



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

**School Board Meeting**  
**Monday, February 23, 2026**  
**AGENDA**

1. **Call to Order (1 minute)**  
02-23-26 Important Dates 4
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
  - 4.A. Minutes from February 9, 2026 School Board Work Session - **A**  
Jeff Simon, Board Clerk  
  
Appendix A 5
  - 4.B. Retirements, Resignations, Terminations, Leaves and Modified Leaves of Absence, Sabbaticals, Appointments - **A**  
Shelly Leciejewski, Director of Employee Services  
  
Appendix B 10
  - 4.C. Cash Disbursements Report - **A**  
Jennifer Beck, Director of Finance  
  
Appendix C 14
  - 4.D. Cash Balance Report - **A**  
Jennifer Beck, Director of Finance  
  
Appendix D 15
  - 4.E. Donations & Scholarship Report - **A**  
Jennifer Beck, Director of Finance  
  
Appendix E 16
  - 4.F. Monthly Revenue & Expenditures - **A**  
Jennifer Beck, Director of Finance  
  
Appendix F 19
  - 4.G. City of Andover & Anoka County Sheriff's Office - School Resource Officer Contract - **A**  
Greg Cole, Chief Operations Officer  
  
Appendix G 21
  - 4.H. #26038B - ESC & RTLC Cooler/Freezer Replacement - **A**  
Tiffany Audette, Director of Purchasing  
  
Appendix H 27

4.I. #26037B - Jefferson & Madison ES Cooler/Freezer Replacement - A Tiffany Audette, Director of Purchasing	
Appendix I	28
4.J. 2026-2027 District Strategic Priorities - A Cory McIntyre, Superintendent	
Appendix J	29
4.K. 2026 District Legislative Platform - A Cory McIntyre, Superintendent	
Appendix K	30
4.L. Medical Insurance Administrator - A Dr. Jennifer Cherry, Chief Human Resources Officer, Todd Mensink, Director of Labor Relations & Benefits	
Appendix L	32
4.M. Immunization Exclusions as required by Statute 121a.15 - A Kathy Schulz, Health Services Coordinator	
<b>5. Communications, Delegations &amp; Petitions (15 minutes)</b>	
<b>6. Board Calendar &amp; District Update (10 minutes)</b> Cory McIntyre, Superintendent	
<b>7. Elementary and Secondary Education (15 minutes)</b>	
7.A. American Indian Education Annual Update & Compliance Documents (15 minutes) - A Tom Shaw, Director of Student Services, Mindy Meyers, Indian Education Program Coordinator, Kimberly Brenden, AIPAC Chair, Andrea Small, AIPAC Vice Chair & JOM Member	
Appendix M	33
Appendix M.1	52
Appendix N	58
<b>8. General Counsel (25 minutes)</b>	
8.A. 410.0 Paid Leave Policy - First Read (10 minutes) - C Tim Palmatier, General Counsel, Dr. Jennifer Cherry, Chief Human Resources Officer, Jessica Rogers, Associate General Counsel	
Appendix O	59
8.B. 605.0 Shared Time Policy - First Read (10 minutes) - C Tim Palmatier, General Counsel	
Appendix P	63
8.C. 907.0 Rewards Policy, Repeal (5 minutes) - A Tim Palmatier, General Counsel	
Appendix Q	66
<b>9. Labor Relations &amp; Benefits (5 minutes)</b>	
9.A. Authorize 2025-2027 Special Education Administrators Master Agreement (5 minutes) - A Dr. Jennifer Cherry, Chief Human Resources Officer	

10. **Board Correspondence & Communication**

11. **Closed Session (30 minutes)**

11.A. Private Student Data (30 minutes)

Tim Palmatier, General Counsel

12. **Adjourn**

# ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

February 23, 2026

## Dates to Remember

- 1. February 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. February 25 AHEM Town Hall. AHEM Office, 5:30 p.m.
3. March 3 School Board Student Growth Recognitions, Anoka High School, 6:30 p.m.
4. March 5 End of Trimester Two
5. March 6 Staff Planning, Grades, No Students
6. March 9 PLC/Staff Development, Para Staff Development, No Students
- 7. March 9** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
- 8. March 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
9. March 25 School Board Student Growth Recognitions, Blaine High School, 6:30 p.m.
10. March 30-31 Spring Break, No School
11. April 1 Spring Break, No School
12. April 2-3 Holiday, District Closed
13. April 6 Board Policy Committee, Educational Service Center, 4:30 p.m.
- 14. April 13** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**



Linda Hoekman  
**CO-CHAIR**



Michelle Langenfeld  
**CO-CHAIR**



Jeff Simon  
**CLERK**



Matt Audette  
**TREASURER**



Zach Arco  
**DIRECTOR**



Kacy Deschene  
**DIRECTOR**

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**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 work session on **Monday, February 9, 2026**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Linda Hoekman called the meeting to order at 5:30 p.m.

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

Jeff Simon motioned to approve the Board Agenda. Dr. Michelle Langenfeld seconded. Motion passed on a 5-0 vote.

**CONSENT AGENDA**

Jeff Simon moved and Kacy Deschene seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the January 26, 2026 School Board Regular Meeting.
- b. **Personnel items** as follows:

**RETIREMENTS**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Mary Allison	Blaine High, Teacher Family Consumer Sci	06/08/2026
Jodi Baker	Educational Svc Ctr, Teacher SA-Coach	06/08/2026
Lynn Billett	Sunrise Elementary, Teacher Grade 5	06/30/2026
Melinda Bisek	Coon Rapids Family Center - Eval Team, Teacher SLD	06/08/2026
Ellen Butorac	Rum River Elementary, School Office Supervisor	07/01/2026
Cynthia Carlson-Paetznick	Verndale, Teacher D/HH	06/08/2026
Michael Doyle	AH Technical High, Teacher Social Studies	06/08/2026
Kellie Duff	Anoka High, ParaEducator Special Education	12/03/2026
Peder Engebretson	Andover High, Teacher English	06/08/2026
Linda Germann	Sand Creek Elementary, Teacher Grade 2	06/08/2026
Jeanine Grimmer	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	06/05/2026
Sandra Gunderson	Wilson Elementary, Teacher Grade 5	06/08/2026
Alice Hanley	Rum River Elementary, ParaEducator Technology	06/09/2026
Marla Kohl	Anoka High, Teacher American Sign Language	06/08/2026
Betsy Lawson	Crooked Lake Elementary, Teacher Speech Clinician	06/08/2026
Ruth Morgan	Jackson Middle, Teacher Music Secd Choir	06/08/2026
Esther Motyka	Educational Svc Ctr, CNP Mgr-Site Op & Food Safety	03/13/2026
Marcia Murphy	Roosevelt Middle, ParaEducator Spec Ed Cntr Base	06/05/2026
Elizabeth Quist	Brookside Elementary, Teacher Grade 5	06/09/2026
Carol Raeker	Adams Elementary, Teacher Academic Support	06/30/2026
Michele Regenscheid	Oak View Middle, Teacher Grade 6	06/08/2026
Gary Ritter	Rum River Elementary, A+ Site Leader full year	06/05/2026
Keith Rose	Oxbow Creek Elementary, Teacher Grade 5	06/08/2026
Nancy Salmon	Oxbow Creek Elementary, Teacher Literacy Intervention	06/08/2026
Teresa Schieffer	Educational Svc Ctr, Data Operations Manager	08/07/2026
Nancy Stumpf	Blaine High, Teacher English	06/09/2026
Carol Zimmerman	Lincoln Elementary, Teacher E/BD	12/04/2026

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Angelica Atkinson	Leave Of Absence, Teacher Grade 1	06/30/2026
Tracy Brynelsen	Blaine Early Childhood Ctr, Teacher Speech Clinician	02/27/2026
Emma Coronado	Hamilton Elementary, Teacher Media Specialist Elem	06/08/2026
Kara Ekman	Oxbow Creek Elementary, Teacher Grade 2	06/30/2026
Emily Eng	Johnsville Elementary, Teacher Grade 1	06/30/2025
Patrick Geiger	Coon Rapids High, Teacher Music Secd Choir	06/30/2026
Nicholas Johnson	Leave Of Absence, Teacher Math	06/30/2026
Elena Manderfield	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	06/05/2026
Kimberlye McKenzie	Ramsey Elementary, Teacher Grade K	06/08/2026
Lori Onstad	CED - ECFE, Preschool Instr-Casual	05/01/2025
Heidi Peterson	Ramsey Elementary, Teacher Academic Support	06/30/2026
Morgan Reel	Roosevelt Middle, Teacher Media Specialist Secd	06/30/2026
Rebecca Reith	Adams Elementary, Teacher Grade 1	06/08/2026
Alyssa Stikkan	Educational Svc Ctr, Teacher SA-QComp Peer Coach	06/30/2026
Megan Taylor	Hamilton Elementary, Teacher DD	06/30/2026

**LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Robert Baker	Educational Svc Ctr, B/G Maint Spec Mnt	02/02/2026	03/27/2026
Tyler Bakken	Anoka High, Teacher Music Secd Orchestra	02/02/2026	03/20/2026
Toby Ban	Oak View Middle, Teacher Social Studies	01/20/2026	01/23/2026
Daniel Bell	Blaine High, Teacher Phys Ed Secondar	01/05/2026	02/03/2026
Kelly Beulke	Coon Rapids High, Teacher Science	01/07/2026	01/22/2026
Jeanne Bolstad	Jefferson Elementary, Teacher Academic Support	07/01/2026	06/30/2031
Shelon Bormann	Johnsville Elementary, Teacher SA-Coach Literacy Spec	07/01/2026	06/30/2031
Alexandra Brinda	Sunrise Elementary, Teacher SA-Tal Devl	07/01/2026	06/30/2027
Heather Bushard	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	11/24/2025	12/23/2025
Kim Butalla	Anoka Middle - Washington Campus, Teacher Art Secondary	07/01/2026	06/29/2029
Jodi Buysse	Jefferson Elementary, Teacher Academic Support	07/01/2026	06/30/2031
Kelly Freeborg	Jackson Middle, Teacher Science	07/01/2026	06/07/2029
Susan Hagerty	Anoka High, Asst Principal High School	07/01/2026	06/29/2029
Kelsey Hrdlicka	Dayton Elementary, ParaEducator Spec Ed Cntr Base	01/12/2026	04/24/2026
Jennifer Keller	Sunrise Elementary, Teacher Grade 2	07/01/2026	06/30/2031
Maribeth Ladouceur	Anoka High, ParaEducator Special Education	01/26/2026	03/10/2026
Sarah Leo	Champlin Brooklyn Park Academy, Preschool Inst-Full Time Bene	01/05/2026	05/22/2026
Gina Lewis	Ramsey Elementary, Educ Office Prof School Year	01/22/2026	02/03/2026
Patrick Lijewski	Champlin Park High, Teacher Math	07/01/2026	06/29/2029
Lynda Ludbrook	Northdale Middle, Teacher Grade 6	07/01/2026	06/30/2031
Caitlin McCarthy	Anoka High, Teacher French	01/09/2026	04/09/2026
Cheri McQuay	ESC-Special Ed, Teacher MSH	07/01/2026	06/30/2031
Madeline Michel	Sunrise Elementary, Teacher ABS (AcadBehav)	07/01/2026	06/30/2027
Alexandra Mortenson	Rum River Elementary, ParaEducator Spec Ed Cntr Base	01/20/2026	03/09/2026
Lindsay Murray	Anoka Middle - Washington Campus, Teacher Grade 6	01/05/2026	01/30/2026
Rachel Parker	CED - ECFE, ECFE Child Educator FT Benefit	01/26/2026	04/24/2026
Andrew Paulsen	Jackson Middle, Teacher E/BD	01/15/2026	02/25/2026
Neal Pearce	Educational Svc Ctr, Child Nutrition Training Coord	02/02/2026	02/27/2026

Michelle Powers	Coon Rapids Middle, Teacher English	07/01/2026	06/29/2029
Madison Pray	Roosevelt Middle, Teacher ABS (AcadBehav)	01/20/2026	04/03/2026
Rebecca Reimers	Anoka High, Teacher Spanish	02/11/2026	02/20/2026
Debbie Richter	Educational Svc Ctr, HR Generalist - Substitutes	02/25/2026	03/18/2026
Manal Sarhan	River Trail Learning Center, Teacher Adapt Phy Ed	01/05/2026	01/15/2026
Mary Scales	University Ave Elementary, Teacher Literacy Intervention	07/01/2026	06/30/2031
Martha Schwerr	Educational Svc Ctr - Transportation, ParaEducator Bus	12/23/2025	03/16/2026
Brent Strand	Jefferson Elementary, ParaEducator Spec Ed Cntr Base	01/14/2026	01/29/2026
Nancy Stumpf	Blaine High, Teacher English	07/01/2026	06/29/2029
Karlynn Tyler	Hoover Elementary, Teacher Grade 1	07/01/2026	06/30/2027
Andrea Wiehe	Sunrise Elementary, Teacher SA-Coach Literacy Spec	01/12/2026	01/16/2026
Donna Wippler	Morris Bye Elementary, Teacher Grade 1	04/06/2026	04/04/2031

