.80	\$23.30	\$22.10	\$23.10	\$23.60	\$23.60	\$24.60	\$25.10
2	\$22.40	\$23.90	\$22.70	\$23.70	\$24.20	\$24.20	\$25.20	\$25.70
3	\$23.00	\$24.50	\$23.30	\$24.30	\$24.80	\$24.80	\$25.80	\$26.30
4	\$24.00	\$25.50	\$24.30	\$25.30	\$25.80	\$25.80	\$26.80	\$27.30
5	\$25.00	\$26.50	\$25.30	\$26.30	\$26.80	\$26.80	\$27.80	\$28.30
6	\$26.00	\$27.50	\$26.30	\$27.30	\$27.80	\$27.80	\$28.80	\$29.30
7	\$27.00	\$28.50	\$27.30	\$28.30	\$28.80	\$28.80	\$29.80	\$30.30
8	\$28.50	\$30.00	\$28.80	\$29.80	\$30.30	\$30.30	\$31.30	\$31.80
9	\$30.85	\$32.35	\$31.15	\$32.15	\$32.65	\$32.65	\$33.65	\$34.15

Maintenance Positions

Base	Licensed - Refriger. / Universal Lic. - RPZ - Low Voltage	Carpenter	Licensed - - Electrician - DDC - HVAC - Master Gas - Master Refrigeration - Plumber - Pipefitter	Lead - Base	Lead - Licensed - Refriger. / Universal Lic. - RPZ - Low Voltage	Lead - Carpenter	Lead - Licensed - Electrician - DDC - HVAC - Master Gas - Master Refrigeration - Plumber - Pipefitter
\$37.70	\$40.20	\$41.20	\$42.70	\$39.20	\$41.70	\$42.70	\$44.20

B. Additional Compensation

- I. Additional compensation for Drivers, Leads, Grounds, and Warehouse employees is reflected on the salary schedule.
- II. Additional compensation for certain positions for which the District requires licensure or additional knowledge and skills are reflected on the salary schedule. These include:

Custodial: Pool Certification

Grounds: Pesticide/Herbicide Applicators License
 Certified Playground Safety Inspector
 Mechanic
 Irrigation

Maintenance: Refrigeration/ Universal License
 Reduced Pressure Zone State Certification
 Low Voltage Power Limited Technician
 Electricians License
 DDC
 HVAC
 Master Gas License
 Master Refrigeration License
 Plumbers License
 Pipefitter License
 Carpenter

The additional compensation included on the salary schedule does not apply to employees on special assignment. There shall be no stacking of licenses; in addition, the parties may mutually agree to add additional licenses as may be necessary.

III. Advanced Boilers License Pay:

Compensation for custodians with specialist and 2nd class boilers licenses is included on the salary schedule. The following additional stipend (not included on salary schedule) will be provided for employees in custodial positions who hold advanced boilers licenses:

	<u>July 1, 2025 – June 30, 2026</u>	<u>July 1, 2026 – June 30, 2027</u>
1st Class License:	\$0.50 per hour	\$0.75 per hour
Chief License:	\$0.75 per hour	\$1.25 per hour

IV. Longevity Pay:

From July 1, 2025 – June 31 2026, Employees with seniority dates between July 1, 2005 and June 30, 2010 will receive an additional fifty cents (\$0.50) per hour, and employees with seniority dates prior to July 1, 2005 will receive an additional stipend of seventy-five cents (\$0.75) per hour (not included on salary schedule).

Beginning July 1, 2026, Employees with seniority dates between July 1, 2006 and June 30, 2011 will receive an additional fifty cents (\$0.50) per hour, and employees with seniority dates prior to July 1, 2006 will receive an additional stipend of seventy-five cents (\$0.75) per hour (not included on salary schedule).

V. Beginning July 1, 2025, the second shift electrician will receive an additional \$0.25 per hour

10. Emergency closing. When an employee's assigned site is closed and/or evening programs/ events are canceled due to inclement weather, employees are expected to complete their assigned shift.

Emergency closings are defined as follows:

- Morning closures (before the school day begins): Applies to 1st, 2nd, and 3rd shifts.
- Evening prior closures (announced the night before): Applies to 3rd, 1st, and 2nd shifts.
- Mid-day closures (during the school day): Applies to 2nd and 3rd shifts.
- Friday closures (before or during the school day): Includes the Friday 3rd shift and Saturday shift.

When only evening activities are cancelled, mid-shift employees working beyond the end of the school day will receive an additional straight-time rate for those extra hours.

Employees working during an emergency closing will be paid an additional straight-time rate.

Employees who are not required to report must make personal contact with their supervisor to confirm their status and remain on call to receive regular pay. Personal contact includes leaving a voicemail or text with a callback number and location. If no contact is made, the employee will not be paid for the shift.

If an employee is on an approved sick or vacation leave (excluding Board-approved leaves) during an emergency closing, that leave will not be deducted.

11. Short Staffed: In the event a substitute custodian is not found, a supervisor may offer an on-shift custodian up to two (2) hours of additional work, to be paid at the over-time rate.

ARTICLE VI

INSURANCE

1. Eligibility

New full time (260 days per year and 8 hours per day) employees shall be eligible for the District Hospitalization-Medical-Major Medical plans on their first day of full-time work.

The eligibility date for Long Term Disability Insurance will be effective the first of the month following completion of the probation period.

2. Hospitalization-Medical-Major Medical Insurance

The school district shall provide hospitalization insurance for all full-time staff members who are eligible and enrolled in the plan. Effective September 1, 2025, the District contributions shall be:

- A. Single Contribution: Effective September 1, 2025, the District shall contribute up to nine hundred five dollars (\$905.00) per month of the premium for single coverage for full-time employees who qualify for and are enrolled in the School District group health and hospitalization plan. Effective September 1, 2026, the District shall contribute up to nine hundred forty-five dollars (\$945.00) per month of the premium for single coverage for full-time employees who qualify for and are enrolled in the School District group health and hospitalization plan.
- B. Family District Contribution: Effective September 1, 2025, the District shall contribute up to one thousand six hundred seventy dollars (\$1,670.00) per month towards the premium for family coverage for full-time benefit eligible employees who qualify for and are enrolled in the District group health and hospitalization plan. Effective September 1, 2026, the District shall contribute up to one thousand eight hundred forty-five dollars (\$1,845.00) per month towards the premium for family coverage for full-time benefit eligible employees who qualify for and are enrolled in the District group health and hospitalization plan.
- C. Dual Spouse Contribution: Effective September 1, 2025, if both married spouses work full time for the District and both are benefit eligible and enrolled, the District shall contribute up to two thousand five hundred seventy-five dollars (\$2,575.00) per month of the premium for family coverage. Effective September 1, 2026, if both married spouses work full time for the District and both are benefit eligible and enrolled, the District shall contribute up to two thousand seven hundred ninety dollars (\$2,790.00) per month of the premium for family coverage.
- D. Any additional cost of the premium shall be paid by the employee via payroll deduction.

3. Long Term Disability

Effective September 1, 2006, the District shall continue to pay the cost for Long Term Disability Insurance for all full-time employees. Eligibility for LTD benefits is the first of the month following completion of the probation period.

4. Term Life Insurance

Effective September 1, 2006, the School District shall continue to provide a \$50,000 term life insurance policy for each full-time employee.

5. Dental Insurance

The District shall contribute up to eighty dollars (\$80.00) per month of the premium for all full-time benefit eligible and enrolled employees in accordance with the School District Dental plan. Effective September 1, 2026, the District shall contribute up to eighty-five dollars (\$85.00) per month of the premium for all full-time benefit eligible and enrolled employees in accordance with the School District Dental plan. Any additional cost of the premium shall be paid by the employee via payroll deductions.

6. Worker's Compensation

Subd. 1. If any employee is absent from work as a result of compensable injury under the provisions of the Workers' Compensation Act, the School District will pay the difference between the

compensation received pursuant to the Workers' Compensation Act by the employee and the employee's regular rate of pay to the extent of the employee's earned accrual of sick leave and/or vacation pay.

Subd. 2. Any employee who terminates his/her employment during a period of absence eligible for Workers' Compensation and has been overpaid shall be required to return the overpayment to the school district.

7. Long-term Disability

Subd. 1. Employees who are on a long-term disability leave shall be allowed to continue participation in any group insurance plan in which they participated prior to going on long-term disability.

Subd. 2. The District shall contribute an amount equal to that contributed for active employees for single health/hospitalization coverage up to Medicare eligibility. Dependent coverage contribution by the District shall continue at the amount in effect at the time of disability and shall cease two years from the time of long-term disability.

Subd. 3. The District shall contribute the full premium for the term life insurance until the waiver of premium commences. If the waiver of premium is not approved, the employee may continue the term life insurance by paying the School District at the group rate cost.

Subd. 4. Dental Insurance may be continued by the employee by paying the entire premium in effect for active employees.

8. Dock Days

Notwithstanding District guidelines for absence without pay (dock days) which may include docking of insurance benefits, the parties agree that the District shall not dock insurance benefits due to disciplinary unpaid suspensions.

ARTICLE VII

VACATION

1. General Guidelines

All full time employees are considered to have a work year of 2080 hours. Employees working less than 2080 hours will be given vacation and sick leave benefits in an amount proportionate to the relationship between the regular hours worked and 2080 hours.

2. Qualifications

The employee's seniority date shall determine the accrual rate for vacation as follows:

Seniority Guidelines

- a. Less than 5 years of consecutive employment accrues:
10 days per year
- b. 5 or more and less than 10 years of consecutive employment accrues:
15 days per year
- c. 10 or more and less than 15 years of consecutive employment accrues:
20 days per year
- d. 15 or more and less than 17 years of consecutive employment accrues:
21 days per year
- e. 17 or more years and less than 20 years of consecutive employment accrues:
22 days/per year
- f. 20 or more years of consecutive employment accrues:
23 days per year

Employees with less than one year of employment will receive pro-rated vacation from the first date of hire.

3. Carry over: Employees may carry over an unlimited amount of vacation days. Normally, the maximum vacation taken during any fiscal year shall not exceed 28 days; however, additional earned vacation time shall be allowed while on FMLA approved leaves.
4. Schedule: Request for vacation must be approved by the employee's supervisor. Consideration for approval will be dependent on the time of year of the request, operation and maintenance needs of the work area, and availability of other building staff. While every effort shall be made to meet the desire of the employees requesting their periods of vacation leave, vacation schedules must conform to the requirements of operations and vacations must be taken as scheduled by the supervisor. Conflicting requests for vacations shall be resolved on the basis of seniority preference and timing of request.
5. Terminal Vacation: If an employee resigns, he/she shall be paid unused vacation earned up to one year's annual accrual.

If an employee retires, the employee may be paid for up to 40 days of earned but unused vacation.

If terminated for just cause, employees shall not be eligible for any vacation pay off.

ARTICLE VIII

HOLIDAYS

Twelve-month employees shall have 12 paid holidays. These holidays shall coincide with the school year calendar and will normally be Independence Day, Labor Day, two days at Thanksgiving, two days winter break, New Year's Day, Martin Luther King Day, two days spring break, Memorial Day, and President's Day. If Juneteenth is observed as an additional School District Holiday, it will become a paid holiday.

Any paid holidays which fall within an employee's vacation period shall not count as a vacation day. Any employee who shall be asked to work on any paid holiday as described above shall be compensated at double time rate unless it is for a building check.

ARTICLE IX

SICK LEAVE

Sick leave will be earned at the rate of 15 days per year of employment and it will be allowed to accumulate to an unlimited amount. Sick leave may be used for personal illness or serious illness of the employee's spouse or children or on account of death of a member of the immediate family. The immediate family shall include spouse, children, grandparents, grandchildren, mother, father, brother, sister and in-laws of similar degree of relationship.

Up to 80 hours of accrued sick time may be used for any other uses allowable under MN Statute 181.9413, such as safety leave and care of relatives not included in the definition of immediate family members from the first paragraph of this section.

An employee must make personal contact with the Building Supervisor/immediate supervisor, Supervisor of Operations, or his/her designee.

Three days of personal leave per year may be granted without salary deduction, the day(s) to be deducted from sick leave. The personal leave shall be for funerals, emergencies, and for personal business that cannot be conducted during non-work hours. Personal leave will not be approved for absence resulting from weather conditions and its effect on transportation (except a schedule change by common carrier due to inclement weather) nor for wages or profit. Requests for personal leave must be submitted to the staff member's supervisor in writing two days in advance, except in unusual cases. All requests must have the approval of the Director of Labor Relations and Benefits. Personal leave days are not cumulative.

Any employee who has used less than half of the year's allotted sick leave during the fiscal year of July 1 through June 30 of the relevant year, and has accumulated 30 sick days may choose to buy back up to five unused days at the regular hourly rate of pay set forth in Article V, paragraph 11.

Absence due to injury as a result of assault while on the job shall not be charged against sick leave.

ARTICLE X

MATERNITY LEAVE

MATERNITY/CHILD CARE LEAVE OF ABSENCE: Maternity/Child Care leave of absence will be granted in accordance with District policy, State and Federal Laws, and the following regulations:

Subd. 1: A leave of absence request shall be provided to the Employee Services Department at least ninety (90) days before the anticipated delivery or adoption date if possible.

Subd. 2: The Superintendent or designee shall consider the employee's ability to perform the job assignment, and the wishes of the employee, in determining the starting date for the leave of absence. Notice of the leave will be forwarded to the employee and supervisor.

Subd. 3: A maternity/child care leave is defined as the period of time an employee intends for the convenience and comfort of the employee as well as the care of the child following the birth or adoption of a child. Maternity/child care leave shall normally be no longer than a maximum of twelve (12) weeks per year. Child care leave must commence within the first twelve months of the birth or adoption.

Subd. 4: Employees on leave shall have the district contribution of health insurance continued by the District in accordance with District FMLA policies and guidelines.

District seniority shall accumulate during the leave of absence.

An employee may choose to use earned sick leave for the regular duty days included in a maternity/child care leave.

Subd. 5: Circumstances of unusual nature may receive special consideration.

Subd. 6: Employees returning from maternity/child care leave shall return to the same position; in the event the position no longer exists, the provisions of Article XIV shall apply. Employees returning from FMLA leave shall return to the same or equivalent position.

Subd. 7: Sick leave and vacation benefits accumulated at the start of the maternity/child care leave will be granted at the return of the leave.

SECTION 2. FAMILY/MEDICAL LEAVE:

An employee will be eligible for family medical leave in accordance with state and federal law, as well as District policy and practice.

ARTICLE XI

JURY DUTY

Custodians called for jury service shall serve with no loss of pay. Full salary will be paid by the school district but compensation received for the jury service shall be returned to the school

ARTICLE XII

CLOTHING ALLOWANCE

The District shall allocate up to \$155.00 per employee per fiscal year for District uniforms (the allocation may be increased annually based on any increase in the cost of the District standard uniform of three trousers and three shirts). Maintenance and Grounds crew will receive an additional allocation of up to \$30.00.

The School District will designate a coordinated uniform that includes a variety of clothing options appropriate for job duties and working conditions. This will include, but is not limited to, shirts, T-shirts, sweatshirts, trousers, shorts, and other available weather-appropriate items, as available through District vendor. After three years of employment, employees may use their annual allowance toward the purchase of district approved footwear. The final selection of uniform items will be determined by the District in accordance with procurement practices and contract terms with District uniform vendors.

Employees are responsible for maintaining uniforms in a clean and professional condition.

During winter months, adequate cold weather gear will be available for building and grounds employees on a reasonable advance request.

ARTICLE XIII

DUES CHECK-OFF

Employees have the right to dues check off for the exclusive representative organization. The Employer shall continue such deductions in succeeding years until notified by the Union to cease. Any dispute as to the validity of a specific deduction shall be solely between the Union and the individual employee. The Union warrants that it will indemnify and hold harmless the Employer and its agents from any and all causes of action which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction of dues pursuant to this Article.

The District will provide the Union access to payroll deductions, employee information, union orientation time, and any other union access as required under MN Statute 179.A.

ARTICLE XIV

SENIORITY AND JOB POSTINGS

1. Seniority

Layoff shall be on the basis of seniority, last person hired shall be the first person laid off. Seniority is figured on the first day of reporting to work in a full-time assignment. Employees on layoffs shall hold rights to be hired back before any new employees are hired. The District will provide two weeks written notice to any employee who is to be laid off.

Seniority for those employees who are absent for extended periods of time shall be handled in the following manner:

- a. Time credited for step progression will continue up to ninety days of continuous absence. Absence after ninety continuous days shall not be accumulated.
- b. Bargaining unit members who leave the unit to take another position within the District and who return shall be credited all years of service in the District for purposes of vacation accrual, retirement severance eligibility, and step placement on the salary schedule. Bargaining unit seniority retained prior to leaving the unit as well as seniority earned following return will be utilized for purposes of layoff. Bargaining unit seniority earned prior to leaving the unit will not be retained for purposes of job bidding or vacation scheduling. Return to the unit would be to available unassigned positions for the first sixty (60) calendar days after which the returning employees would be eligible to bid on posted custodial positions.

The District shall provide Local #284 and Union stewards a copy of the updated seniority list by March 1st of each year.

2. Postings

In the event of changes within the district, creating a vacancy in a better position, this position shall be posted for the information of present employees. This vacancy shall be filled by the selection of the best qualified person with the longest record of service. Individuals who are on a leave of absence may not bid for jobs unless they receive approval of the Buildings and Grounds Operations Supervisor. There shall be no "bumping" from, one position to another.