**MODIFIED LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Darnel Aschenbach	Blaine High, ParaEducator Spec Ed Cntr Base	01/05/2026	02/26/2026
Elizabeth Brossart	Jackson Middle, Teacher English	07/01/2024	06/30/2027
Courtney Decowski	Andover Elementary, Teacher E/BD	07/01/2024	06/30/2027
Amy Elder	Monroe Elementary, Teacher Social Worker	07/01/2024	06/30/2027
Deanna Evans	Jefferson Elementary, Teacher Phys Ed Elementary	01/07/2026	02/06/2026
Kathleen Ewing	Coon Rapids Middle, ParaEducator Health	01/05/2026	01/19/2026
Jill Farrell	Blaine High, Teacher English	07/01/2026	06/30/2031
Megan Follick	Roosevelt Middle, Teacher English	07/01/2023	06/30/2027
Deanna Gronseth	Dayton Elementary, Teacher Grade K	07/01/2025	06/30/2027
Marissa Haffele	University Ave Elementary, Teacher Grade 3	07/01/2023	06/30/2027
Cadenn Happke	Educational Svc Ctr, B/G Whse Driver	01/06/2026	02/19/2026
Katie Houlton	Wilson Elementary, Teacher Grade 3	07/01/2025	06/30/2027
Kristin Hovdet	Jackson Middle, Teacher Math	07/01/2025	06/30/2027
Lisa Humble	Johnsville Elementary, Teacher Grade 5	07/01/2025	06/30/2027
Marla Kohl	Anoka High, Teacher American Sign Language	07/01/2024	06/08/2026
Robert Miller	Coon Rapids High, Teacher Career-Technical	12/19/2025	01/20/2026
Kaylea Nelson	Jackson Middle, Teacher ABS (AcadBehav)	07/01/2025	06/30/2027
Corinna Nunnery	Oxbow Creek Elementary, A+ Site Coordinator full year	06/27/2025	03/02/2026
Amanda Olsen	Anoka Middle - Fred Moore Campus, Teacher Family Consumer Sci	07/01/2024	06/30/2027
Kathryn Pederson-Perovich	ESC-Special Ed, Teacher Occupational Therapist	04/06/2026	05/11/2026
Jennifer Pena	S.T.E.P., Teacher Health Careers	01/05/2026	02/13/2026
Shauni Podkopacz	Sunrise Elementary, Teacher SLD	07/01/2025	06/30/2027
Kesha Quade	Madison Elementary, Teacher Grade 1	07/01/2022	06/30/2027
Lauren Schlecht	Evergreen Park Elementary, Teacher Grade K	07/01/2023	06/30/2027
Meghan Schneider	Johnsville Elementary, Teacher Grade 3	07/01/2024	06/30/2027
Kuntrell Travis	Oxbow Creek Elementary, ParaEducator Elementary	12/15/2025	01/26/2026
Gina Uebel	Leave Of Absence, ParaEducator Spec Ed Cntr Base	11/20/2020	06/30/2027
Kathleen Ward	Anoka High, Teacher English	07/01/2023	06/30/2027
Sylvia Warren	Crooked Lake Elementary, A+ PT CCA - Ln 1	01/05/2026	01/30/2026
John Wolhaupter	Educational Svc Ctr, Teacher SA-TALS	07/01/2025	06/30/2027
Leanne Ziegeweid	ESC-Special Ed, ParaEducator Special Ed COTA	12/04/2025	02/06/2026

**SABBATICALS**

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

**APPOINTMENTS**

20260209 1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Elementary</b>					
Paige Kolanski	Champlin Brooklyn Park Academy, Teacher Grade 1	01/26/2026	Bachelors/1	0.4866	\$24,346
Kaiyre Lewis	Monroe Elementary, Teacher Grade 3	01/30/2026	Bachelors/1	0.4652	\$23,275
Noelle McCarthy	Crooked Lake Elementary, Teacher EL LTS	02/03/2026	Bachelors/1	0.3476	\$17,390
May Upton	Morris Bye Elementary, Teacher Academic Support	01/26/2026	Masters/4	0.4866	\$30,648

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Secondary</b>					
Jeanne Adams	Anoka High, Teacher World Language LTS	01/12/2026	Bachelors/1	0.2694	\$13,478
Kevin Berdine	Anoka High, Teacher Music Secondary LTS	02/02/2026	Masters/20	0.1818	\$16,310
Bethany Olson	Coon Rapids Middle, Teacher Math LTS	01/20/2026	Bachelors+30/14	0.2620	\$19,459

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Special Education</b>					
Stephanie Pemberton	Champlin Park High, Teacher ABS (AcadBehav)	11/18/2025	Bachelors/1	0.6898	\$34,512

Name	Current or Most Recent Position	Effective Date	Days	Salary
<b>Administrative</b>				
This section returned no records				

- c. Approved Immunization Exclusions as required by Statue – names and specifics are not included because of data privacy.

Motion passed on a 5-0 vote.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar: Anoka-Hennepin has worked hard to support its students and families and keep families and the community informed. In the spirit of transparency, he presented information for the school board and community during his Superintendent's Report at the Jan. 26 meeting. Not all members were at that meeting and there was some discussion and a call to action as a district and he wanted to ensure board members and the community are aware of the district's efforts and actions that have been taken since the last board meeting. Since that date, community communication has addressed school and community safety and our network of student and family support through messages sent to all families, viewed by 45,000 people. Encouraged families and students to connect with their school with attendance concerns and to explore options for continuing education remotely on a temporary basis. Continued to update and provide resources and links at our [ahschools.us/immigration](https://ahschools.us/immigration) web page. Shared information in our monthly FOCUS e-newsletter sent to all families on February 4 - (last week) that included resources for families on how to navigate conversations with their children about immigration enforcement activities and their impact on our schools and community. Media coverage in MPR News, local ABC Newspapers, social media by local legislators, responded to national media here in the Twin Cities such as the New York Times. Staff communication addressed resources for staff and ensured awareness of the district's plan regarding this issue. Viewed 11,500 times (8000 staff). Shared the public resources with staff, the message sent to families along with a resource page for staff on our district intranet page. The newsletter attracted 38,000 views, and over 50 families clicked on the resource links provided. At the January board meeting and in our community and staff messages we shared our district plan for attendance and academic support: When concerns regarding ICE activity began to emerge, school principals, teachers, social workers, counselors and other caring staff members took immediate action to address school attendance and created plans to continue learning for students who shared personal safety concerns. The district continues to support a school-based, student-centric approach, providing an individualized or customized plan for each family. These supports provide schools with the most practical and impactful tools to do

our best to maintain engagement, access, and academic progress for students in their time of need. Please know our current approach to addressing individual needs through their school allows for greater connection with staff and meets student needs with our current resources. The district's learning and achievement team will continue to develop and make available ready-to-use online and print instructional materials for our teachers and staff that are designed to help students remain connected, providing grade-level learning and minimizing instructional disruption during absences as much as possible. Families or students who want to request this type of support should reach out directly to their school counselor, social worker or school administrator to connect with the resources available. Superintendent McIntyre also reported that the district has had two verified incidents involving ICE since the last update. The first involved immigration agents parked in the parking lot of an elementary school. Law enforcement, our safety and security team, and school administrators collaborated to have the agents leave the premises, which they complied with. The second incident involved immigration agents following a school bus and approaching an adult as students were boarding. In both cases, students and families remained safe. All reports are investigated thoroughly, and appropriate communication plans are developed in coordination with relevant parties. Board members have received questions regarding a lawsuit filed by Education Minnesota and two school districts against ICE. The suit is based on a claim that the federal government is violating federal law by improperly changing long-standing policies that previously restricted enforcement at sensitive locations. The plaintiffs are seeking an injunction to reinstate the previous policy and prevent enforcement activities within 1,000 feet of school locations such as schools, school buses/transportation and school bus stops unless they have a judicial warrant. We can discuss any specifics regarding this litigation in the closed session with our general counsel.

The work session then continued with the following agenda items: Learning and Achievement Curriculum Adoption Process, Medical Insurance Administration Update, Enrollment Center Update, 2026-2027 District Strategic Priorities, 2026 District Legislative Platform.

Director Deschene noted that February is I Love to Read Month, with many activities taking place across our schools. She encouraged students to engage in reading and shared two of her favorite children's books, "Little Bears, Little Boat" and the Mercy Watson series. Co-Chair Langenfeld highlighted the Battle of the Books event and shared her upcoming visit to Jackson Middle School to attend their Battle of the Books competition, as well as attending her first 6th grade orchestra concert. She expressed appreciation for the district's strong commitment to the arts, which she values greatly. Additionally, she mentioned the Anoka-Hennepin Educational Foundation event from the previous weekend and highlighted the excellent presentation on Outdoor Adventures.

Co-Chair Linda Hoekman proposed under Minnesota Statute 13D.05 subd. 3(b) that they move into a closed session to deal with matters of attorney client privilege (Discussion Re Fridley v. Noem Civil File 026-cv-01023). The closed session was held in the Michael Sullivan Room. Jeff Simon motioned, and Kacy Deschene seconded the motion to go into closed sessions. Motion carried.

Co-Chair Linda Hoekman recessed the meeting at 7:35 p.m. The meeting reconvened in closed session at 7:40 p.m. to discuss matters of attorney client privilege.

The meeting reconvened in open session at 8:25 p.m. Jeff Simon moved and Zach Arco 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**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Susan Barto	Monroe Elementary, ParaEducator Special Education	06/05/2026
Karla Bell	Educational Svc Ctr, Transportation Route Coord	04/06/2026
Deanna Bloodgood	Educational Svc Ctr, Educ Office Prof Comm Ed	05/22/2026
Tudy Felix	Educational Svc Ctr, Educ Office Prof	07/07/2026
Joseph Hall	Champlin Park High, Teacher Career-Technical	06/08/2026
Lisa Howard	Rum River Elementary, ParaEducator Elementary	03/27/2026
Paula Mccusker	Monroe Elementary, Teacher SA-Coach Literacy Spec	06/08/2026
Lynn Ostlund	Anoka Middle - Washington Campus, ParaEducator Special Education	06/05/2026
Gretchen Schroeder	Jackson Middle, Child Nutrition Site Supv	06/08/2026
Nancy Scott	Rum River Elementary, ParaEducator Elementary	06/05/2026
Lance Wicks	Anoka High, Asst Principal HS Athletics	07/10/2026

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Bruce Belden	Coon Rapids High, ParaEducator Special Education	02/06/2026
Marcia Ford	Andover High, Head Coach	11/01/2025
Deborah Hedrington	Coon Rapids High, Teacher MMH	12/04/2025
Kari Stutelberg-Hines	Two Rivers Transition Program, Teacher ASD (AutismSpectrum)	06/08/2026
Julie Swanson	Coon Rapids High, Teacher Nurse	02/20/2026
Chase Vasquez	Coon Rapids High, Head Coach	02/13/2026
Kenneth Weikel	Andover High, Head Coach	06/05/2025

## 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
Shrmake Ahmed	University Ave Elementary, A+ PT CCA - Ln 1	01/05/2026	01/23/2026
Jacob Andersen	University Ave Elementary, A+ Site Leader full year	01/23/2026	03/09/2026
Jennifer Beck	Educational Svc Ctr, Director Finance	01/06/2026	01/16/2026
Natalie Beyer	Oxbow Creek Elementary, Teacher Grade K	02/11/2026	05/12/2026
Tana Brakke	Riverview Early Childhood Ctr, Teacher Speech Clinician	01/20/2026	05/01/2026
Ruth Bratsch Landaeta	Oak View Middle, Educ Office Prof Comm Ed CSchl	02/25/2026	03/26/2026
Kathryn Cain	ESC-Special Ed, Teacher Speech Clinician	02/23/2026	05/15/2026
Penny Carda	Educational Svc Ctr, Teacher SA-Coach	07/01/2026	06/30/2031
Ashley Clarke	Johnsville Elementary, ParaEducator Special Education	02/10/2026	02/24/2026
Susan Dahlen	Home Address, Sub Child Nutrition Assistant	01/21/2026	03/27/2026
Lauren Ferrera	Northdale Middle, Teacher Counselor	02/04/2026	05/01/2026
Erin Gandrud	Anoka Middle - Fred Moore Campus, Teacher Social Studies	03/16/2026	06/08/2026
Ginger Garfield	ESC-Special Ed, Teacher Occupational Therapist	02/05/2026	04/28/2026
Kori Gasser	Oxbow Creek Elementary, Teacher Grade 4	01/14/2026	01/28/2026
Shelley Gormsen	Andover Elementary, Child Nutrition Assistant FT	02/24/2026	05/22/2026
Sandra Gunderson	Wilson Elementary, Teacher Grade 5	02/19/2026	04/30/2026
Vanessa Handt	Madison Elementary, Teacher Grade 1	02/11/2026	06/08/2026
Whitney Hansen	Jefferson Elementary, Teacher Speech Clinician	01/22/2026	03/04/2026
Mary Hunt	Champlin Brooklyn Park Academy, Teacher Grade 1	02/09/2026	05/22/2026
Kathryn Jensen	Madison Elementary, Teacher K5 Core Inst Support	01/08/2026	04/09/2026
Kurt Johnson	Adams Elementary, ParaEducator Special Education	02/19/2026	03/05/2026
Ann Katorosz	Dayton Elementary, Teacher Grade K	02/20/2026	04/03/2026
Cheri McQuay	ESC-Special Ed, Teacher MSH	01/26/2026	05/01/2026
Christine Merschman	Riverview Early Childhood Ctr, Preschool Asst Instructor	03/10/2026	05/19/2026
Thomas Miller	Anoka High, Teacher Career-Technical	03/02/2026	04/03/2026
Karin Obermeier	Mississippi Elementary, ParaEducator Spec Ed Cntr Base	02/04/2026	02/12/2026
Jennifer Paulson	Rum River Elementary, Teacher DD	01/16/2026	01/23/2026
Dianne Peterson	Blaine High, Teacher Reading Secondary	07/01/2026	06/29/2029
Daria Reineccius	Oxbow Creek Elementary, Teacher ABS (AcadBehav)	01/26/2026	04/17/2026
Nicole Solberg	Eisenhower Elementary, ParaEducator Elementary	02/02/2026	02/24/2026
Michele Sorman	Family Welcome Center, ESL Intake Specialist	03/24/2026	06/15/2026
Scott Storrick	Coon Rapids High, Teacher Career-Technical	07/01/2026	06/29/2029
Ka Vue	Dayton Elementary, Child Nutrition Assistant PT	01/29/2026	02/06/2026
Sesalie Warren	Hamilton Elementary, Teacher E/BD	02/09/2026	03/23/2026
Miyuki Watson	Sorteberg Early Childhood Ctr, Para Sped ECSE center base	01/22/2026	02/20/2026
Hannah Wetterhahn	Wilson Elementary, A+ PT Site Leader	04/13/2026	05/28/2026
Shirley Wilk	Coon Rapids High, ParaEducator Special Education	04/13/2026	05/22/2026
Alyssa Williamson	Champlin Brooklyn Park Academy, ParaEducator Spec Ed Cntr Base	01/26/2026	02/27/2026
Linnea Yadav	Champlin Brooklyn Park Academy, School Office Supervisor	02/12/2026	06/17/2026

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.