Qualifications shall be established for maintenance, driver, lead, grounds and warehouse positions and shall be posted as the openings occur. The Union will be notified promptly of any changes in qualifications. Qualified unit applicants for grounds and warehouse positions shall be given preference over non-unit applicants.

3. If an employee who holds a position not classified as qualified in 2 above has six months continuous absence, their job placement shall be filled by the bidding process. Upon their return they will go to the unassigned position based on mutual agreement with the union.
4. During an employee's probationary period the employee shall not be able to bid out of a position.

ARTICLE XV

RULES

1. Probation and Discharge

The probationary period for new employees shall be a minimum of six (6) calendar months which may be extended up to an additional three (3) calendar months with District notice to the Union; any probationary period beyond nine (9) calendar months may only occur upon mutual agreement between the District and the Union. Employees who have completed their probationary period shall be regarded as permanent employees and will be discharged only for cause. This shall not apply to temporary summer help employed on an hourly basis. The causes for discharge are to be as follows:

- a. Stealing (This will be grounds for immediate dismissal.)

- b. Being intoxicated while on the job.
- c. Insubordination - refusal to comply with any request of the Buildings and Grounds Director or Supervisors constitutes grounds for suspension.
- d. Inefficiency or inability to meet acceptable standards of work-- such employee is expected to improve his/her skills in performing the many types of jobs needed for good building maintenance work.
- e. Failure to pass any physical examination that may be required by the Board of Education.

Administration will discuss c, d and e with the representative of Local Union No. 284, but the decision of the Board shall be final, subject to the grievance procedure.

2. Health and Safety

- a. A health certificate issued by a physician following a physical examination is required of every new employee. It may be required periodically of all employees.
- b. All regulations and laws of the State of Minnesota and OSHA governing the safety of employees and building occupants shall be complied with by the employer and employees. Any employee driving a district vehicle must have a current operative driver's license.

3. Demerit System

- a. Verbal Warning: If a permanent employee commits a minor infraction of a policy, work rule or work performance, he/she shall be issued a verbal warning by the Building Supervisor and a notation shall be sent to the Building & Grounds Operations Supervisor.
- b. Written Warning: Should a repeated minor violation happen and/or a more serious violation take place, the employee shall be issued a written warning by the Buildings and Grounds Department. A copy of the warning shall be sent to the Local Union Steward and one placed in the employee's personnel file.
- c. Reasonable time and assistance will be granted for the correction of deficiencies. If requested, an employee's records shall be examined annually by the District and records of work performance deficiencies that have been satisfactorily corrected shall be removed from the file; work rule or policy violations may be removed at the discretion of the District. Employees unable to correct work performance deficiencies or continue to violate work rules or policies will be asked to resign or be discharged.

- 4. In no event will part-time employees be hired to replace full-time employees.
- 5. The union shall be entitled to use the district mail distribution service for distribution of union material free of charge. This privilege shall not be used for any political activity.

ARTICLE XVI

GRIEVANCE PROCEDURE

Section I. Definition

- A. Grievance means a dispute or disagreement as to the interpretation or application of any term or terms of the "written agreement."
- B. Employee is an employee or employee organization that is certified as an appropriate unit in the school district and not classified as confidential, supervisory, or principal/assistant principal as defined in PELRA-71.
- C. First Level Supervisor shall mean building supervisor/principal/assistant principal.
- D. Second Level Supervisor shall mean the person to whom the first level supervisor reports.
- E. Days: Days shall be considered "working days" as defined for the employee except at the end of the school year. The days in this instance shall be week days.

Section II. Procedure

Grievances as defined in Section I shall be settled in the following manner and the steps set forth must be followed in the order listed within the time limits prescribed.

Step 1: The grievance shall be orally presented to the employee's first level supervisor within ten (10) days after employee knew or should have known of the violation. In the case of posted notices, the ten (10) days shall start as of the actual date of the posting in each building. No settlement in this Step 1 shall be made in violation of the "written contract."

If a settlement is not reached within two (2) days after oral presentation to the first level supervisor the grievance shall be reduced to writing on form No. G-1 with a clear statement of the issues involved. This shall be presented to the first level supervisor who shall transmit the written grievance within five (5) days to the Executive Director of Human Resources for handling in accordance with Step 2.

Step 2: The Executive Director of Human Resources shall establish a Step 2 hearing with the aggrieved and the appropriate second level supervisor. The Step 2 meeting shall be held within ten (10) days after the employee has filed the written grievance. The time and place for meetings under Step 2 shall be at the discretion of the Executive Director of Human Resources. The employee shall be allowed a maximum of three district unit members at the meeting.

The Executive Director of Human Resources shall prepare a report of the meeting, together with a written disposition of the matter and forward copies thereof to the employee and to the employee's exclusive representative organization, within (5) days after the Step 2 hearing.

If agreement is not reached in Step 2, the aggrieved shall, within five (5) days of the date of the disposition of the grievance, notify the General Counsel, in writing, that a Step 3 meeting is required.

Step 3: Grievances referred to Step 3 shall be discussed between the employee's exclusive representative and the General Counsel. This discussion shall take place within five (5) days after the grievance has been referred to Step 3. General Counsel shall issue a disposition of Step 3 within five (5) days from the Step 3 meeting.

If agreement is reached the disposition of the matter shall be final and binding. If agreement is not reached, the aggrieved shall, within five (5) days from the date of disposition, notify, in writing, the General Counsel that arbitration is required.

Step 4: Arbitration: In cases referred to Step 4 the parties shall attempt to agree on an arbitrator. If Agreement is not reached within three (3) days the parties shall petition the Bureau of Mediation Services for a list of arbitrators for the parties to select one arbitrator to preside over the hearing.

The arbitrator shall set the time and place for the Step 4 hearing, the method of procedure and make all necessary rulings.

The arbitrator shall have no power to add to, subtract from or modify any of the terms of the written agreement or to any agreement made supplementary hereto, and shall only be allowed to rule on those cases that apply to the definition of a grievance as described in this article. The decision of the arbitrator, if within the scope of his power, shall be binding on both parties within the limitation of PELRA. The expense and fees of the arbitrator shall be borne jointly by the school district and the Union. A party requesting a transcript of the arbitration shall bear the full cost.

Section III. Rules

Any loss of time by the employee and his representatives to attend Step 4 in the grievance procedure shall not be compensated.

The number of days indicated at each step of the grievance procedure should be considered as maximum and every effort should be made to expedite the grievance process. Any time limit may be extended by mutual written consent. The failure of an aggrieved person to proceed from one step of the grievance procedure to the next step within the time limits set forth shall be deemed to be acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance.

The failure of an administrator to communicate his/her decision or hold a meeting within the specific time limits shall permit the aggrieved to proceed to the next step in the grievance procedure.

An employee shall be allowed to have a union representative at any step in the grievance procedure.

No reprisals shall be brought against any employee because of his/her filing a grievance.

Grievance cases shall be as confidential as possible. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

ARTICLE XVII

Retirement/Severance

All custodians hired into the District on or after July 1, 2006 are not eligible for Section 1.

SECTION 1. Retirement Severance: Employees who are immediately eligible to receive a state retirement pension upon retirement, have ten (10) years seniority in the district, and notify the District of intended retirement no later than two (2) months prior to the retirement date, shall qualify for a payment of up to one half of the value of the first 160 unused sick leave days times their daily rate (hourly rate on schedule and shift differential) of pay less any District contributions to a matching 403(b) as set forth in Section 2 403(b) of this Article in retirement severance compensation.

Subd. 1: Payment shall be made in one lump sum upon retirement to the District's Special Pay Plan in accordance with federal rules and regulations. Deductions, such as state and federal income tax, social security or PERA shall be made only as required by law. If the retiree dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking same, to the estate of the deceased. This section shall not apply to any employee who is discharged for cause by the School District.

SECTION 2. 403(b):

Subd. 1: All employees who are eligible for insurance as set forth in Article VI are eligible for this benefit.

Subd. 2: Effective July 1, 2023, the District shall establish a matching contribution, of up to \$2600.00 per fiscal year allocated on a per pay period basis in a 403(b) matching program for all fulltime employees beginning upon hire.

SECTION 3. Health and Dental Insurance: Benefit eligible and enrolled employees eligible for retirement severance as established by this Article (immediately eligible for a state retirement pension and has ten (10) years seniority) may elect to continue to participate in the District's Health and Dental insurance programs. Effective after ratification of this agreement, one half of the value of the first 160 days of accumulated sick leave and 100% of the value of sick days over 160 shall be allocated to the Health Care Savings Plan for the individual retiring employees.

ARTICLE XVIII

DURATION AND RENEGOTIATION OF AGREEMENT

This Agreement shall become effective on July 1, 2025, and shall continue in full force and effect up to and including June 30, 2027.

Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this Agreement, are hereby superseded.

Either party desiring to terminate or modify this Agreement must notify the other party in writing at least sixty (60) days, but not more than ninety (90) days prior to any anniversary Agreement date thereafter. A notice to desire to modify this Agreement shall set forth proposed modifications sought by the party, and clauses of this Agreement for which no modification is sought shall be renewed automatically. Negotiation with respect to proposed modification may commence at any time after notice of proposed modifications has been given.

In keeping with the philosophy stated in Article I, issues other than compensation may be open for discussion and/or modification by mutual consent of the parties. This item shall not be subject to the grievance procedure.

IN WITNESS WHEREOF, the parties have executed the Agreement as follows:

School Service Employees Local 284

Anoka-Hennepin Independent School District No. 11

Chief Human Resources Officer

Date

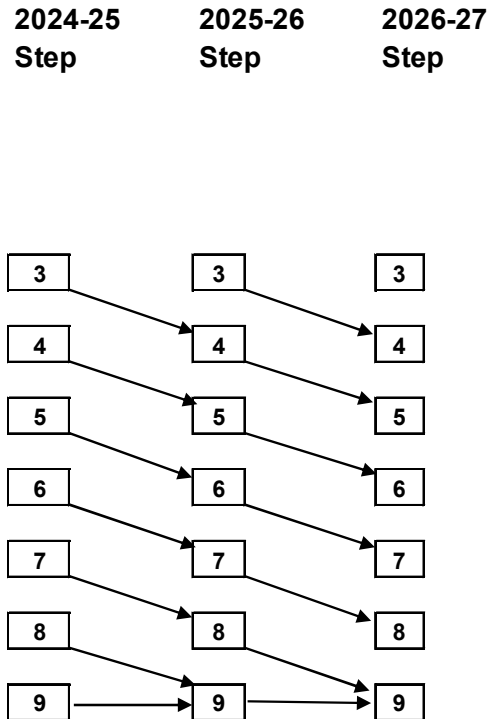
Date

Appendix A: Step Movement

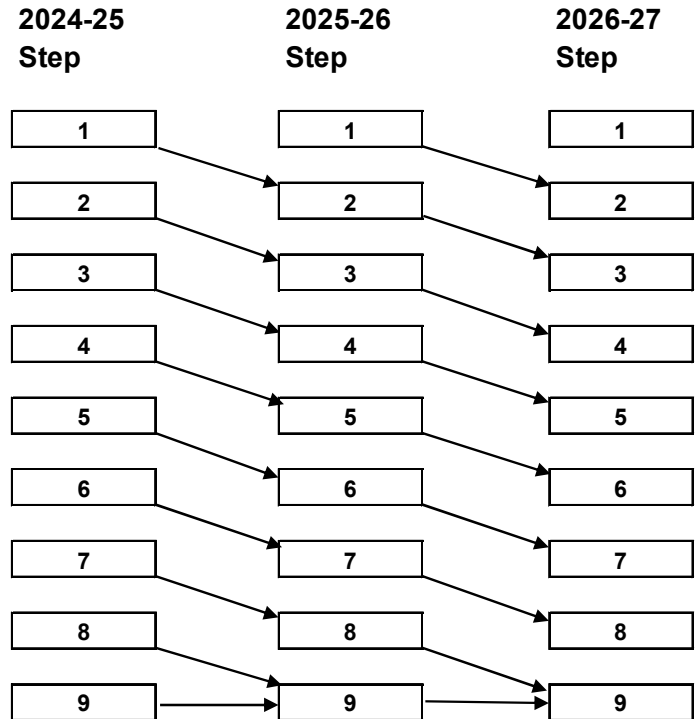
Step Movement will be provided on July 1, 2025 and July 1, 2026 in accordance with the chart shown below

- * Per Article V - Grounds Maintenance hired on or after April 1 of the relevant year will not receive step movement
- Custodians placed on step 3 after April 1 of the relevant year will not receive step movement
- Custodians will be placed on step 2 upon obtainment of a specialist license
- Custodians will be placed on step 3 upon obtainment of a 2nd class boilers license

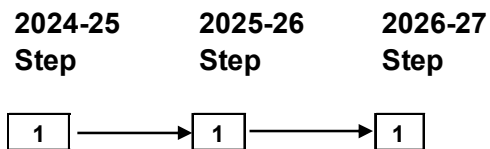
Custodians with Boilers License



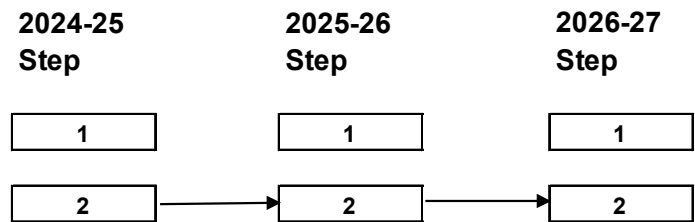
Grounds / Warehouse



Custodians with no License



Custodians with a Specialist License



Memorandum of Agreement
between
Anoka-Hennepin School District #11
and
School Service Employees SEIU, Local 284

WHEREAS, the parties have negotiated a new collective bargaining agreement effective July 1, 2025 through June 30, 2027; and

WHEREAS, the parties discussed reimbursements of employee costs for commercial driver license ("CDL"), electrical licenses, and continuing education units ("CEU") credits for maintenance positions; and additional needed certifications and licenses.

NOW THEREFORE, the parties mutually agree that effective on the signatory date by both parties:

1. For positions in which the District requires said licensure, the District shall reimburse employees as outlined below upon district receipt of proof of:

Minnesota Class B Driver's License for Buildings and Grounds: Warehouse - Drivers - Grounds positions (if required by District); and

Minnesota Electrical Licenses, as pre approved by the Director of Buildings and Grounds, for recognized maintenance specialist - electrical positions (i.e. class A-B journeyworker; maintenance; class A-B master; power limited technician).

Other certificates and licenses which benefit District Operations, as pre approved by the Director of Buildings and Grounds (e.g. CPO, Herbicide and Pesticide, and Certified Playground Safety Inspector).

2. For positions in which the District requires said licensure, the District shall register employees and pay the vendor directly for continuing education as follows:

Continuing Education Unit Credits, as pre approved by the Director of Buildings and Grounds, for recognized maintenance specialist - electrical positions (i.e. CEUs towards licensure for class A-B journeyworker; maintenance; class A-B master; power limited technician).

3. The parties recognize that all agreements contained herein are not precedential in nature and may not be offered in any future preceding.

School Service Employees SEIU, Local 284

Date

Anoka-Hennepin School District

Date

For an explanation or interpretation of the agreement, call your Association or the Labor Relations and Benefits Department.

MASTER AGREEMENT

Anoka-Hennepin Independent School District No. 11

Anoka, Minnesota

and

Anoka-Hennepin School Technical Specialists

Minnesota School Employees Association

Regarding Terms and Conditions of Employment for
School Technical Specialists Employees
(Including Print Shop Employees)

Anoka-Hennepin Independent School District No. 11
July 1, ~~2023~~2025- June 30, ~~2025~~2027

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ARTICLE I - PURPOSE

The purpose of this agreement is to encourage and increase orderly, constructive, and harmonious relationships between the employer and the School Technical Specialists; to establish procedures for the resolution of differences over terms and conditions of employment; to preserve the paramount right of the citizens of this community to the operation of their schools without disruption; and to establish an environment in which the children of this community may receive education of the highest quality. Accordingly, the parties have set forth herein all terms and conditions of employment which have been agreed upon by the employer and the union pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended (hereinafter referred to as the "PELRA").

ARTICLE II - RECOGNITION

Section 1. RECOGNITION:

In accordance with the PELRA, as amended, the School Board, hereinafter referred to as the Board, recognizes the Minnesota School Employees Association, hereinafter referred to as the Association, as the exclusive representative of School Technical Specialists employed by the School Board of Anoka-Hennepin Independent School District No. 11, which exclusive representative shall have those rights and duties as prescribed by the PELRA and as described by this agreement. The terms Board and Association shall include authorized officers, representatives, and agents. Despite references herein to Board and Association as such, each reserves the right to act hereunder by designated representatives.

Section 2. EQUAL APPLICATION:

The provisions of this contract shall be applied equally to all employees in the bargaining unit without discrimination as to race, creed, religion, color, national origin, disability, sex (unless sex is a bona fide occupational qualification), marital status, or status with regard to public assistance.

Section 3. EXCLUSIVITY:

The employer will not during the life of this agreement meet or negotiate relative to terms and conditions of employment with any employee or group of employees who are covered by this agreement except through the exclusive bargaining representative.