**MODIFIED LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Nicole Amor	Champlin Park High, Teacher ABS (AcadBehav)	12/23/2025	05/08/2026
Alyssa Arend	Rum River Elementary, Teacher DD	12/12/2025	03/27/2026
Alissa Berthiaume	Morris Bye Elementary, Teacher Speech Clinician	12/23/2025	05/12/2026
Blair Curtis	River Trail Learning Center, Teacher ASD (AutismSpectrum)	10/27/2025	03/09/2026
Kassandra Geiselman	Blaine High, Teacher Counselor	12/22/2025	04/17/2026
Jennifer Gimble	Champlin Brooklyn Park Academy, Teacher K5 Core Inst Support	09/12/2024	05/22/2026
Kylie Grimmer	Sand Creek Elementary, ParaEducator Health	01/05/2026	05/14/2026
Deborah Hedrington	Coon Rapids High, Teacher MMH	08/25/2025	12/04/2025
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	04/06/2026
Jeffrey Knox	Educational Svc Ctr, Tech Support Specialist II	01/05/2026	03/27/2026
Andrea Lo	Jefferson Elementary, Teacher EL	11/20/2025	03/27/2026
Christine Lone	Educational Svc Ctr - Transportation, ParaEducator Bus	11/03/2025	03/27/2026
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	10/09/2025	02/06/2026
Jennifer Pena	S.T.E.P., Teacher Health Careers	01/05/2026	03/27/2026
Gina Pfeifer	Two Rivers Transition Program, Teacher Psychologist	08/28/2025	02/13/2026
Rebecca Reimers	Anoka High, Teacher Spanish	02/11/2026	02/23/2026
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	03/27/2026
Shannon Ruda	Jackson Middle, Teacher English	01/29/2026	02/17/2026
Shelly Sontag-Johnson	Sorteberg Early Childhood Ctr, Teacher Physical Therapist	01/05/2026	03/13/2026
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	06/23/2025	01/23/2026
Deborah Thalhuber	Eisenhower Elementary, ParaEducator Special Education	12/15/2025	03/06/2026

**SABBATICALS**

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

## APPOINTMENTS

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Effective Date</b>	<b>Lane/Step</b>	<b>FTE</b>	<b>Salary</b>
<b>Elementary</b>					
Jake Cunningham	Madison Elementary, Teacher Grade 1 LTS	02/11/2026	Bachelors/1	0.4118	\$21,012
Keziah Nielsen	Oxbow Creek Elementary, Teacher Grade K LTS	02/11/2026	Bachelors/1	0.3155	\$16,100
Meranda Peterson	Rum River Elementary, Teacher Grade 4 LTS	02/20/2026	Bachelors/4	0.2941	\$15,698
Seth Plohasz	Ramsey Elementary, Teacher Phys Ed Elementary	02/12/2026	Bachelors/1	0.2889	\$14,743
Sydney Schaber	Champlin Brooklyn Park Academy, Teacher Grade 1	02/09/2026	Bachelors/1	0.3690	\$18,829
Christa Smyth	Wilson Elementary, Teacher Academic Support	02/10/2026	Bachelors/6	0.4278	\$23,376

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Effective Date</b>	<b>Lane/Step</b>	<b>FTE</b>	<b>Salary</b>
<b>Secondary</b>					
Peter Gore	Champlin Park High, Teacher Math LTS	01/09/2026	Bachelors/1	0.2914	\$14,872

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Effective Date</b>	<b>Lane/Step</b>	<b>FTE</b>	<b>Salary</b>
<b>Special Education</b>					
Abigail Hagen	Sorteberg Early Childhood Ctr, Teacher EC/SE	02/12/2026	Bachelors/1	0.4171	\$21,285
Sydne Jude	Educational Svc Ctr, Teacher Nurse	02/17/2026	Masters/1	0.4064	\$24,088

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Effective Date</b>	<b>Days</b>	<b>Salary</b>
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**Administrative**

This section returned no records

**MOTION****Date:****February 23, 2026**

That these disbursements as presented, excluding net payroll, be allowed and charged to funds as follows:

<b>Fund No.</b>	<b>Description</b>	<b>Amount</b>
	<b>Checks</b>	<b>\$ 6,821,734.17</b>
01	General	6,496,353.55
02	Food Service	118,199.20
04	Community Service	203,971.26
06	Building Construction	
07	Bond & Interest K-12	
20	Health-Self Insurance	
21	Dental-Self Insurance	2,660.16
22	Work. Comp.-Self Insurance	
47	OPEB Debt Service	550.00
	<b>Electronic Payments</b>	<b>\$ 34,674,555.69</b>
01	General	15,413,896.95
02	Food Service	277,487.04
04	Community Service	543,400.12
06	Building Construction	
07	Bond & Interest K-12	9,710,050.01
20	Health-Self Insurance	6,227,225.82
21	Dental-Self Insurance	465,192.19
22	Work. Comp.-Self Insurance	146,852.31
47	OPEB Debt Service	1,890,451.25
	<b>ACH Payments</b>	<b>\$ 7,617,358.49</b>
01	General	4,980,111.09
02	Food Service	2,416,643.82
04	Community Service	119,478.17
07	Bond & Interest K-12	
20	Health-Self Insurance	86,277.41
21	Dental-Self Insurance	
22	Work. Comp.-Self Insurance	14,848.00
	<b>P-Card</b>	<b>\$ 192,762.68</b>
01	General	160,130.79
02	Food Service	2,262.12
04	Community Service	27,526.94
06	Building Construction	
20	Health-Self Insurance	2,842.83
	<b>TOTAL DISTRICT</b>	<b>\$ 49,306,411.03</b>



**ANOKA-HENNEPIN DISTRICT NO. 11  
MONTHLY DONATION REPORT**

DATE	DONOR	DONEE	PURPOSE	AMOUNT
01/12/26	American Endowment Foundation	Andover High School	Andover Girls High School Basketball	\$1,000.00
01/12/26	American Online Giving	McKinley Elementary	misc. supplies	\$106.62
01/30/26	American Online Giving	Oxbow Creek Elementary	Student Supplies	\$102.91
01/12/26	Andover Alpine Ski Boosters	Andover High School	Boys/Girls Alpine Ski program use	\$9,500.00
01/30/26	Andover High School Drama	Andover High School	AndHS Art Dept - Cafe on Stage	\$944.69
01/12/26	BHS Girls Hockey Boosters	Blaine High School	Bus Reimbursement	\$2,300.00
01/30/26	Blaine High School Boys Hockey Boosters	Blaine High School	Hockey Jerseys	\$3,854.00
01/12/26	Champlin Women of Today Charities Aid Foundation	Champlin Park High School	Athletic Equipment/Expenses	\$1,000.00
01/12/26	America Charities Aid Foundation	Blaine High School	General Programs Support	\$40.00
01/30/26	America	Eisenhower Elementary	Student Incentives	\$10.00
01/30/26	Coon Rapids Lion Foundation,	Adams Elementary	Family picnic- books	\$1,485.00
01/12/26	Coon Rapids Lions Foundation	Eisenhower Elementary	Books for Bango	\$1,544.00
01/30/26	Coon Rapids Lions Foundation	Morrise Bye Elementary	Lions for Literacy	\$1,443.00
01/12/26	Coon Rapids Lions Foundation, Inc	Sand Creek Elementary	Books for students	\$1,817.00
01/12/26	Coon Rapids Lions Foundation, Inc	University Elementary	Purchase books for students	\$1,716.00
01/30/26	Dwaine Overby	Adams Elementary	General Donation	\$100.00
01/12/26	Jefferson-PTO	Jefferson Elementary	Gaga Ball Pit	\$9,400.00
01/12/26	Johnsville PTO	Johnsville Elementary	Grade 5 Field Trip	\$1,152.68
01/12/26	Johnsville PTO	Johnsville Elementary	Grade 2 & 3 Field Trip bus to BHS	\$480.00
01/12/26	Madison PTO	Madison Elementary	transportation funds for grade 4	\$265.00
01/12/26	McKinley PTO	McKinley Elementary	Volleyball stanchions/nets	\$3,900.00
01/12/26	Mighty cause Foundations	ESC	General Use by Superintendent	\$40.00
01/12/26	Mighty cause Foundations	Jackson Middle School	Student Materials	\$90.00
01/30/26	Minnesota FFA Foundation	Anoka High School	FFA Chapter support	\$1,000.00
01/30/26	Morning Break at Faith	Coon Rapids High School	Music Department Use	\$150.00
01/12/26	Oxbow Creek PTO	Oxbow Creek Elementary	Math Masters Registration Fee	\$110.00
01/12/26	Team 551 Management Group,	Champlin Park High School	Athletic Expenses	\$2,700.00
01/12/26	The Blackbaud Giving fund	Andover High School	General building usage	\$20.00
01/30/26	The Blackbaud Giving Fund	Eisenhower Elementary	Student Incentives	\$50.00
01/30/26	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	\$100.00
01/30/26	The Blackbaud Giving Fund	Oxbow Creek Elementary	Student Supplies	\$140.00
01/30/26	The Blackbaud Giving Fund	Roosevelt Middle School	Supplies as needed	\$50.00
01/30/26	The Blackbaud Giving Fund	University Elementary	Supplies, materials, celebrations	\$200.00
	*MATERIAL, EQUIPMENT, OR LABOR DONATION		TOTAL	\$46,810.90

**SCHOLARSHIP DONATIONS**

DATE	DONOR	DONEE	PURPOSE	AMOUNT
02/11/26	Virginia H Karbowski	STEP	Virginia H Karbowski Scholarship (LPL Financial)	\$1,000.00
02/11/26	Larry Oswell	Andover High School	Oswell Family Scholarship	\$1,000.00
02/11/26	Colleen Kaufenberg	Andover High School	Justin Kaufenberg Memorial Football Scholarship	\$2,000.00
02/11/26	Drewlo, Steve	Andover High School	Anoka-Hennepin Elementary & Secondary Principals' Assn Scholarship	\$1,000.00
02/11/26	Michael Hunstad	Andover High School	Toys for Joy Scholarship	\$2,000.00
02/11/26	Bryan Flattem	Andover High School	Friendly Chevrolet Cares for the Community	\$500.00
02/11/26	Cathy Hoernemann	Andover High School	Major Jeffrey Hoenemann Memorial Scholarship	\$1,750.00
02/11/26	Andover Football Association, Inc	Andover High School	Andover Football Association Scholarship	\$30,000.00
02/11/26	Peggy Mausbach	Andover High School	Chapter FS, Andover MN of the PEO Sisterhood	\$500.00
02/11/26	Steve Merrick	Anoka High School	Steve Merrick Military Spirit Scholarship	\$2,000.00
02/11/26	Gail and David Hennek	Anoka High School	Hennek Chemistry Scholarship	\$2,000.00
02/11/26	Anoka Hennepin Elementary Secondary Principals Association	Anoka High School	Anoka-Hennepin Elementary and Secondary Principals' Association Scholarship	\$1,000.00
02/11/26	Steve Merrick	Anoka High School	Anoka High School Outstanding Deca Member of the Year Scholarship	\$1,000.00
02/11/26	Steve Merrick	Anoka High School	Anoka High School Outstanding Deca Member of the Year Scholarship	\$1,000.00
02/11/26	Anoka Area Ice Areana Association INC	Anoka High School	Anoka Ice Arena Hockey Scholarship	\$4,000.00
02/11/26	Certa Wealth Services-William Atwell	Anoka High School	Stephanie Atwell Memorial Scholarship	\$5,000.00
02/11/26	Class of Laurel J Severson	Anoka High School	Class of '63 Scholarship	\$500.00
02/11/26	Rhondi West Steven West	Anoka High School	Steve West Trap Shooting Scholarship	\$1,000.00
02/11/26	Anoka Lions Club	Anoka High School	Anoka Lions Technical Scholarship	\$5,000.00
02/11/26	James or Jennifer Verkuilen	Anoka High School	Stepping Up Education Scholarship	\$1,000.00
02/11/26	The Kinetic Group Sales	Anoka High School	Federal Premium Ammunition Scholarship	\$1,000.00
02/11/26	Clives Roadhouse	Champlin Park High School	Clives Roadhouse Champlin Community Scholarship	\$1,000.00
02/11/26	Clives Roadhouse	Champlin Park High School	Clives Roadhouse Champlin Community Scholarship	\$1,000.00
02/11/26	Dayton Elem PTO	Champlin Park High School	Dayton Elementary PTO Scholarship	\$500.00
02/11/26	CPHS Girls Basketball	Champlin Park High School	CPHS Girls Basketball Scholarship	\$500.00
02/11/26	Jeffrey and Lucinda Johnson	Champlin Park High School	Barb Wiehle Memorial Scholarship	\$500.00
02/11/26	Champlin Park High School Dugout Club	Champlin Park High School	Champlin Park High School Dugout Club-CP Community Baseball Scholarship	\$2,000.00
02/11/26	Pamela J Baker Trt UTD09272023	Champlin Park High School	Baker Family Scholarship	\$2,000.00

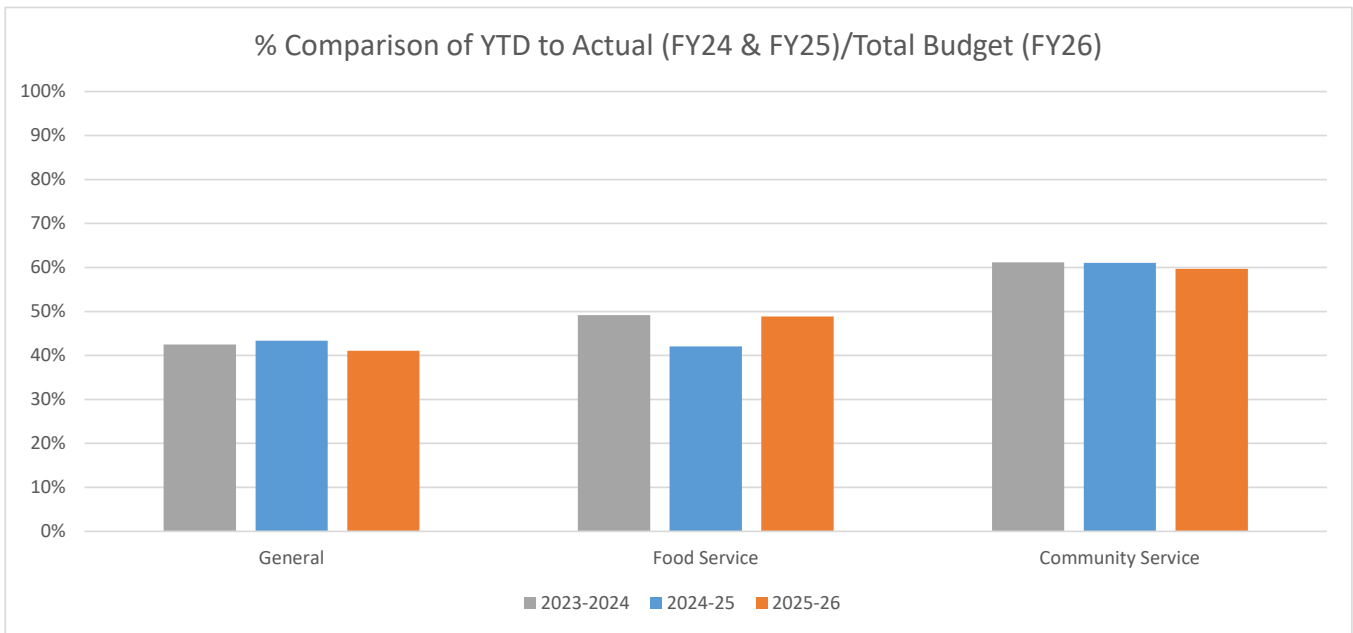
02/11/26	ICA International Computer Appliances Corporation	Champlin Park High School	I.C.A. Corporation Engineering Scholarship	\$1,000.00
02/11/26	Champlin Park High School Girls Soccer Booster Club	Champlin Park High School	Champlin Park High School Girls Soccer Booster Club Scholarship	\$1,000.00
02/11/26	Monroe Elementary PTO	Champlin Park High School	Monroe PTO Mary Eide Memorial Scholarship	\$750.00
02/11/26	CP LAX Booster - Girls Lacrosse	Champlin Park High School	CPHS Girls Lacrosse Booster Club Scholarship	\$500.00
02/11/26	Champlin Pk Trav Basketball	Champlin Park High School	Champlin Park Traveling Basketball Scholarship	\$1,500.00
02/11/26	CPHS Girls Hockey Boosters	Champlin Park High School	CPHS Girls Hockey Boosters (River Cities Blades Girls Hockey)	\$500.00
02/11/26	Champlin Park Theatre Association	Champlin Park High School	Champlin Park Theatre Association	\$500.00
02/11/26	Topline Financial #112047	Champlin Park High School	Terry Perkins Memorial Fund Scholarship	\$500.00
02/11/26	Rebels Lacrosse Booster Club	Champlin Park High School	Rebels Boys Lacrosse Booster Club Scholarship	\$500.00
02/11/26	Champlin Park Rebels Boys Hoops Booster Club	Champlin Park High School	Champlin Park Rebels Boys Hoops Booster Club Scholarship (basketball)	\$1,500.00
02/11/26	Champlin Park Touch Down Club	Champlin Park High School	Champlin Park Touchdown Club Scholarship	\$1,000.00
02/11/26	Oxbow Creek Home and School Assoc - Donna Asleson	Champlin Park High School	Oxbow Creek Home and School Association Scholarship	\$1,000.00
02/11/26	CSABA or Kathleen Troester	Andover High School	Andover High School Scholarship	\$10.00
02/11/26	Marcie DeMaco	Andover High School	Premier Bank Scholarship	\$1,000.00

<b>SCHOLARSHIP TOTALS</b>	<b>\$ 83,010.00</b>
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<b>TOTAL DONATIONS</b>	<b>\$129,820.90</b>
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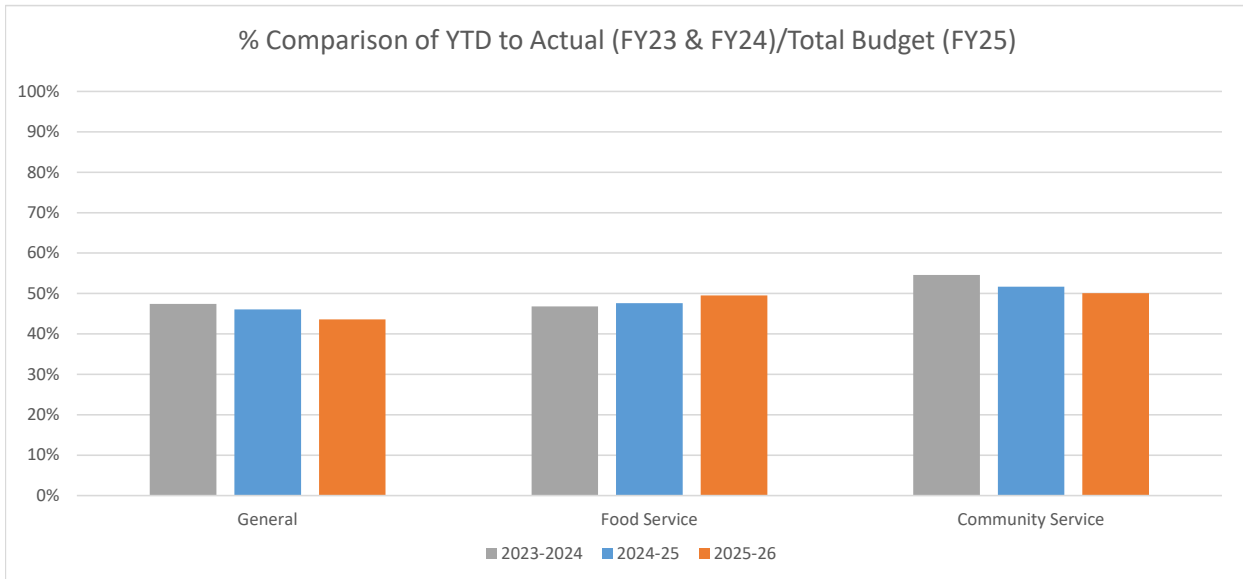
**Anoka-Hennepin ISD #11  
Statement of Revenues  
For the month ended January 31, 2026**

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	53,257,436	277,396,212	675,245,459	41%	43%	42%
Food Service	2,758,229	13,175,884	26,973,057	49%	42%	49%
Community Service	1,182,824	18,819,558	31,540,742	60%	61%	61%
Building Construction	-	-	-	0%	534%	1611%
Debt Service	137,775	8,780,091	15,199,755	58%	61%	62%
Trust	-	-	2,000,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 57,336,264</b>	<b>\$ 318,171,745</b>	<b>\$ 750,959,013</b>	<b>42%</b>	<b>44%</b>	<b>44%</b>



**Anoka-Hennepin ISD #11  
Statement of Expenditures  
For the month ended January 31, 2026**

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
				<b>General</b>		
Salaries & Benefits	40,643,730	239,645,687	556,200,740	43%	45%	45%
Purchased Services	9,019,009	33,154,049	80,029,838	41%	41%	52%
Supplies	1,254,882	16,515,041	24,892,772	66%	60%	55%
Capital Expenditures	1,331,886	14,824,951	28,518,476	52%	78%	88%
Other Exp & Transfers	97,863	1,162,609	10,657,853	11%	31%	25%
<b>Total General Fund</b>	<b>\$ 52,347,370</b>	<b>\$ 305,302,338</b>	<b>\$ 700,299,679</b>	<b>44%</b>	<b>46%</b>	<b>47%</b>
Food Service	3,500,314	15,246,915	30,773,496	50%	48%	47%
Community Service	2,153,554	15,855,152	31,640,576	50%	52%	55%
Building Construction	-	-	-	0%	87%	89%
Debt Service	11,601,051	15,439,528	15,442,703	100%	100%	100%
Trust	-	-	2,000,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 69,602,289</b>	<b>\$ 351,843,932</b>	<b>\$ 780,156,454</b>	<b>45%</b>	<b>48%</b>	<b>49%</b>



## MEMORANDUM OF UNDERSTANDING

For School Resource and Prevention Program Officer Services  
Between the Anoka-Hennepin School District No. 11 the City of  
Andover, and the Anoka County Sheriff's Office  
2025-2026

**PURPOSE.** The purpose of this Memorandum of Understanding is to address the need for the presence of licensed peace officers to provide specific services/roles to the Anoka Hennepin School district No. 11 (hereafter referred to as "District") schools and establish a mutually beneficial framework that both schools and law enforcement can work within to achieve shared goals. The intent is to establish and delineate the mission of a School Resource Officer/Prevention Program, herein referred to as the School Resource Officer (SRO) Program, as a joint cooperative effort between the District, the City of Andover (hereafter referred to as "City"), and the Anoka County Sheriff's Office (hereafter referred to as "ACSO"), representing the designated law enforcement agency. The partnership is intended to facilitate effective, timely communication and coordination of efforts for both the District and the law enforcement agencies to promote a safe and positive learning environment and decrease the number of youth formally referred to the juvenile justice system. Additionally, it clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build a positive relationship between officers, school administrators/staff and students.

**GOALS.** The primary goals of the SRO Program are 1) to promote positive and supportive school climates and 2) to create and maintain safe and secure school environments. To promote positive and supportive school climates, the partnership will collaborate to increase law-related education, expand school safety and crime prevention efforts, reduce conflict, and support effective interventions for students. To create and maintain safe and secure school environments, the partnership will collaborate to reduce and prevent crime, violence, victimization, and fear in and around schools, and minimize student involvement with the juvenile and criminal justice systems. It is the responsibility of school administrators to facilitate effective communication to all school staff and students regarding SRO program goals and responsibilities.

**ROLES.** The SRO program is unique to the community, based on input from the district, school administration, teachers, students, and community members. The program is designed to fulfill three overall roles:

1. Law Enforcement
2. Fostering Positive School Climate / Crime Prevention
3. Law-Related Educator

**Law Enforcement Role** — SROs are responsible for law enforcement incidents occurring at the school. Parents, students, teachers, and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, rather than the SRO. A determination of whether an activity raises to the level of a law enforcement activity, when reasonable, should be made in consultation with a school administrator. While law enforcement is the role of SROs, officers responding to an incident or consulting with school officials are encouraged to use their discretion in determining the best course of action, especially when using alternatives to arrest.

**Fostering Positive School Climate / Crime Prevention** — One of the primary roles SROs fulfill is fostering a positive school climate through relationship building and crime prevention. Officers will focus on getting to know students, serve as a role model, engage in various activities in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults. Crime prevention activities include foot patrols,

monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and general patrol efforts. SROs are critical members of the school Building Crisis Teams for emergency preparation and planning.

Law-Related Educator — SRO / Prevention Program Officers should participate in the school community and be a resource to the educational team where appropriate. The SRO should represent the law enforcement community to build positive relationships with youth, their families, and school staff. Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the education fabric within the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

1. **OFFICER EMPLOYED BY the ACSO.** The ACSO shall employ (or assign), in accordance with applicable state statutes, a deputy(s) to serve as School Resource or Prevention Program Officer(s) in District schools. The selection or assignment of such officers shall be done by the ACSO in consultation with the City and principals in the area or City covered by this Agreement. City shall assume all obligations and payments with regard to SRO's salary as memorialized in the City's contract with the ACSO for patrol services. District will reimburse City as defined in paragraph 15 of this Agreement. The SRO shall, at all times, remain employed by the ACSO. This agreement explicitly disclaims any employee or agent relationship between the SRO and the City and/or District. This agreement does not create a contract of any type between the District or City and any individual deputy, investigator, sworn peace officer, community service officer, or other officer in the ACSO or any other law enforcement agency working with the ACSO, nor does this Agreement create any employer-employee relationship, independent contractor relationship, or services agreement with any individual.
2. **TERM OF CONTRACT.** The term of this contract shall be from July 1, 2025 to June 30, 2026, renewable each year unless terminated by either party as defined in paragraph 14.
3. **ADMINISTRATION RESPONSIBILITIES.** Law enforcement rendered to District shall be at the sole direction of the ACSO. Standards of performance, discipline of the officer assigned, and other internal matters shall be under the authority of the ACSO. Upon request, the District shall provide the ACSO with an appraisal of the services received. The ACSO shall provide the District with a list of services provided at the elementary level, Prevention Program schedules, and the name of the officer(s) providing the service.
4. **LEVEL OF SERVICE.** The officer will respond to emergency calls within the boundaries of City and attend police training and special duties as assigned by the ACSO while fulfilling the requirements of this contract. Time spent on emergency calls, police training, etc., shall not be considered time spent as a School Resource or Prevention Program officer.
5. **SCHOOL CALENDAR.** The District shall provide the ACSO with a school calendar. SRO services will be provided during regular school hours in the school district on all student contact days except SRO's short term absences for ACSO/City approved leave, illness, and required training. Time in excess of eight hours per day shall be paid according to the SRO's salary arrangements with the ACSO, provided such additional time has been approved in advance by the ACSO and District. Blanket approvals will not be accepted. The ACSO will notify District of SRO absences and plan for coverage when the SRO is out of the building.

6. **DUTIES OF OFFICER.** The basic duties of the SRO are to help provide a safe and secure learning environment, foster a positive school climate, reduce/prevent crime, serve as an educational resource, and serve as a liaison between the school and the law enforcement agency, Specific daily assignments to accomplish this will vary by school. The SRO, school principal, and District Coordinator will meet periodically to discuss plans and strategies to address specific issues or needs that may arise. SROs may respond to calls to all schools in the city of Andover, even though they may be based primarily at one school in the city.

Basic duties of the SRO will include but are not limited to:

1. To enforce criminal law and protect students, staff, and public at large against criminal activity.
  2. Foster mutually respectful relationships with students and staff to support a positive school climate.
  3. Provide information concerning questions about law enforcement topics to students and staff.
  4. Provide classroom instruction on a variety of topics including but not limited to, law enforcement practices, conflict resolution, personal and school safety strategies, crime trends, and crisis response.
  5. Handle initial police reports of violent crimes committed on campus.
  6. Take enforcement action on criminal matters when appropriate.
  7. Coordinate investigative procedures between police and school administrators.
  8. Prepare lesson plans as necessary for the instruction provided.
  9. In conjunction with school administrators, building crisis teams, and the district Emergency Management Coordinator, SROs should be an active participant in planning emergency drills and assisting with the facility assessment process utilizing the District Threat and Hazard Identification Risk Assessment (NIRA) to help analyze the physical safety of school facilities.
  10. Prevention Program Officers serving elementary schools will present an approved prevention program, which may be a part of the fifth grade health curriculum.
  11. Collect data on SRO activities (arrests, citations, etc.)
7. **SRO ROLE IN SCHOOL POLICY VIOLATIONS.** School administrators and teachers are responsible for school discipline. Although SROs are expected to be familiar with the District code of student conduct, the rules of individual schools, and their application in day-to-day practice, SROs should not be involved with the enforcement solely of school rules, or disciplinary infractions that are not violations of law. SRO action shall be guided by applicable law and policy, including Minnesota Statute Sections 609.06 and 626.8482
8. **PRIVACY OF PUPIL RECORDS.** The SRO shall follow the District's Protection and Privacy of Pupil Records Policy and the requirements of the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act. The SRO will not access, and the School District will not provide private data on a student unless disclosure is allowed under MSS 13.32 Subd. 3. The District and SRO may share records and information, as allowed by law, in the performance of the duties described in Section 6 of this Agreement. The SRO and ACSO certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act.