Section 4. INCLUSION OF NEW POSITIONS:

If positions are created during the life of this agreement that carry duties and responsibilities similar to employees in the bargaining unit and are not reasonably covered by another employment category, the parties will meet and attempt to agree on

the inclusion or exclusion of the new position in the bargaining unit. If the parties cannot agree, the question will be sent to the director of the bureau of mediation services for a determination of the inclusion or exclusion of such position.

ARTICLE III - LAWS, RULES, AND REGULATIONS

The parties agree to abide by the state and federal laws, and reasonable rules and regulations established by the Board. Such Board rules and regulations will not be in conflict with this agreement.

ARTICLE IV - DEFINITIONS

Section 1. DESCRIPTION OF APPROPRIATE UNIT:

The term School Technical Specialist shall mean all School Technical Specialists, Print Shop Employees, and Curriculum Materials Attendants employed by Independent School District No. 11, Anoka-Hennepin, who are public employees within the meaning of Minnesota Statute 179A.03, subdivision 14, excluding supervisory, confidential, and all other employees.

Section 2. TERMS AND CONDITIONS OF EMPLOYMENT:

Terms and conditions of employment shall mean the hours of employment the compensation thereof including fringe benefits, and the employer's personnel policy affecting the working conditions of the employees.

Section 3. OTHER TERMS:

Terms not defined in this agreement shall have those meanings as defined by the PELRA.

ARTICLE V - SCHOOL DISTRICT'S RIGHTS

Section 1. INHERENT MANAGERIAL RIGHTS:

The Association recognizes that the Board is not required to meet and negotiate on matters of inherent managerial policy, which include but are not limited to such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection, direction, and number of personnel.

Section 2. RESERVATION OF MANAGERIAL RIGHTS:

The foregoing enumeration of Board rights and duties shall not be deemed to exclude other inherent management rights, and management functions not expressly delegated in this contract are reserved to the Board.

Section 3. MANAGEMENT RESPONSIBILITIES:

The Association recognizes the right and obligation of the Board to efficiently manage and conduct the operation of the school district within its legal limitations and with its primary obligations to provide educational opportunity for the students of the school district.

ARTICLE VI - EMPLOYEE RIGHTS

Section 1. RULE, LAW, AND REGULATION:

The School Technical Specialists have all rights awarded them by state and federal rules, laws, and regulations established by the State Board of Education and School Board policies.

Section 2. DUES CHECKOFF:

Technical Specialists who are full members shall have the right to request and shall be allowed dues check off for the Exclusive Representative Organization. The Employer, upon notification by the Exclusive Representative of such Technical Specialists, shall be obligated to check off said fee from the earnings of the Technical Specialists and transmit the same to the Exclusive Representative each regular pay period. Any dispute as to the validity of a specific deduction shall be solely between the Association and the individual employee. The Association warrants that it will indemnify and hold harmless the Employer and any of its agents from any and all actions which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction or lack thereof.

The District will provide the Association access to payroll deductions, employee information, union orientation time, and union access as required under MN Statute 179A.

Section 3. PRIVILEGES UNDER PELRA:

All School Technical Specialists employees in the school district shall enjoy all of the privileges and responsibilities granted to them under the provisions of PELRA.

Section 4. OUTSIDE ACTIVITY:

No exercise of any right of citizenship or any religious or political activity of any union member shall be grounds for disciplinary or discriminatory action with respect to the employment of such member. It is expressly recognized that the private and personal life

of any member is not within the concern of the Board, providing that it does not interfere with the educational program of the Board or the performance of the School Technical Specialist's duties.

Section 5. PERSONNEL FILES:

The district personnel file relating to each individual School Technical Specialist shall be available during regular office business hours to each individual specialist upon written request. The School Technical Specialist shall have the right to reproduce any of the contents of the file at the specialist's expense and to submit for inclusion written information in response to any material contained therein.

Section 6. EMPLOYEE DISCIPLINE:

Subd. 1: A School Technical Specialist shall not be disciplined, reprimanded, or reduced in rank or compensation without just cause.

Subd. 2: Normal discipline will be prescribed in the following manner

- a) Verbal warning
- b) Written warning
- c) Temporary suspension without pay
- d) Termination

If a supervisor meets with an employee to discuss possible written reprimand, suspension, or discharge, the employee may have a union representative present.

Subd 3: Extreme instances may require immediate termination.

ARTICLE VII - ASSOCIATION RIGHTS

Section 1. USE OF FACILITIES:

The Association shall be afforded reasonable use of the school buildings. Prior approval for such use must be obtained from the building principal.

Section 2. TRANSACTION OF BUSINESS:

Duly authorized representatives of the Association shall be permitted to transact official Association business on school premises contingent upon the approval of the building principal, provided that this shall not interfere with nor interrupt the normal operations of the school. The Association may use the District mail service and employee mail boxes for communications to employees. This cannot be used for endorsement of political candidates, and any abuse of this privilege will result in its immediate termination.

Section 3. BULLETIN BOARDS:

The Association has the right to post announcements and notices of its activities and concerns on school bulletin boards designated for such use in accordance with the building policy. The Association shall be responsible to remove notices on a timely basis.

Section 4. ACCESS OF INFORMATION:

Upon request, the employer or the employer's designee agrees to provide the Association information available to it concerning the School Technical Specialist staffing and financial resources of the school district, including the names and addresses and positions in the pay rate schedule of all employees in this bargaining unit and such other information requested by the Association in contract matters or in the processing of a grievance, unless such information is not available pursuant to the Minnesota Government Data Practices Act.

Section 5. TIME OFF FOR EXCLUSIVE REPRESENTATIVE:

The district will provide reasonable time off to elected officers or appointed representatives of the exclusive representative for the purpose of conducting the duties of the exclusive representative including grievance investigation and processing and conferring with district representatives and immediate supervisors with respect to the establishment, interpretation, and application of the provisions of this Agreement. The exclusive representative shall notify his/her immediate supervisor at least two days prior to the use of such time off except in emergency situations.

Section 6. JOB POSTINGS:

In the event a new bargaining unit position is created or a current position is vacant, the president of the Association will be provided with a copy of that job posting. The job posting will include the classification of the position.

ARTICLE VIII - HOURS OF SERVICE

Section 1. WORK YEAR:

The full-time work year shall be 2080 hours, based on 52 weeks at 40 hours per week. The relationship between 2080 hours and the hours actually worked by a specialist will produce the fraction or percentage of any other base time to be calculated. The year that shall be considered shall start on July 1 and end on June 30 of that fiscal year.

Section 2. BUILDING HOURS:

The specific hours of any position may vary according to the need of the program. The specific hour for each position will be designated by the appropriate director, principal, or supervisor.

Section 3. WORKING HOURS:

The normal workday shall consist of eight hours per day and a minimum 30-minute duty free lunch hour shall be provided each employee. Relief breaks of fifteen minutes for each four consecutive hours worked ~~that do not conflict with the needs of service~~ shall be provided.

The normal workday schedule may be flexed upon mutual agreement of the employee and supervisor.

Section 4. OVERTIME:

Hours worked beyond ~~eight hours per day or~~ 40 hours per week shall be paid at a time and one half rate. The overtime worked must be approved by the employee's immediate supervisor except in emergency situations. Compensation time in lieu of overtime may be taken by mutual consent of the employee and the immediate supervisor at the overtime rate. Compensatory time may not exceed 40-60 hours at any time. Hours worked on Saturday, Sunday, or legal holidays will be paid double time if specifically directed and approved by the appropriate supervisor.

Section 5. EMERGENCY CLOSING:

In the event school is closed at any time due to an emergency, employees will not be reduced in compensation.

Section 6. JURY DUTY:

When requested, a School Technical Specialist may serve on jury duty. The employee shall receive his/her salary provided that such employee agrees to return to the employer all wages received for serving on jury duty. This does not include mileage or other reimbursable expenses.

Section 7. MILITARY LEAVE:

School Technical Specialists employees shall be granted military leave as required or allowed by federal or state statutes.

Section 8. CALL-BACK PAY:

Any employee who is required to return to work following the completion of his/her workday shall be compensated by time and one-half the employee's regular rate of pay for a minimum of two hours.

Section 9. NOTIFICATION OF SCHEDULES:

The employer shall provide 30-day written notice to the employee affected by a permanent change in his/her work schedule.

~~Section 10. TEMPORARY CHANGES IN WORK SCHEDULES:~~

~~Any employee who is required by the District to work outside of the hours of 7:00 a.m. to 5:00 p.m. will receive \$1.00 an hour above his/her regular rate of pay for all hours worked that day.~~

Section 11.10. SUBSTITUTE RATE:

A regularly scheduled bargaining unit employee who is assigned to substitute for the print shop production supervisor will receive \$2.00 per hour above his/her regular rate of pay for all hours worked retroactive to the first full day of absence.

ARTICLE IX – RATES OF PAY

Section 1. PLACEMENT ON SCHEDULE:

Subd. 1: The District shall place successful candidates for employment on the salary schedule on an appropriate step level based on the individual candidate's education and job related experience. If the District assigns a candidate above the initial step level, the District will inform the Exclusive Representative of that placement. In the event an in-district employee is selected for employment within the bargaining unit, the probationary period for the position shall extend for ninety (90) days.

Subd. 2: Classification/Reclassification/Notification: The District will classify newly created positions before posting and will notify the exclusive representative of that classification. If the District reclassifies an existing position, the exclusive representative will be informed of the reclassification and the rationale for it.

If an employee seeks a reclassification due to recent and significant changes in the employee's position, the employee may submit a written request for review for reclassification to the ~~General Counsel~~Director of Labor Relations and Benefits along with a copy to the Association and employee's supervisor. Requests must be submitted by October 30th of each year to be considered. The request for review should include detailed reasons for the recommended reclassification. The ~~General Counsel~~District shall consider the request in accordance with its normal job evaluation system processes. The ~~General Counsel~~Director of Labor Relations and Benefits and/or his/her designee shall provide an initial disposition of the matter within thirty (30) days of the request to the employee(s) and the Association. The initial disposition will state that the request has been denied, or that the request is being forwarded to

the District's consultant for further review with an approximate time frame for final determination. The District's disposition of the matter shall be final and binding.

Section 2. SCHEDULE:

Subd. 1: Technical Specialists: Effective July 1, ~~2023~~2025

Step	Class A	Class B	Class C	Class D
2	18.57	21.82	22.68	24.13
3	19.10	22.52	23.33	24.79
4	19.64	23.16	23.98	25.49
5	20.19	23.81	24.58	26.14
6	20.63	24.36	25.28	26.84
7	21.27	25.22	26.14	27.71
8	22.19	26.27	27.24	29.41
Seniority Pre-7/1/13 (10 years)	22.86	27.05	28.06	30.29
Seniority Pre-7/1/08 (15 years)	23.30	27.58	28.61	30.88

Step	Class A	Class B	Class C	Class D
2	19.38	22.72	23.61	25.11
3	19.92	23.44	24.28	25.79
4	20.48	24.11	24.95	26.51
5	21.05	24.78	25.56	27.18
6	21.50	25.34	26.28	27.90
7	22.16	26.23	27.18	28.79
8	23.11	27.30	28.31	30.54
Seniority Pre-7/1/15 (10 years)	23.80	28.12	29.16	31.46
Seniority Pre-7/1/10 (15 years)	24.27	28.67	29.73	32.07

Subd. 2: Technical Specialists: Effective July 1, ~~2024~~2026

Step	Class A	Class B	Class C	Class D
2	19.13	22.47	23.36	24.86
3	19.67	23.19	24.03	25.54

4	20.23	23.86	24.70	26.26
5	20.80	24.53	25.31	26.93
6	21.25	25.09	26.03	27.65
7	21.91	25.98	26.93	28.54
8	22.86	27.05	28.06	30.29
Seniority Pre-7/1/14 (10 years)	23.55	27.86	28.90	31.20
Seniority Pre-7/1/09 (15 years)	24.00	28.40	29.46	31.80

<u>Step</u>	<u>Class A</u>	<u>Class B</u>	<u>Class C</u>	<u>Class D</u>
<u>2</u>	<u>19.63</u>	<u>22.97</u>	<u>23.86</u>	<u>25.36</u>
<u>3</u>	<u>20.17</u>	<u>23.69</u>	<u>24.53</u>	<u>26.04</u>
<u>4</u>	<u>20.73</u>	<u>24.36</u>	<u>25.20</u>	<u>26.76</u>
<u>5</u>	<u>21.30</u>	<u>25.03</u>	<u>25.81</u>	<u>27.43</u>
<u>6</u>	<u>21.75</u>	<u>25.59</u>	<u>26.53</u>	<u>28.15</u>
<u>7</u>	<u>22.41</u>	<u>26.48</u>	<u>27.43</u>	<u>29.04</u>
<u>8</u>	<u>23.36</u>	<u>27.55</u>	<u>28.56</u>	<u>30.79</u>
Seniority Pre-7/1/16 (10 years)	<u>24.06</u>	<u>28.38</u>	<u>29.42</u>	<u>31.71</u>
Seniority Pre-7/1/11 (15 years)	<u>24.53</u>	<u>28.93</u>	<u>29.99</u>	<u>32.33</u>

Section 3. ADVANCEMENT ON SALARY SCHEDULE:

Employees shall advance one step on the salary schedule on July 1 if they have completed 120 days of employment.

Section 4. PAYDAYS:

Paydays will occur every other Friday. If the normally scheduled payday occurs on a holiday, reasonable effort will be made to issue payments on the last working day before the holiday.

Section 5. MILEAGE:

Any employee who is directed by the supervisor to use a private vehicle for any assigned task shall be reimbursed at the prevailing rate of the district upon submitting the proper forms.

Section 6. PROBATION:

New employees shall serve a one (1) year probation period.

Section 7. WORKSHOPS:

At the discretion and with the prior approval of the appropriate supervisor, School Technical Specialists may attend seminars, workshops, or other training sessions directly related to their current assignment. Registration fees shall be paid by the district, and the day counted as a day worked.

Section 8: CLOTHING:

The District shall allocate up to \$150.00 dollars per year for print shop ~~and for daycare~~ employees toward District designated uniforms. Employees will be responsible for keeping uniforms clean and neat.

Section 9: LICENSURE/CERTIFICATION FEES:

For those employees whose positions require licensure/certification, the District will reimburse the cost of that licensure/re-certification fee.

ARTICLE X - VACATION/HOLIDAYS

Section 1. GENERAL:

The full-time work year shall be 2080 hours based on 52 weeks at 40 hours per week. The relationship between the 2080 hours and the hours actually worked by the School Technical Specialist shall produce the fraction or percentage of the vacation/ holiday time that is due. For purposes of vacation accrual, seniority is defined as years of continuous regular District employment as of June 30, of the relevant year. The year that shall be considered shall begin on July 1 and end on June 30. Vacation is accrued and earned for employees on 12 month positions.

Section 2. VACATION CALCULATION earned and prorated on a per pay day basis:

~~Subd. 1: Employees who have less than five (5) years seniority shall earn ten days vacation.~~

Subd. ~~2~~1: Employees who have ~~at least five (5) and~~ less than ten (10) years seniority shall earn 15 days vacation.

Subd. ~~3~~2: Employees who have at least ten (10) and less than fifteen (15) years seniority shall earn 20 days vacation.

Subd. 43: Employees who have at least fifteen (15) and less than seventeen (17) years seniority shall earn 21 days vacation.

Subd. 54: Employees who have at least 17 years seniority and less than twenty (20) years seniority shall earn 22 days vacation.

Subd. 65: Employees who have at least 20 years seniority shall earn 23 days vacation.

Section 3. SCHEDULE:

Subd. 1. All vacation time must be approved in advance by the appropriate supervisor. Employees are encouraged to use their annual accrual within the next fiscal year. Exceptions may be granted by the supervisor.

Subd 2. ~~Normally, the~~The maximum vacation taken during any fiscal year shall not exceed ~~one (1) year's annual accrual~~28 days; however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed with the approval of the employee's supervisor. Employees on twelve (12) month (260 days) assignments may carry over an unlimited amount of vacation days.

Section 4. TERMINAL VACATION:

Employees who have one or more year's seniority and are terminated or resign with adequate notification shall be paid for up to twenty-five (25) days of accrued vacation based on the individual's seniority set forth in Section 2 of this Article. Employees terminated for just cause will not be eligible for terminal vacation payoff. Employees terminated as a result of District elimination of bargaining unit positions are eligible for vacation payoff up to 25 days. Employees who retire may be paid up to forty (40) days of accrued vacation.

Section 5. HOLIDAYS:

All 12-month employees shall have ~~11-12~~ paid holidays and 10-month employees shall have 10 paid holidays. These holidays shall coincide with the school year calendar and will normally be Independence Day, Labor Day, two days at Thanksgiving, two days at Christmas, New Year's Day, Martin Luther King, Jr. Day, President's Day, two days in spring, and Memorial Day. If Juneteenth is observed as an additional School District Holiday for employees, it will become a paid holiday for 12 month employees.

ARTICLE XI - INSURANCE

Section 1. ELIGIBILITY:

The employer shall provide insurance benefits annually for all full-time employees who are employed a minimum of the school term, 40 hours per week.

Section 2. BENEFITS:Subd. 1. Hospitalization-Medical-Major Medical:

A. Single District Contribution: The School Board shall contribute up to ~~\$770.00~~905.00 per month of the premium for single coverage for full-time employees who qualify for and are enrolled in the School District group health and hospitalization plan; effective September 1, ~~2024~~2026, the School Board shall contribute up to ~~\$810.00~~945.00 per month of the premium cost to the District plan for full-time eligible and enrolled employees.