9. CLOTHING, EQUIPMENT, AND SUPPLIES. The ACSO shall provide any required clothing, uniforms, vehicle, necessary equipment and supplies for officer to perform law enforcement duties. District shall provide SRO with a private, lockable office, telephone, and supplies necessary for the officer to perform required duties as specified in paragraph 6 of this contract.
10. TRAINING. The SRO shall receive such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his/her duties as SRO and ensure a smooth transition into the educational setting. Prior to appointment to an SRO position the SRO will complete training as required by Minnesota State Statute Sec. 626.8482. If courses are not available prior to appointment, training should be completed within 6 months of appointment.
11. DISTRICT SRO MEETINGS. Upon appointment, the district will provide new SROs with District Orientation to deliver training related to district policies and procedures, technology access, security cameras, keys/fobs, and district crisis management planning. The District will also provide annual orientation training in the fall, prior to school beginning and bi-monthly meetings to discuss school specific issues and SRO concerns and/or recommendations.
12. SCHOOL RESOURCE OFFICER DISTRICT COORDINATION. The District Manager of Security and Emergency Operations will be the primary contact for SROs at the district.
13. SCHOOL BASED LAW ENFORCEMENT DATA COLLECTION. Law enforcement agencies should make available, upon request, an SRO activity report. The report should include descriptions of all activities engaged in by the SRO, including classroom presentations, meetings (with staff, parents, committees), incidents or calls for service, searches, arrests, citations, and other referrals to the juvenile justice system that occur on school grounds, school transportation or during school sponsored or school sanctioned events.
14. TERMINATION. Either party may terminate this agreement upon 30 days written notice of such termination, All payment due hereunder shall be prorated in the event of such termination.
15. DURATION AND COST. For and in consideration of the provision of SRO and the Prevention Program Officer services in accordance with the terms of this MOU, District shall pay City the sum of \$150,675. Request for payment should be submitted by July 1, 2026 and June 1 of any subsequent fiscal year if the Agreement is renewed, which the District shall pay within 30 days of receipt of said request. City's compensation obligation to the ACSO for services under this Agreement is covered under the City's and ACSO's agreement for patrol services.
16. INDEMNIFICATION. The ACSO agrees to defend, indemnify, and hold harmless the City and District, their agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement. The City and District agree to defend, indemnify, hold harmless the ACSO, its agents, officials, employees and representatives from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorneys fees, arising out of or resulting from the duties of the City and District and their respective employees, agents, officials, and representatives pursuant to the terms of this Agreement.
17. SERVICE TO SCHOOLS. The following secondary school(s) shall receive SRO services as a result of this contract:

Andover High School  
Oakview Middle School

The following elementary school(s) shall receive Prevention Program services as a result of this contract:

Andover Elementary School  
Crooked Lake Elementary School  
Rum River Elementary School

18. SCOPE. It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.

19. EXECUTION IN COUNTERPARTS. This Agreement, and any supplement, amendment, or modification, may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed to be an original and all of which executed counterparts taken together shall constitute one and the same Agreement as if an original, fully executed Agreement. Delivery of an executed counterpart by facsimile or email or PDF file containing an electronic signature shall be equally as effective as delivery of an original signed counterpart of this Agreement.

IN WITNESS WHEREOF, the parties have hereunder to set their hands.

City of Andover:

Anoka-Hennepin School District No. 11:

Signed By *Dawn Cotton*

Signed By \_\_\_\_\_

Title: City Administrator

Title: \_\_\_\_\_

Date: 1/7/2026

Date: \_\_\_\_\_

Anoka County Sheriff's Office:

Signed By *Burt...*

Title: Commander

Date: 1/7/2026

## ADMINISTRATION INFORMATION FORM

## CONTACTS AT THE SCHOOL DISTRICT

## Contracted Administration

Greg Cole  
 Chief Operations Officer  
 Educational Service Center  
 2727 N Ferry Street  
 Anoka, MN 55303  
 763-506-1175

## Program Administration

Tim Feine, Principal	Andover High School	763-506-8401
Gary Lundeen, Principal	Oakview Middle School	763-506-7401
Mark VanVoorhis, Principal	Andover Elementary School	763-506-1701
Sam Anderson, Principal	Crooked Lake Elementary	763-506-2101
Jeff Clusiau, Principal	Rum River Elementary	763-506-3101

## Payment Procedures

Pursuant to paragraph 15 of the agreement, the City should submit a bill to:

Educational Service Center  
 ATTN: Greg Cole, Chief Operations Officer  
 2727 N Ferry St  
 Anoka, MN 55303

[greg.cole@ahschools.us](mailto:greg.cole@ahschools.us)



# ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICE CENTER

Cory McIntyre, Superintendent

2727 N Ferry St. • Anoka, MN 55303

763-506-1000 • Fax: 763-506-1013

ahschools.us

February 23, 2026

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**  
**Bid # 26038B – ESC and RTLC Cooler/Freezer Replacement**  
**Opened on Thursday, January 22, 2026, at 2:00 p.m. LT.**

The recap below is a record of the four (4) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Reiling Construction of St. Paul, Minnesota with the base bid of \$305,256.00.

Response Tab for Solicitation				
Bid #26038B ESC & RTLC Cooler/Freezer Replacement Bid Opening 1/22/2026 @ 2:00pm L. T.				
Bidder	Jorgenson Construction, Inc.	KNB Contracting LLC	Reiling Construction Co. Inc.	Morcon Construction Co. Inc.
Base bid - ESC	\$143,800.00	\$210,000.00	<b>\$159,823.00</b>	\$169,285.00
Base bid - RTLC	\$181,100.00	\$184,900.00	<b>\$145,433.00</b>	\$168,265.00
<b>TOTAL ESC &amp; RTLC</b>	<b>\$324,900.00</b>	<b>\$394,900.00</b>	<b>\$305,256.00</b>	<b>\$337,550.00</b>
Unit Price No. 1: Quarry Tile Removal and Replacement (10SF)	\$1,200.00	\$704.00	\$425.00	\$290.00
Unit Price No. 2: Concrete grinding (10SF)	\$400.00	\$182.00	\$350.00	\$165.00
Unit Price No. 3: Concrete fill (10SF)	\$300.00	\$215.00	\$450.00	\$350.00
Addendum 1 acknowledged	x	x	x	x
Addendum 2 acknowledged	x	x	x	x
Bid security received	x	x	x	x
Debarment form received	x	x	x	x
Responsible Contractor acknowledged	x	x	x	x



# ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICECENTER

Cory McIntyre, Superintendent

2727 N Ferry St. • Anoka, MN 55303

763-506-1000 • Fax: 763-506-1013

ahschools.us

February 23, 2026

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**

**Bid # 26037B – Jefferson & Madison ES Cooler/Freezer Replacement  
Opened on Thursday, January 29, 2026, at 2:00 p.m. LT.**

The recap below is a record of the five (5) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Schreiber Mullaney Construction, Inc. of St. Paul, Minnesota with the base bid of \$187,200.00 for Jefferson Elementary and \$184,600.00 for Madison Elementary for a total base bid of \$371,800.00.

Response Tab for Solicitation					
Bid #26037B Jefferson & Madison ES Cooler/Freezer Replacement Bid Opening 1/29/2026 @ 2:00pm L.T.					
Bidder:	KNB Contracting, LLC	Jorgenson Construction, Inc.	Parkos Construction Company	Maertens-Brenny Construction Company	Schreiber Mullaney Construction, Inc.
Base bid - Jefferson ES	\$215,000.00	\$198,500.00	\$215,400.00	\$218,000.00	<b>\$187,200.00</b>
Base bid - Madison ES	\$209,000.00	\$176,400.00	\$198,400.00	\$204,000.00	<b>\$184,600.00</b>
<b>TOTAL Jefferson &amp; Madison ES</b>	<b>\$424,000.00</b>	<b>\$374,900.00</b>	<b>\$413,800.00</b>	<b>\$422,000.00</b>	<b>\$371,800.00</b>
Unit Price No. 1: Quarry Tile Removal and Replacement (10SF)	\$3,030.00	\$1,000.00	\$595.00	\$1,000.00	\$550.00
Unit Price No. 2: Grinding existing concrete at new cooler/freezer box up to 3/16" in thickness (10SF)	\$260.00	\$400.00	\$180.00	\$440.00	\$420.00
Unit Price No. 3: Infill concrete areas at new cooler/freezer box up to 1/4" (10SF)	\$760.00	\$300.00	\$770.00	\$400.00	\$450.00
Addendum 1 acknowledged	x	x	x	x	x
Bid security received	x	x	x	x	x
Responsible Contractor acknowledged	x	x	x	x	x



# 2026-27 STRATEGIC PRIORITIES

**MISSION:** To effectively educate each of our students for success.

**VISION:** To be a public school system of excellence, with high quality staff and programs and successful graduates.

**EQUITY COMMITMENT:** Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation, and highly positive outcomes for each student.

**IMPLEMENTING:** Changes that are happening during this school year. Changes may take multiple years to complete.

**REVIEWING AND PLANNING FOR POTENTIAL IMPLEMENTATION:** Studying our current program for possible improvements and making plans for potential implementation. Some of these items may move to implementation immediately while others may not lead to action.

**MONITORING AND CONSIDERING:** Items in this area fall into one of two categories. Some initiatives were recently implemented and are continuing to be monitored to ensure they are meeting intended outcomes (M). Others are potential areas of need that haven't risen to the level of review yet (C).

## SAFE AND WELCOMING ENVIRONMENT

### BEHAVIOR

Improve student engagement and behavior

## INCREASED STUDENT ACHIEVEMENT

### LITERACY

Improve literacy at all grades

## EFFECTIVE ORGANIZATIONAL SUPPORT

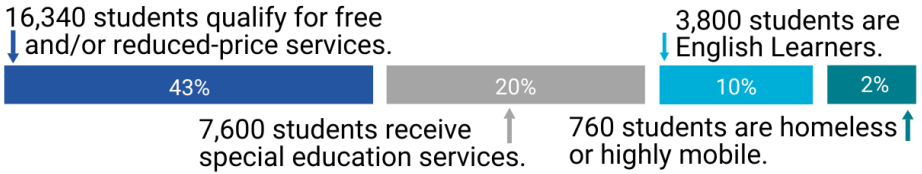
### WORKFORCE

Improve employee recruitment and retention

**The Anoka-Hennepin School District implemented \$22 million in budget reductions over the past two years at a time when enrollment remained stable. Impacts included:**

- Eliminating 240 administrative and central services positions along with realignment of the district leadership structure while prioritizing classrooms.
- Reducing 70.5 FTE in non-literacy based student supports and academic intervention positions.

## STUDENT COMPOSITION



The district serves approximately 38,000 PreK-12 students, including 17,100 students of color, and 253,000 residents living in 13 communities across 172 square miles.

Anoka-Hennepin Schools operates 25 elementary schools, six middle schools, and five high schools, plus alternative schools, special education, and early learning sites.



**School Board:** Dr. Michelle Langenfeld, *Co-Chair*; Linda Hoekman, *Co-Chair*; Matt Audette, *Treasurer*; Jeff Simon, *Clerk*; Zach Arco, *Director*; Kacy Deschene, *Director*

**Cory McIntyre, Superintendent of Schools**  
cory.mcintyre@ahschools.us

Anoka-Hennepin Schools has set three **strategic priorities**:

Improve literacy at all grades

01

Improve student engagement and behavior

02

03

Increase employee recruitment and retention

## Policy Mandates

- Fully fund, repeal, or modify unfunded/underfunded mandates
  - Summer unemployment insurance for non-licensed staff (approx. \$3.5M per year).
  - MN Paid Leave (\$2M per year employer portion of payroll tax).
  - K-3 non-exclusionary discipline statute (\$1.5M).
- Maintain tiered licensure process flexibility.
- Provide state standards implementation flexibility.

## Education Funding

- **Compensatory aid funding formula:** Extend the hold harmless for district revenue losses of over \$4.8 million for the 2026-2027 school year and consider other factors beyond direct certification and building concentration that negatively impact large schools.
- **Special education funding:** Repeal the \$250 million reduction for FY 2028-2029.

PRIORITIES





# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 2/23/2026

**CLASSIFICATION:** Approval

**AUTHOR:** Todd Mensink, Director of Labor Relations and Benefits

**SUBJECT:** 2026-2028 Insurance Third Party Administrator

**PURPOSE:**

After reviewing the results of the recent Request for Proposal for Group Healthcare Third Party Administration and Stop-loss Insurance, recommend approval of Medica as third party administrator for the two year period from 2026-2028.

**BACKGROUND:**

Minnesota Statute §471.6161 requires that self-insured school districts seek proposals for third party administrative (TPA) services and stop-loss insurance from a minimum of three parties every two years unless the district and the exclusive representative of the largest employee group mutually agree to extend the TPA agreement.

Anoka-Hennepin employed the services of Aon to coordinate the development of the Request for Proposals (RFP). The RFP was released on November 17, 2026, with initial responses due and opened on December 19, 2025. Four vendors submitted proposals for third-party administrative services: Medica, Health Partners, Blue Cross Blue Shield of MN, United Health, and Preferred One. Innovo benefits submitted a fully insured PEIP bid. Aon conducted financial data, provider network, and disruption analysis of the proposals, and summarized the results for Anoka-Hennepin Schools' administration and the Insurance Advisory Committee.

**CONSIDERATIONS:**

Aon's analysis showed that there was no measurable difference in cost between the finalists, but there would be some network disruption for employees who are currently accessing narrow network plans to reduce their premium cost if we were to make a change.

Based on the financial data analysis and summary information provided by Aon, District administration and the Insurance Advisory Committee are recommending to the School Board that Medica be retained as the third-party administrator for its health plans.

The Insurance Advisory Committee has been engaged in ongoing discussions about the creation of more affordable plan designs to provide employees with lower-premium options. The decision regarding plan designs and rates is separate from the choice of third-party administrator and will be brought to the Board for consideration at a later date.

**RECOMMENDATION:**

Approve Medica as third party administrator for Anoka-Hennepin's self-funded group health insurance plan at the February 23, 2026 School Board meeting.



# AMERICAN INDIAN EDUCATION

2025-26 school year update & annual AIPAC compliance documents

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*Wapishki-Kiisis Ikwe, Mindy Meyers, American Indian Education Coordinator  
Kimberly Brenden, Chair - American Indian Education Parent Advisory Committee  
Andrea Small, Vice-Chair - American Indian Education Parent Advisory Committee, JOM Parent Committee member  
February 23, 2026*

## INDIAN EDUCATION PROGRAM



Since its beginning in the 1973-74 school year, the Indian Education program has focused on the educational needs of American Indian students.