B. Family District Contribution: The District shall contribute up to ~~\$1,375.00~~1,670.00 per month for full-time eligible and enrolled employees towards the premium for family coverage; effective September 1, ~~2024~~2026, the School Board contribution shall be up to ~~\$1,515.00~~1,845.00 per month.

C. Dual Spouse District Contribution: If both married spouses work full time for the District and both are benefit eligible and enrolled, the District shall contribute up to ~~\$2,145.00~~2,575 per month of the premium for family coverage; effective September 1, ~~2024~~2026, the School Board contribution shall be up to ~~\$2,325.00~~2,790 per month.

D. Any additional cost of the premiums shall be paid by the employee via payroll deductions.

Subd. 2. Dental Insurance: The District shall contribute up to a maximum of \$80.00 per month for eligible enrolled employees in accordance with the School District Dental plan. Effective September 1, 2026, the District shall contribute up to \$85.00 per month for eligible enrolled employees in accordance with the School District Dental Plan.

Subd. 3. Income Protection: The employer will pay the premium of income protection insurance for employees who work eight (8) hours or more per day in the normal school year. Employees who are on a long-term disability (LTD) leave shall be allowed to continue participation in any group insurance plan in which they participated prior to going on LTD.

Subd. 4. Term Life Insurance: A \$50,000 term life insurance policy for each employee in the normal school year will be paid by the employer.

Section 3. WORKERS' COMPENSATION:

The employer shall provide workers' compensation as required by law with the following provision: Upon the request of the employee who is absent from work as a result of a compensable injury, the employer will pay the difference between the compensation received pursuant to the Workers' Compensation Act by the employee and the employee's regular rate of pay to the extent of the employee's earned accrual of sick leave.

Section 4. LIABILITY INSURANCE:

The employer shall provide liability insurance on all employees to cover acts of the employees while acting within the scope of their employment. Such policy shall include an errors and omission clause.

Section 5. LEAVE OF ABSENCE COVERAGE:

Employees on approved leave of absence shall be allowed to continue participation in any group insurance plan available (except long-term disability and workers' comp) provided they pay the premium themselves. Questions regarding eligibility for continuation of insurance coverage at the employee's expense during the leave should be directed to the Labor Relations and Benefits Department.

ARTICLE XII - LEAVES OF ABSENCE

Section 1. SICK LEAVE:

All 12 month/40 hours per week employees will be granted fifteen days of sick leave earned and prorated on a per pay day basis at the start of each school year for personal illness, serious illness of a member of the immediate family, or on account of death of a member of the immediate family. The immediate family shall include spouse, children, mother, father, sister, brother, and in-laws of similar degree of relationship as defined under Minnesota state law. Sick leave for full-time school year or part-time or part-year employees shall be prorated.

Sick leave shall accumulate to an unlimited amount.

Any employee who has used less than half of the year's allotted sick leave may choose to buy back up to three unused days at the employee's current wage rate of the salary schedule.

Section 2. PERSONAL LEAVE:

Three days of personal leave per year without salary deduction, the day to be deducted from sick leave, for business transaction, hearing, or consultation which requires the presence of a staff member during working hours and which would be impossible to fulfill at any other time. Personal leave will not be approved for absence resulting from weather conditions and its effect on transportation. Request for personal leave must be submitted to the staff member's first-level supervisor in writing two days in advance except in emergency cases. All requests must have the prior approval of the Labor Relations and Benefits Department. Personal leave days are not cumulative.

Section 3. MATERNITY/CHILD CARE LEAVE:

Maternity/child care leave of absence will be granted in accordance with State and Federal Law and the following regulations:

Subd. 1: A Leave of Absence request shall be submitted to the Employee Services Department at least ninety (90) days before the anticipated delivery or adoption date if possible.

Subd. 2: The Superintendent of Schools or designee shall consider the employee's ability to perform the job assignment, and the wishes of the employee, in determining the starting date for the leave of absence. Notice of the leave will be forwarded to the employee and her supervisor.

Subd. 3: A maternity leave / child care leave is defined as the period of time an employee intends for the convenience and comfort of the employee as well as the care of the child following the birth or adoption of the child. Maternity/child care leave shall normally be no longer than a maximum of twelve (12) weeks per year. Child care leave must commence within the first 12 months of the birth or adoption. The return date shall be aligned with the beginning of school/fiscal/program calendar needs.

Subd. 4: Employees on leave shall have the district contribution of health insurance continued by the District in accordance with District FMLA policies and guidelines.

District seniority shall accumulate during the leave of absence.

An employee may choose to use earned sick leave for the regular duty days included in a maternity/child care leave.

Subd. 5: Circumstances of unusual nature may receive special consideration.

Subd. 6: Employees returning from maternity leave shall return to the same position; in the event the position no longer exists, the provision of Article XIII shall apply. Full-time twelve (12) or ten (10) month employees returning from child care leave shall return to the same position or a comparable position if it exists.

Subd. 7: Sick leave and vacation benefits accumulated at the start of the maternity/child care leave will be granted at the return of the leave.

Section 4. FAMILY/MEDICAL LEAVE:

An employee will be eligible for family medical leave in accordance with state and federal statute.

Section 5. UNPAID ABSENCE:

Absence without pay may be granted at the discretion of the employee's immediate supervisor.

Section 6. EDUCATIONAL LEAVE:

Subd. 1: Eligibility: Employees requesting educational leaves of absence must have completed two full years of employment at Anoka-Hennepin Independent School District No. 11. To qualify for an educational leave of absence, the employee must participate in an educational growth program directed at (1) enhancement of knowledge or skills within his/her current position, or (2) development of new skills or knowledge appropriate to preparation for advancement to another position in the school district.

Subd. 2: Application: The employee must present his/her planned program for educational growth to the appropriate district administrator (the administrator designated to authorize employment decisions for this particular category of employees) and obtain approval and recommendation at least 90 days prior to the starting date of the proposed leave. Final approval shall be at the discretion of the School Board.

Subd. 3: Duration: Educational leaves of absence will be granted for up to one full school year. Continuity of services will be of consideration in the granting of leaves of absence which begin or end at times other than the beginning or ending of the school year.

Subd. 4: Notification of Intent to Return: Any classified employee on an educational leave of absence shall notify the district in writing to the personnel department of the intention to return no later than 90 days prior to the return date previously approved for the leave of absence.

Subd. 5: Benefits: Educational leaves shall be unpaid leaves of absence.

Subd. 6: Return: A classified employee returning from an educational leave of absence shall be offered the same position or, if such position is not available, a comparable position. The employee shall retain previously approved seniority while on educational leave of absence.

ARTICLE XIII - LAYOFF/SENIORITY/TRANSFER

Section 1. SENIORITY:

The employee's seniority date shall be determined by the employee's date of employment. An updated seniority list will be published by May 1 of each year and sent to the exclusive representative of the School Technical Specialists.

Section 2. LAYOFF:

In the event of layoffs due to elimination of position, the District shall give the affected incumbent 30 calendar days' notice. Recognizing the unique nature of each position within this unit, an affected incumbent will have rights to a position held by a less senior employee only if said incumbent has the qualifications and demonstrated ability to perform the duties of the less senior employee. Management reserves the right to make the final selection.

Section 3. RECALL:

Recall rights shall exist for two years from the date of layoff. Employees with recall rights shall be notified of any open positions or any new positions and shall be given the opportunity to request consideration for them under the conditions described in Section 2. Management reserves the right to make the final selection.

Section 4. TRANSFER:

All vacancies or new positions within the scope of this agreement shall be posted at all appropriate work locations for ten days. Employees may apply by submitting an electronic application to the Director of Employee Services. Special consideration will be given to School Technical Specialists, provided the employee is able to demonstrate sufficient ability and qualification to perform the duties of the position. Management reserves the right to make the final selection.

ARTICLE XIV - GRIEVANCE PROCEDURE

Section 1. DEFINITIONS:

Subd. 1: A grievance shall mean a disagreement between a School Technical Specialist and the district as to the interpretation or application of terms and conditions contained in this agreement.

Subd. 2: "Days" mean calendar days excluding Saturday, Sunday, and legal holidays as defined by Minnesota statutes.

Subd. 3: "Service" means personal service or by mail.

Subd. 4: "Reduced to writing" means a concise statement outlining the nature of the grievance, the provisions of the contract in dispute, and the relief requested.

Subd. 5: "Answer" means a concise response outlining the employer's position on the grievance.

Section 2. REPRESENTATIVE:

The School Technical Specialist, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in their behalf.

Section 3. PROCEDURE:

Grievances as defined in SECTION 1 shall be settled in the following manner and the steps set forward must be followed in the order listed within the time limit prescribed.