The purpose of the **Anoka-Hennepin Indian Education program** and **Parent Advisory committee** is to encourage and inspire the academic achievement, social and emotional development, and cultural awareness of American Indian students; to serve as a resource to review /recommend accurate curriculum; and promote cultural diversity between community, staff, and students.

# INDIAN EDUCATION PROGRAM



## Why do we provide American Indian Education?

- Federal Indian Education Act 1972.
- MN American Indian Education Act of 1988.
- Legislation:
  - 124D.72 Policy.
  - 124D.74 American Indian Education Programs.
  - 124D.81 American Indian Education Aid.

## Who is eligible to participate in American Indian Education?

- All students who Identify as North American Indian.

# INDIAN EDUCATION PROGRAM



### Program staff

#### 1 Program Coordinator

7 Advisors  
5 secondary  
2 elementary

### Direct work with students in schools.

Individual and group support.

### Program events

During school: Field trips and post-secondary visits.

Evenings and weekends:  
Cultural classes, celebrations, family engagement activities, etc.

### Community partnerships

To provide more opportunities and support to students:

Tutoring/ACT prep scholarships.  
Summer program opportunities.  
Saint Paul American Indian family center.

# ADVISORS



Advisors serve as a liaison for American Indian students and families between school and home, and refer students and families to appropriate school personnel for further services and support beyond the scope of their role.

**Elementary support:** Cultural focus

- Two cultural groups/month.
- Act as a liaison between staff/school and families when needed.
- Attend meetings including, but not limited to: Student IEP, disciplinary, MTSS/SST, or any other general concerns that may occur.
- Collaborate with building staff and students to create a presence of and safe space for our Native American students.

# ADVISORS



**Secondary support:** Academic and cultural focus

- Monitor grades, attendance, and behavior.
- Implement a check & connect inspired intervention with high risk students.
- Act as a liaison between staff/school and families when needed.
- Attend meetings including, but not limited to: Student IEP, disciplinary, MTSS/SST, or any other general concerns that may occur.
- Guide and assist with college and career preparation.
- At least one cultural group/month: Provide students with lessons and information regarding various aspects of American Indian culture, language, and history.
- Collaborate with building staff and students to create a presence of and safe space for Native American students.

**Staff/district support:** Answer questions/advise staff re: culturally relevant curriculum; provide staff development in specific buildings and district wide; provide culturally relevant resources to teachers.

# JOM COMMITTEE



Working with parent committees to guide Indian Education programming

## **Johnson-O'Malley Parent Committee (JOM PAC)**

The JOM committee is composed of parents and guardians of JOM-certified American Indian students. This committee works specifically with the JOM grant.

### **Duties:**

- Work collaboratively with Indian Education staff to support the mission of the Indian Education program.
- Review JOM grant and budget information.
- Manage and approve JOM grant expenditures.
- Review and approve quarterly JOM reports.
- Provide guidance regarding program activities including but not limited to: Cultural events, picnics/potlucks, field trips, college visits, etc.
- Provide guidance regarding any other aspects of the program.

# AIPAC COMMITTEE



Working with parent committees to guide Indian Education programming

## **American Indian Parent Advisory Committee (AIPAC)**

The AIPAC is composed of parents and guardians of American Indian students, school district teacher representatives, and American Indian students (grade 7-12).

### **Duties:**

- Work collaboratively with Indian Education staff to support the mission of the Indian Education program.
- Review and give input regarding MN American Indian Education Formula Aid funding, Title VII grant and budget information.
- Provide guidance regarding program activities including but not limited to: cultural events, picnics/potlucks, field trips, college visits, etc.
- Provide guidance regarding any other aspects of the program.

# AIPAC Resolution of Concurrence



## Resolution of concurrence

### **Parent committee voted concurrent.**

- The American Indian Parent Advisory Committee met and issued a vote of concurrence on 1/13/2026
- Request that Superintendent McIntyre & Board co-chairs Hoekman and Langenfeld sign the documentation
- Compliance documentation will be submitted by the American Indian Education Program to the Minnesota Department of Education Office of Indian Education by March 1.

*MINN STAT 124D.78 Subd. 2: School districts must provide a resolution adopted by the American Indian Parent Advisory Committee stating whether or not the AIPAC concurs with the educational offerings provided by the district.*

# INDIAN EDUCATION PROGRAM FUNDING



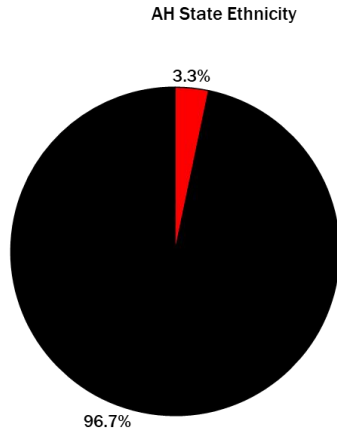
## State and Federal Indian Education Grants

- Federal - Title VI Grant
  - \$73,909
- Federal - Johnson O'Malley Grant
  - \$16,985
- State - American Indian Education Aid
  - \$632,000



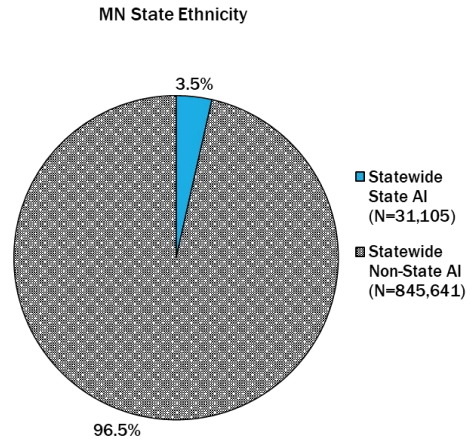
# AMERICAN INDIAN STUDENTS

2025-26 State-identified American Indian (State AI) Students



■ AH State AI (N=1,246)  
 ■ AH Non-State AI (N=36,736)

Data source: Synergy demographic file 1/8/26



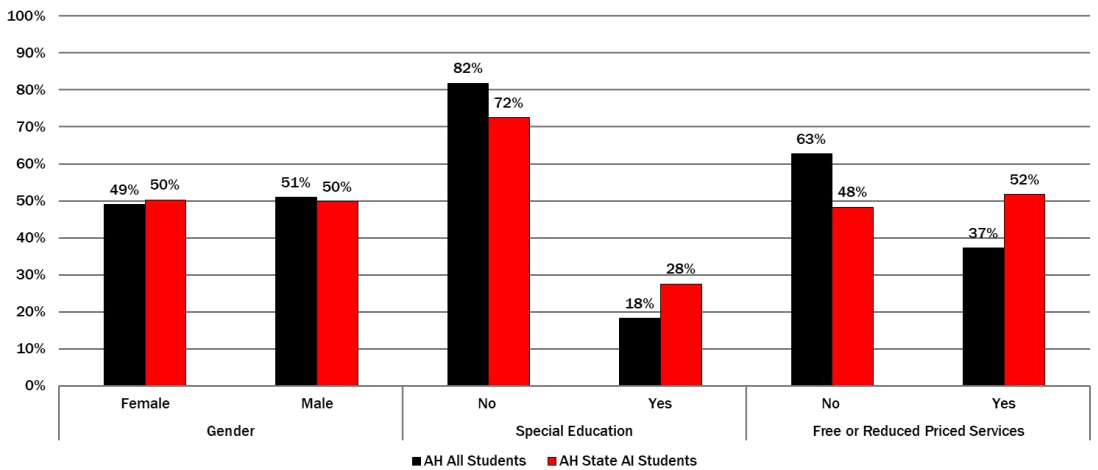
■ Statewide State AI (N=31,105)  
 ■ Statewide Non-State AI (N=845,641)

Data source: MDE Report Card 1/22/26



# AH STUDENT DEMOGRAPHICS

2025-26 AH State AI Students

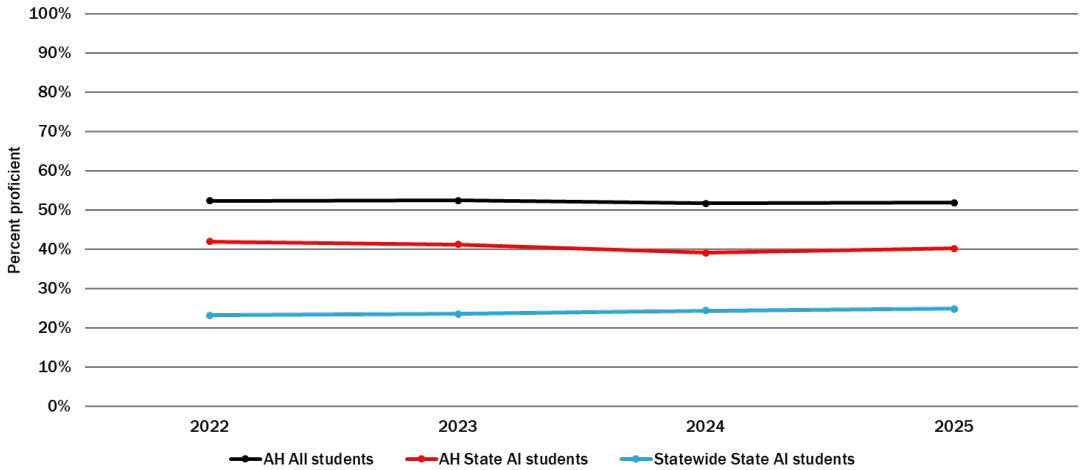


Data source: AH Synergy demographic file 1/8/26, Statewide not available



# MCA MATH PROFICIENCY TREND

AH and State Comparisons

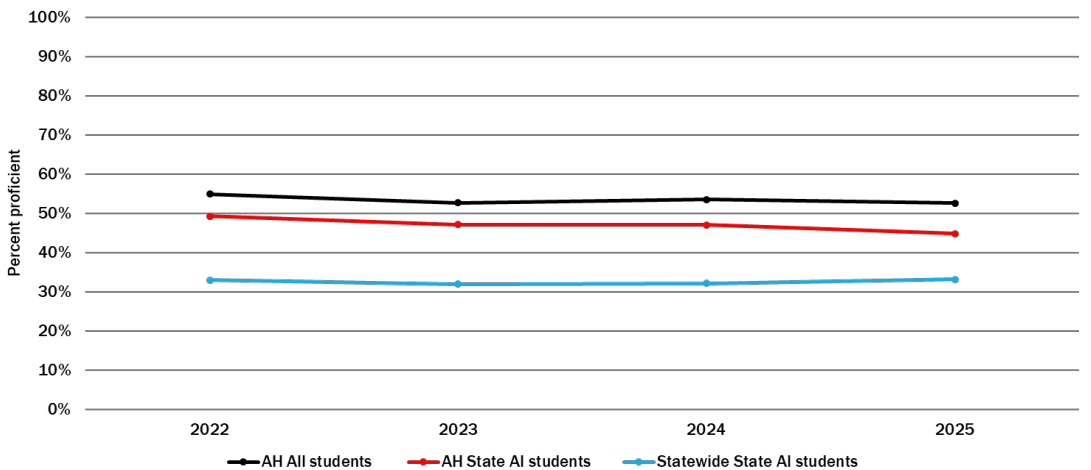


Data source: MDE Report Card - Test Results for All Tested 1/22/26



# MCA READING PROFICIENCY TREND

AH and State Comparisons

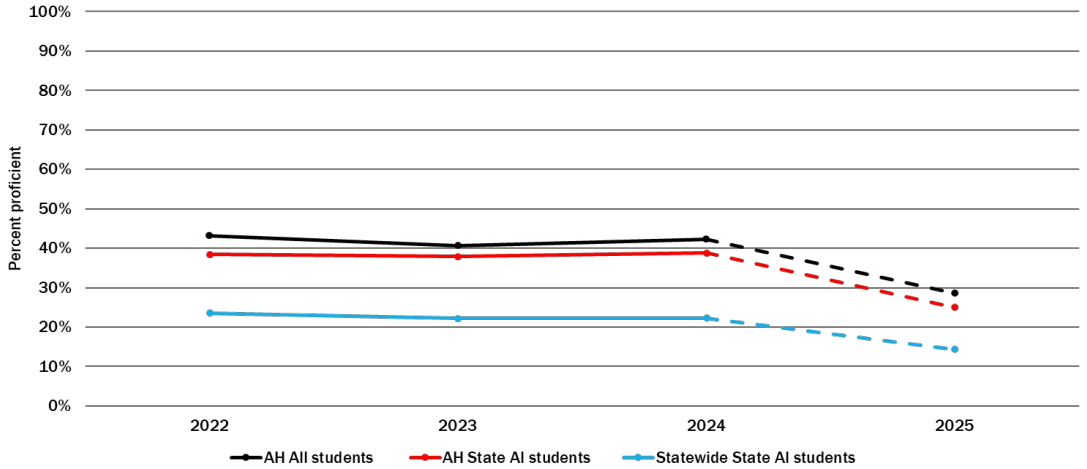


Data source: MDE Report Card - Test Results for All Tested 1/22/26



# MCA SCIENCE PROFICIENCY TREND

AH and State Comparisons

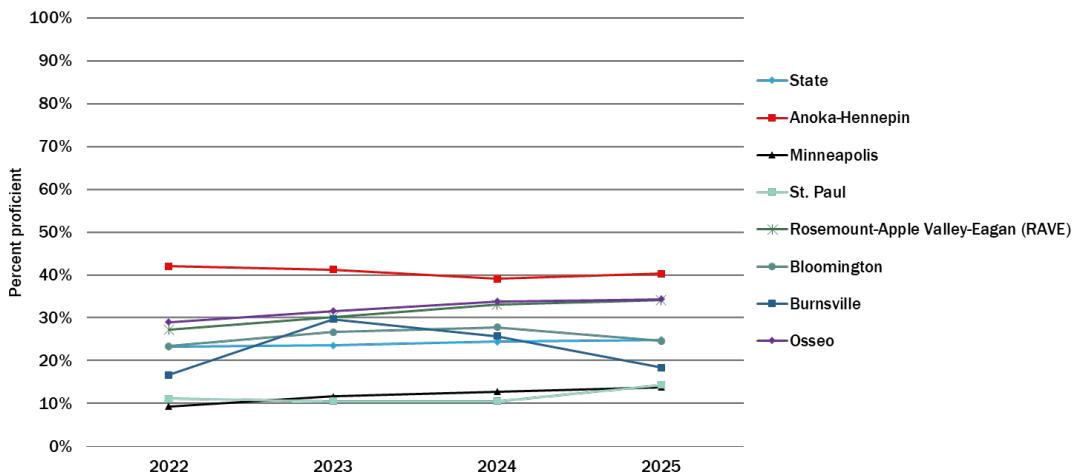


Data source: MDE Report Card - Test Results for All Tested 1/22/26  
 Note: MCA IV began in 2025.



# MCA MATH DISTRICT COMPARISON

Proficiency rates of state AI students: Statewide and by district

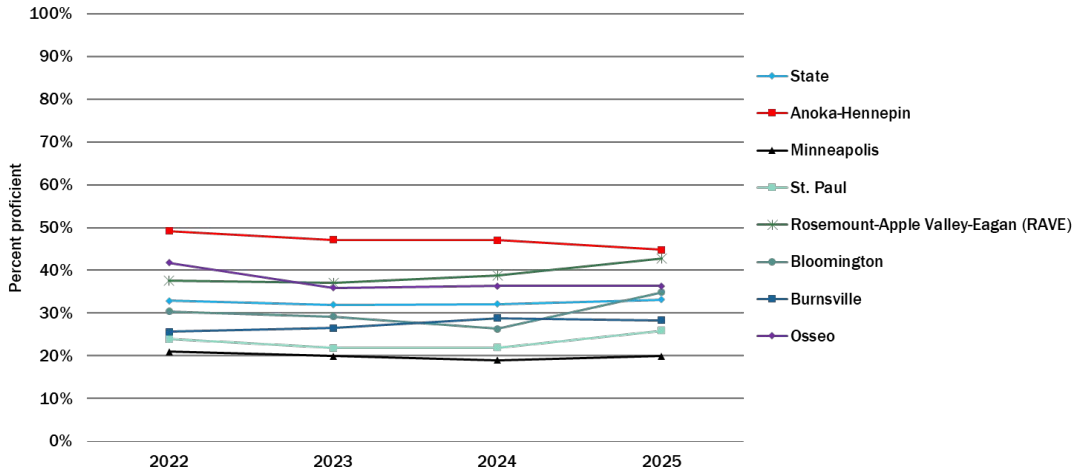


Data source: MDE Report Card - Test Results for All Tested 1/22/26



# MCA READING DISTRICT COMPARISON

Proficiency rates of state AI students: Statewide and by district

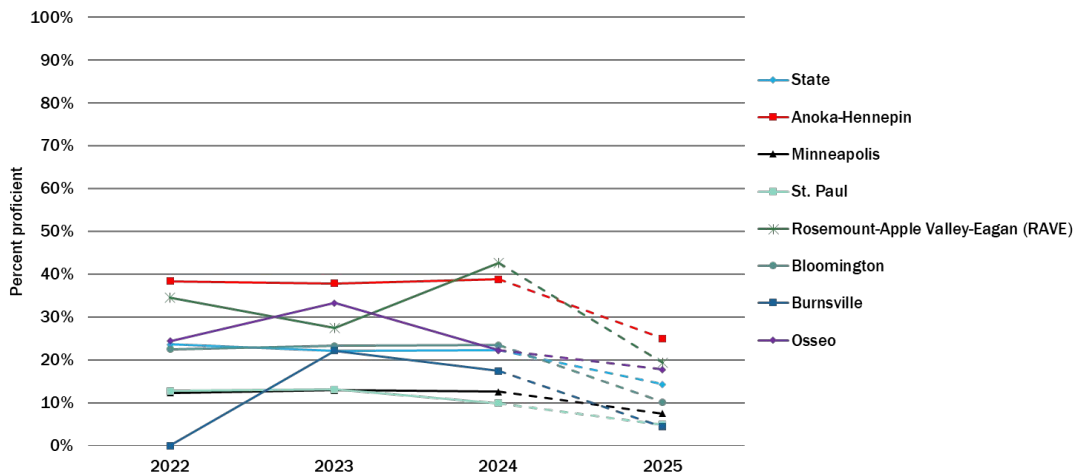


Data source: MDE Report Card - Test Results for All Tested 1/22/26



# MCA SCIENCE DISTRICT COMPARISON

Proficiency rates of state AI students: Statewide and by district

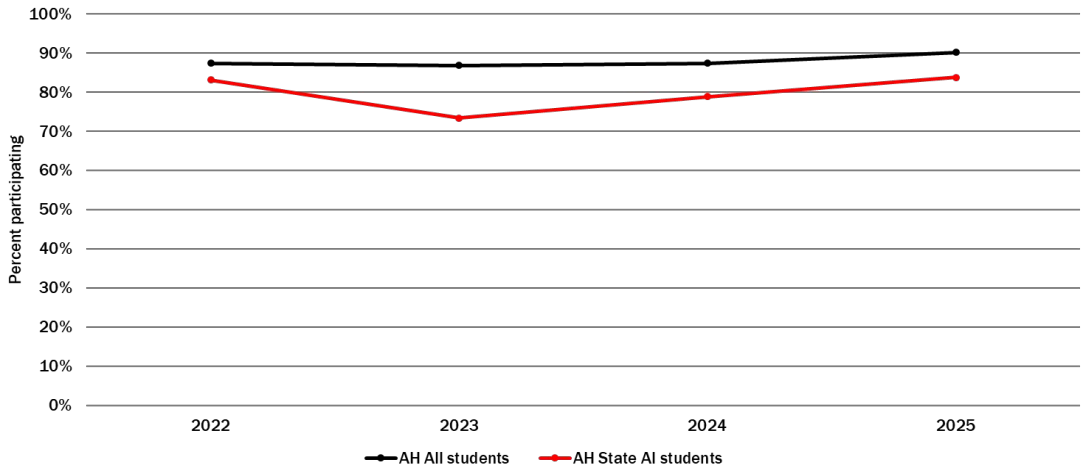


Data source: MDE Report Card - Test Results for All Tested 1/22/26  
Note: MCA IV began in 2025.



# COLLEGE-LEVEL COURSE PARTICIPATION

Percent of seniors participating in at least one college-level course while in high school

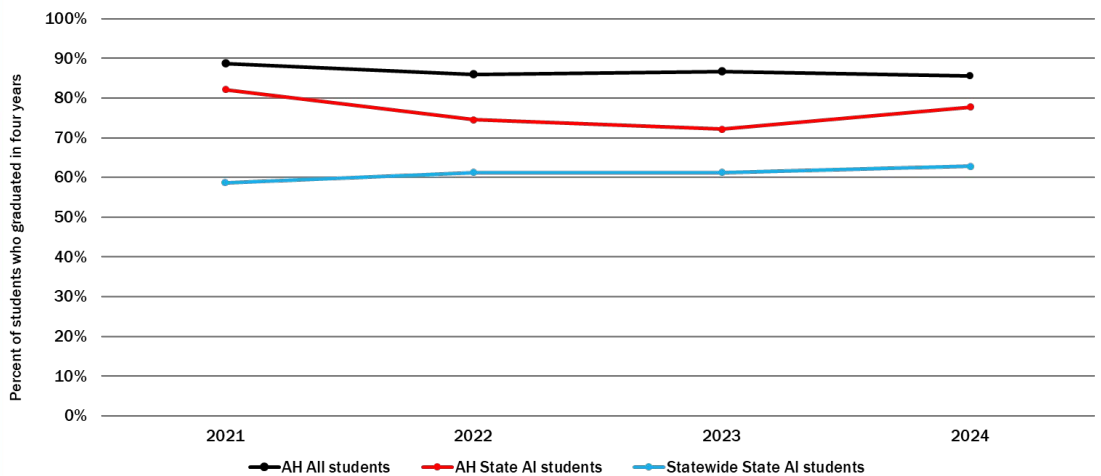


Data source: AH RET PCCEC Summary 2024-25, Statewide data not available



# 4-YEAR GRADUATION RATE TREND

AH and State Comparisons

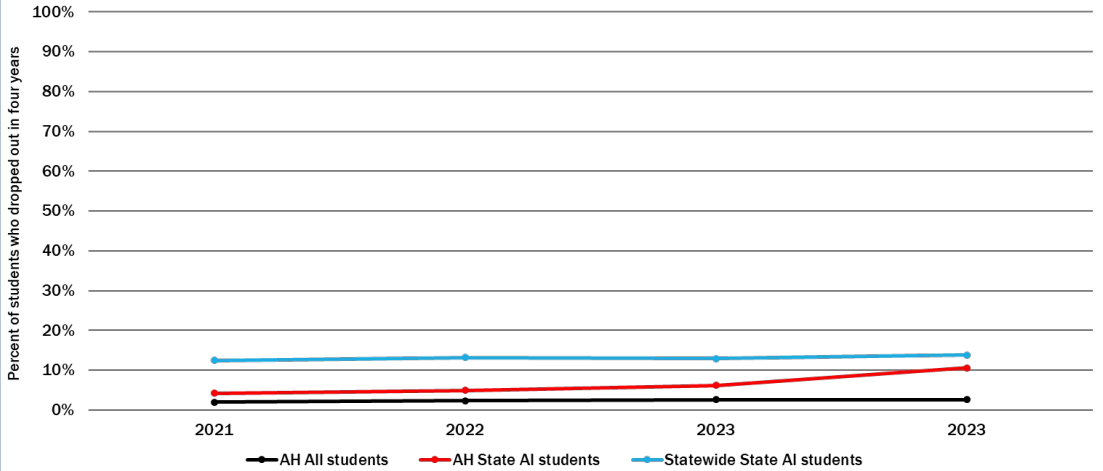


Data source: MDE Report Card - Graduation 1/26/26



# 4-YEAR DROPOUT RATE TREND

AH and State Comparisons



Data source: MDE Report Card - Graduation 1/26/26



# 4-YEAR CONTINUATION RATE TREND

AH and State Comparisons



Data source: MDE Report Card - Graduation 1/26/26

# 2025-26 PROGRAM GOALS



Accountability (based on state identified American Indian students)

## **Post-secondary preparation**

By the end of the school year, 80.9% of all state identified American Indian students will have taken at least one potential college earning class by graduation. (An increase of 2% from 23-24SY).

## **Graduation**

78.7% of the 2025 graduating class of state-identified American Indian students will graduate in four years. (An increase of 1% from 23-24SY).

# 2025-26 PROGRAM GOALS



Accountability (based on state identified American Indian students)

## **Third-grade literacy**

By the end of the school year, 47.7% of all state-identified American Indian students will score at or above 3rd grade proficiency benchmarks on MCA reading. (An increase of .7% from 23-24SY).

## **Positive self-esteem**

86.3% of state-identified American Indian students will report positive reinforcement of their self-image on the American Indian Needs Assessment. (An increase of 1.2% from 23-24SY).

# STRATEGIES



## Student support

- Individual and small group meetings.
- Check and Connect influenced model of support with students.
- 1:1 coaching, goal setting, skill building.
- Culture groups.
- Celebration of student achievement.
  - Trimester Celebrations.
  - Senior Honoring.
- College and Career Readiness .
  - College visits.
  - ACT Prep Class for juniors.
  - Scholarship and college application support.
- Academic Tutoring Scholarships.
- Liaison between home and school as needed.

# STRATEGIES



## Cultural support

- Cultural groups
  - One / month secondary
  - Two / month elementary
- Family engagement/cultural events
  - Fall & Spring gathering
  - Trimester 1 & 2 celebrations
  - Winter event
  - Spring powwow
  - Archery team
  - Lacrosse team
  - Ojibwe & Dakota language tables
  - Etc.

# PROGRAM HIGHLIGHTS



2025-26 school year

## Partnership with Saint Paul American Indian family center

- Continuing mental health partnership.
- Native American therapist at Blaine, Anoka, and Sandburg Regional high schools one day a week.
- This is at no cost to the program.



## Scholarship Programs - Launching new partnerships!

- Partnering with Huntington Learning Center to support academic tutoring.
- Partnering with Advantage Educational Programs to provide ACT prep courses. Increased offerings and formats with a 700% increase in available scholarships.



# PROGRAM HIGHLIGHTS



2025 orange shirt day

Fourth year in a row, Anoka-Hennepin American Indian Education prepared resources and information to encourage schools across the district to acknowledge orange shirt day.

- Shared books & curriculum resources with teachers.
- Pre-created announcements that schools could read.
- Shared digital posters and information schools could use.
- Families had an opportunity to make shirts at the Fall Picnic.
- Some student leaders educated their peers via school news.



# PROGRAM HIGHLIGHTS



2025-26 increasing awareness and representation



## Indigenous Peoples Day

Acknowledged district wide via one hour of classroom instruction learning about Minnesota Ojibwe and Dakota communities and leaders.

## Native American Heritage Month

Advisors worked with students and building staff to raise awareness and celebrate in schools. Examples: displays, announcements, videos, e-news, and playing native music



# PROGRAM HIGHLIGHTS



Fall 2025

- 60+ backpacks with school supplies distributed at our 2nd school supply giveaway!
- Over 130 attendees came to the Fall Gathering!
- 20+ community members braved the rainy weather for a fall paddle down the Mississippi!
- 8 Community Sewing Sessions offered this fall!
- Monthly Drum and Dance kicked off in September!



# PROGRAM HIGHLIGHTS



## Fall HS AISES STEM DAY!

High School students had the opportunity to attend the American Indian Science and Engineering Society's STEM Day. Students explored the world of STEM through hands-on experiments and activities.



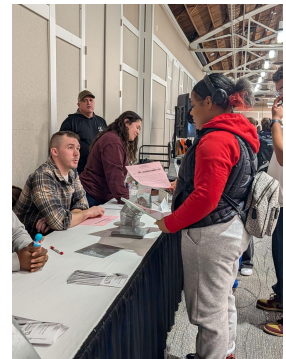
# PROGRAM HIGHLIGHTS



## HS Construct Tomorrow Career Fair & STEP Tour

**Construct Tomorrow:** students explored trades careers through hands-on activities and conversations with union representatives.

**Secondary Technical Education Program (STEP):** Tour and Info session on trades education in Anoka-Hennepin.



# PROGRAM HIGHLIGHTS

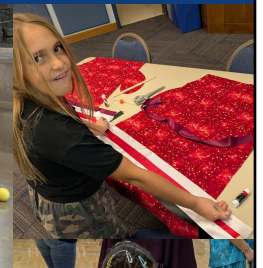


## K-2 Field Trip to Gibbs Farm!

K-2 students explored the lifeways of Dakota Oyate at Cloud Man's Village. They learned about traditional homes, seasonal camps & activities, food gathering, and language.