Step 1 - The grievance shall be orally presented to the supervisor within 20 days after the employee knew or should have known of the alleged violation. No settlement in this step shall be made in violation of the written contract. If a settlement is not reached within two days after oral presentation to the assistant director, the grievance shall be reduced in writing with a clear statement of the issues involved. This shall be sent to the Executive Director of Human Resources with a copy to the supervisor for handling in accordance with Step 2.

Step 2 - The Executive Director of Human Resources shall establish a Step 2 hearing with the aggrieved and the second level supervisor. The Step 2 meeting will be held within five days after the employee has filed the written grievance and at a time and place mutually agreeable to the parties. The Executive Director of Human Resources shall provide an answer to the grievance and forward copies to the employee and to the Association within five days of the Step 2 hearing. If settlement is not reached in Step 2 within three days of disposition, the grievance is referred to Step 3.

Step 3 - Grievances referred to Step 3 shall be discussed between the Association and the General Counsel. This discussion shall take place within five days after the grievance has been referred to Step 3. If agreement is reached as a result of this meeting, the General Counsel shall issue a disposition of the matter which shall be final and binding. If agreement is not reached, the General Counsel shall provide an answer within three days to the Association, and the Association shall then provide within three days, a written notice of its intent regarding arbitration.

Step 4 - If agreement is not reached in Step 3, the aggrieved party shall, at the same time it notifies the General Counsel of its intent, petition the Public Employment Liberal Relations Board for assistance under the rules of PELRA as amended. The arbitrator shall set the time and place for the Step 4 hearing, the method of procedure, and issue all necessary rulings. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of the agreement, and shall only be allowed to rule on those cases that apply to the definition of a grievance as defined in this article. The decision of the arbitrator, if within the scope of his power, shall be binding on both parties with the limitation of PELRA- as amended. The expense and fees of the arbitrator shall be borne jointly by the Board and the Association.

Section 4. RULES:

Any loss of time by the employee and his representatives to attend Step 4 in the grievance procedure shall not be compensated. The number of days indicated at each step of the grievance procedure shall be considered as maximum, and every effort made to expedite the grievance process. The parties by mutual written agreement may waive any step and extend any time lines in the grievance proceeding. However, failure to adhere to the time limits may result in a forfeiture of the grievance or in the case of the employer require mandatory alleviation of the grievance as outlined in the last statement by the exclusive representative or employee.

ARTICLE XV - RETIREMENT/SEVERANCE

For employees hired after July 1, 2007 the sick leave severance set forth in Section 1 is not available.

Section 1. RETIREMENT/SEVERANCE:

Employees who are immediately eligible for a state retirement pension benefit, have ten (10) years seniority in the District, and who notify the District of retirement no later than two (2) months prior to the retirement date and who receive state retirement benefits, shall qualify for up to eighty (80) days of unused sick leave times the daily rate of pay, including seniority less any District contribution to a matching 403(b) as set forth in Section 2, as retirement severance.

- a. Payment shall be made in one lump sum upon retirement to the District's Special Pay Plan in accordance with Federal rules and regulations and Plan documents. Deductions such as state and federal income tax, social security, or PERA shall be made only as required by law. If the School Technical Specialist dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking same, to the estate of the deceased.

- b. This section shall not apply to any School Technical Specialist who is discharged for cause by the school district. The employee notification of retirement shall be waived in the event of District layoff or position elimination for the employee.

Section 2: 403(b)

The School District shall contribute up to \$2,990.00 per year on a per paycheck basis (up to \$115.00 per paycheck over 26 paychecks) towards a matching 403(b) tax-sheltered annuity for all benefit eligible employees.

For employees hired prior to July 1, 2007, each dollar contributed by the School District towards the matching 403(b) shall reduce the Retirement Severance payment, as set forth in Section 1, based on unused sick leave by the same dollar amount.

Section 3: Health and Dental

- a. Health and Dental Insurance: Benefit eligible and enrolled employees eligible for retirement as established by Section 1 may elect to continue to participate in the District's Health and Dental insurance programs.
- b. For benefit eligible employees who are immediately eligible for a state retirement pension benefit, have ten (10) years seniority in the District, and who notify the District of retirement no later than two (2) months prior to the retirement date and who receive state retirement benefits, the value of accumulated sick leave over 80 sick days shall be allocated to the Health Care Savings Plan in accordance with Plan documents for the individual retiring employees.
- c. This section shall not apply to any School Technical Specialist who is discharged for cause by the school district. The employee notification of retirement shall be waived in the event of District layoff or position elimination for the employee.

ARTICLE XVI - DURATION

Section 1. TERMS AND REOPENING NEGOTIATIONS:

This agreement shall remain in full force and effect for a period commencing on July 1, ~~2023~~2025, through June 30, ~~2025~~2027, and thereafter until modifications are made pursuant to the PELRA as amended. If either party desires to modify or amend this agreement commencing on July 1, ~~2025~~2027, it shall give written notices of such intent no later than April 1, ~~2025~~2027. Unless otherwise mutually agreed, the party shall not commence negotiations more than 90 days prior to the expiration of this agreement.

Section 2. EFFECT:

This agreement constitutes the full and complete agreement between the School Board and Minnesota School Employees Association of School Technical Specialists. The provisions herein relating to terms and conditions of employment, supersede and take precedence over any and all prior agreements, resolutions, practices, school district policies, rules or regulations concerning terms and conditions of employment inconsistent with the provisions.

Section 3. FINALITY:

It is further agreed that any matters relating to the current contract term, whether or not referred to in this agreement, shall not be open for negotiations during the term of this agreement except by mutual agreement.

Section 4. SEVERABILITY:

The provisions of this agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not effect any other provision of this agreement or the application of any provisions thereof under different circumstances.

IN WITNESS WHEREOF the parties have executed the agreement as follows:

Anoka-Hennepin School
Technical Specialists

Anoka-Hennepin Independent School
District No. 11

Chief Human Resources Officer

Date _____

APPENDIX A
Technical Specialists

Class A	Bindery
Class B	Curriculum Materials Attendant, Press Operator, Records Clerk, Special Education Computer Specialist
Class C	Graphic Designer, Special Education Accounting Specialist
Class D	Graphic Design Lead, CAPE Center Specialist

The above titles are indicative only of those positions in existence at the time of entering into this contract, and are not a guarantee of continuance.



LABOR RELATIONS UPDATE

November 10, 2025

LABOR RELATIONS UPDATE



Purpose

- **Policy 209 Negotiations Code of Ethics:**
Administration will review the status of negotiations at public School Board meetings.
- **Note:** Consistent with the Open Meeting Law and PELRA - detailed negotiation discussions are addressed in closed sessions of the School Board.

CONTRACT NEGOTIATIONS



Bargaining Goals

- **Collaborative bargaining process** focused on finding mutual gains and solving shared problems
- **Legally sound** and **operationally manageable** agreement with clear and concise language
- **Recruitment and retention** of high quality staff
- **Fiscally responsible** steward of taxpayer money, within fixed budget

BUDGET FACTS



FY26 General Fund salaries and benefits total \$539 million

- 1% increase on salaries and benefits is equal to \$5.39 million.
- 1% increase on the basic general ed formula is equal to \$3 million.
- Salaries and benefits are approximately 82% of the general fund budget.

FY26 budget includes a 2.5% increase in salaries and 5% increase in benefits.

EMPLOYEE GROUPS



Background information

Anoka-Hennepin Schools is comprised of 18 employee groups:

- 5 unaffiliated groups: administrators/supervisors, sr leadership, confidentials, misc E-12, misc. community education.
- **13 collective bargaining groups:**
 - 2025-2027 master agreements: community school coordinators, school service employees, technical specialists.
 - 2024-2026 master agreements: building supervisors, child nutrition site supervisors, education office professionals, paraeducators.
 - 2023-25 master agreements: child nutrition assistants, education support specialists, principals, teachers, school office supervisors, special education supervisors.

OPEN CONTRACTS



Negotiation meeting status

Employee group	Exclusive representative	# of employees	Meeting status
Teachers (including ABE, ECFE, Preschool)	Anoka Hennepin Education Minnesota, Local 7007	3267	Mediation 2: November 6
Principals	Anoka-Hennepin Elementary and Secondary Principals' Association	126	4: November 14
Child nutrition assistants	Minnesota School Employees Association	217	3: Nov 18
School office supervisors	Anoka-Hennepin Office Professional Supervisors Association	42	1: Nov 12

ADDITIONAL OPEN CONTRACTS



Negotiation meetings scheduled

Employee group	Exclusive representative	# of Employees
Community school programmers and early childhood screeners	Anoka-Hennepin Education Minnesota	9
Special Education Administrators	Special Education Program Supervisors Association	15

NEXT STEPS



- Provide regular updates at School Board meetings.
- Update ahschools.us/negotiations



THANK YOU

Comments and questions?