# PROGRAM HIGHLIGHTS



# PROGRAM HIGHLIGHTS

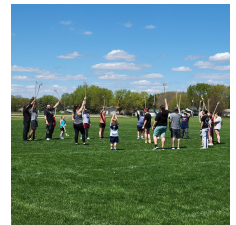


# LOOKING AHEAD

Upcoming opportunities this year



- Spring powwow: Saturday, April 11 - Champlin Park High School.
- Spring high school college visit & culture trip.
- Trimester two celebration: Wednesday, April 29.
- Senior honoring banquet & ceremony: May.
- Traditional Lacrosse gatherings
- Dakota & Ojibwe language tables
- End of year gathering: Tuesday, June 2.



# ACCOUNTABILITY



What guides programming?

- **Program evaluation and community collaboration**
  - Annual public hearing. (Winter)
  - Annual program needs assessment. (Spring)
  - Annual Title VI grant progress report.
  - Annual JOM grant report.
  - Annual tribal consultations. (Fall and Spring)
  - Monthly meetings with parent committees.

# QUESTIONS AND COMMENTS

[ahschools.us/indianeducation](https://ahschools.us/indianeducation)

**Waapishki Kiisis Ikwe, Mindy Meyers**

*American Indian Education Coordinator*

[mindy.meyers@ahschools.us](mailto:mindy.meyers@ahschools.us)





# AMERICAN INDIAN EDUCATION

2025-26 school year update & annual AIPAC compliance documents

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*Wapishki-Kiisis Ikwe, Mindy Meyers, American Indian Education Coordinator  
Kimberly Brenden, Chair - American Indian Education Parent Advisory Committee  
Andrea Small, Vice-Chair - American Indian Education Parent Advisory Committee, JOM Parent Committee member  
February 23, 2026*

## INDIAN EDUCATION PROGRAM



### **Why do we provide American Indian Education?**

- Federal Indian Education Act 1972.
- MN American Indian Education Act of 1988.
- Legislation:
  - 124D.72 Policy.
  - 124D.74 American Indian Education Programs.
  - 124D.81 American Indian Education Aid.

### **Who is eligible to participate in American Indian Education?**

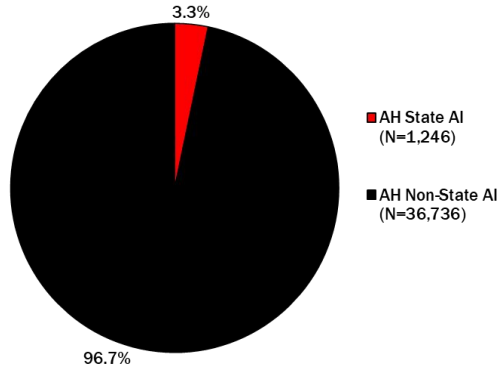
- All students who Identify as North American Indian.



# AMERICAN INDIAN STUDENTS

2025-26 State-identified American Indian (State AI) Students

AH State Ethnicity



Data source: Synergy demographic file 1/8/26

# INDIAN EDUCATION PROGRAM



## Program staff

**1 Program Coordinator**

7 Advisors  
5 secondary  
2 elementary

**Direct work with students in schools.**

**Individual and group support.**

## Program events

During school: Field trips and post-secondary visits.

Evenings and weekends:  
Cultural classes, celebrations, family engagement activities, etc.

## Community partnerships

To provide more opportunities and support to students:

Tutoring/ACT prep scholarships.  
Summer program opportunities.  
Saint Paul American Indian family center.

# 2025-26 PROGRAM GOALS



Accountability (based on state identified American Indian students)

## Post-secondary preparation

By the end of the school year, 80.9% of all state identified American Indian students will have taken at least one potential college earning class by graduation. (An increase of 2% from 23-24SY).

## Graduation

78.7% of the 2025 graduating class of state-identified American Indian students will graduate in four years. (An increase of 1% from 23-24SY).

# AIPAC COMMITTEE



Working with parent committees to guide Indian Education programming

## American Indian Parent Advisory Committee (AIPAC)

The AIPAC is composed of parents and guardians of American Indian students, school district teacher representatives, and American Indian students (grade 7-12).

### Duties:

- Work collaboratively with Indian Education staff to support the mission of the Indian Education program.
- Review and give input regarding MN American Indian Education Formula Aid funding, Title VII grant and budget information.
- Provide guidance regarding program activities including but not limited to: cultural events, picnics/potlucks, field trips, college visits, etc.
- Provide guidance regarding any other aspects of the program.

# JOM COMMITTEE



Working with parent committees to guide Indian Education programming

## **Johnson-O'Malley Parent Committee (JOM PAC)**

The JOM committee is composed of parents and guardians of JOM-certified American Indian students. This committee works specifically with the JOM grant.

### **Duties:**

- Work collaboratively with Indian Education staff to support the mission of the Indian Education program.
- Review JOM grant and budget information.
- Manage and approve JOM grant expenditures.
- Review and approve quarterly JOM reports.
- Provide guidance regarding program activities including but not limited to: Cultural events, picnics/potlucks, field trips, college visits, etc.
- Provide guidance regarding any other aspects of the program.

# AIPAC Resolution of Concurrence



Resolution of concurrence

## **Parent committee voted concurrent.**

- The American Indian Parent Advisory Committee met and issued a vote of concurrence on 1/13/2026
- Request that Superintendent McIntyre & Board co-chairs Hoekman and Langenfeld sign the documentation
- Compliance documentation will be submitted by the American Indian Education Program to the Minnesota Department of Education Office of Indian Education by March 1.

*MINN STAT 124D.78 Subd. 2: School districts must provide a resolution adopted by the American Indian Parent Advisory Committee stating whether or not the AIPAC concurs with the educational offerings provided by the district.*

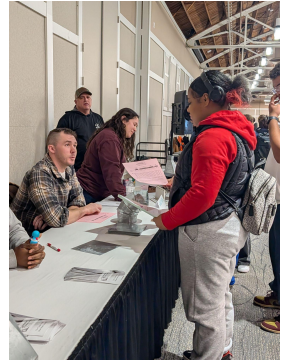
# PROGRAM HIGHLIGHTS



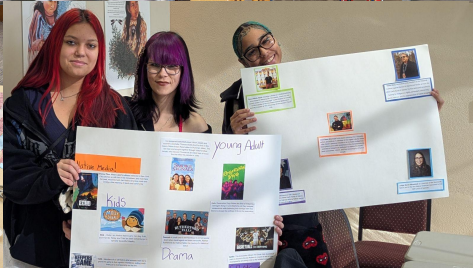
## High school Construct Tomorrow Career Fair and STEP Tour

**Construct Tomorrow:** Students explored trades careers through hands-on activities and conversations with union representatives.

**Secondary Technical Education Program (STEP):** Tour and information session on trades education in Anoka-Hennepin.



# PROGRAM HIGHLIGHTS



# ACCOUNTABILITY



What guides programming?

## Program evaluation and community collaboration

- Annual public hearing. (Winter)
- Annual program needs assessment. (Spring)
- Annual Title VI grant progress report.
- Annual JOM grant report.
- Annual tribal consultations. (Fall and Spring)
- Monthly meetings with parent committees.

# QUESTIONS AND COMMENTS

[ahschools.us/indianeducation](https://ahschools.us/indianeducation)

**Waapishki Kiisis Ikwe, Mindy Meyers**

*American Indian Education Coordinator*

[mindy.meyers@ahschools.us](mailto:mindy.meyers@ahschools.us)



### Annual Compliance (Vote of Concurrence or Nonconcurrence)

District, Charter School, Cooperative, or Tribally Controlled School Name   
School Year

#### American Indian Parent Advisory Committee (AIPAC) Vote

The AIPAC Issued a Vote of Concurrence

Date of Concurrent Vote

Date the AIPAC Presented to the School Board

The AIPAC Issued a Vote of Nonconcurrence

A vote of nonconcurrence requires the AIPAC to provide specific written recommendations for improvement to the school board. The school board is required to respond in writing to each recommendation within 60 days of the recommendations being put forth. The school board must provide this written response to both the AIPAC and to the Office of American Indian Education (OAIE).

Date of Nonconcurrent Vote

Date the AIPAC Presented to the School Board

Date the Written Response from the School Board is Due

The District, Charter School, Cooperative, or Tribally Controlled School Does Not Have an AIPAC

The district or school does not yet have an AIPAC, but recognizes the need to do so in order to remain compliant with Minnesota Statutes 2024, section 124D.78. By signing below, district, charter school, cooperative, or Tribally controlled school leadership commits to working with the Office of American Indian Education on committee formation.

#### Required Signatures

School Board Chairperson

Date

Superintendent or Charter School/Tribally Controlled School Director

Date

AIPAC Chairperson

Date

## LEAVE OF ABSENCE POLICY

### I. PURPOSE

The purpose of this policy is to provide for family and medical leave to school district employees in accordance with applicable state and federal laws, including the Family and Medical Leave Act, the [Minnesota Paid Leave Law](#), and Earned Sick and Safe Time.

### II. GENERAL STATEMENT OF POLICY

The following procedures and policies regarding family and medical leave are adopted by the school district, pursuant to the [requirements of the Family and Medical Leave Act of 1993](#) (FMLA) and consistent with the requirements of the Minnesota Leave laws. Employees entitled to multiple programs described in this policy shall be required to take leave under various programs concurrently, to the extent allowable by law. This policy is applicable to all employee groups; however, individual collective bargaining agreements or contracts may either grant additional leave rights or restrict the use of accrued leaves for certain employee groups.

### III. TYPES OF LEAVE BENEFITS

- A. Family and Medical Leave Act (federal) leave: The FMLA provides up to twelve (12) weeks of unpaid leave a year for an employee's own serious illness, or to care for certain family members during illness, or for up to twenty-six (26) weeks of unpaid leave to care for certain military family members. An employee becomes eligible for FMLA leave after working for 12 months and at least 1250 hours. For purposes of FMLA tracking, a year will be defined as a 12-month period measured forward from the first day of an employee's eligible leave.
- B. MN Paid Leave: MN Paid Leave provides for up to 12 weeks of leave for an employee's own serious illness, as well as up to 12 weeks of leave to care for a family member, for a total of no more than 20 weeks leave per year. MN Paid Leave provides job protection during the leave period with the option to be paid by the state from premiums paid by both employees and employers. However, this program only pays a portion of the employee's salary, with a higher percentage being paid to lower income earners. Anoka-Hennepin does not administer this program, so any questions about eligibility and payment should be directed to the Minnesota Department of Employment and Economic Development (DEED). For tracking purposes, a year will be the 52 week period beginning on the first day an employee takes leave, unless the leave begins on January 1, April 1, July 1, or October 1, in which case it will be the 53 calendar weeks beginning on that day. MN Paid Leave and FMLA shall run concurrently, to the extent allowable by law.
- C. MN Pregnancy and Parental Leave: This law provides up to 12 weeks of unpaid leave during pregnancy or upon the birth or adoption of a child, regardless of how long the employee has worked for the District. MN Parenting Leave shall run concurrently with FMLA and MN Paid Leave, to the extent allowable by law.
- D. Earned Sick and Safe Time : ESST is paid leave provided to employees that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse,

sexual assault or stalking. All employees receive at least one hour of paid leave for every 30 hours worked up to a maximum of 80 hours per year.

- E. Sick/Vacation Leave: Anoka-Hennepin provides paid sick and vacation leave as set out in the applicable collective bargaining agreement or employment policy. Vacation leave can be used for any reason, subject to approval by the employee's immediate supervisor. Sick leave can be used for ESST purposes and any additional reasons laid out in the applicable collective bargaining agreement or employment policy.

#### IV. USE OF LEAVE

Requests for leave shall be made by emailing [leaves@ahschools.us](mailto:leaves@ahschools.us). Employees must give 30 days' written notice of a leave of absence where possible and practicable. The failure to provide the required notice may result in a delay of the requested leave. Employees are expected to make a reasonable effort to schedule leaves resulting from planned medical treatment so as not to disrupt unduly the operations of the school district, subject to and in coordination with the health care provider.

An employee interested in applying for MN Paid Leave compensation must apply through the state, at [mn.gov/deed/paidleave/](http://mn.gov/deed/paidleave/). Such employees should refer any questions about eligibility, approval, or MN Paid Leave payments directly to DEED.

##### A. Allowable Reasons for Sick Leave

Allowable reasons for sick leave are defined by state and federal law, working agreements, and employment policies and may include:

1. For the employee's medical care, treatment, or diagnosis of a physical or mental illness, injury, or health condition or preventive care.
2. For an employee's family member's (as defined below) medical care, treatment, or diagnosis of a physical or mental illness, injury, or health condition or preventive care.
3. To bond with a new child, within 12 months
4. Closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency
5. When determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease; and
6. To make funeral arrangements, attend a funeral service or memorial or address financial or legal matters that arise after the death of a family member
7. If the employee or the employee's family member (as defined below) has been the victim of domestic violence, sexual assault or abuse, or stalking, ("**Covered Offense**"), for reasons related to the Covered Offense to:
  - a. seek legal or equitable relief to help ensure the health, safety, and welfare of the employee or the employee's family member, such as seeking a temporary or permanent restraining order;
  - b. seek medical attention;
  - c. seek psychological counseling or other mental health services;
  - d. obtain services from a domestic violence shelter, program, or rape crisis center;
  - e. seek legal advice or legal services, including meeting with a civil or criminal attorney or law enforcement or filing a complaint or domestic incident report;
  - f. participate in civil or criminal legal proceedings;

- g. participate in safety planning and take other actions to increase safety from future covered offenses, including temporary or permanent relocation and enrolling children in a new school; and
- h. take other actions necessary to maintain, improve, or restore the physical, psychological, or economic health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.

#### B. Family Member Defined

"Family member" is defined by state and federal law, working agreements, and employment policies and may include:

- Child
- Parent or person who raised you
- Spouse or registered domestic partner
- Sibling
- In-laws (including son, daughter, father or mother)
- Child of a sibling
- Sibling of a parent
- Grandparent
- Grandchild
- Anyone close to you who depends on you like family without the expectation of compensation for caring for them, even if not related by blood

A "child" includes a biological, adopted or foster child, stepchild, legal ward, or child to whom the employee stands in place of a parent (*in loco parentis*).

A "parent" includes a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in place of a parent (*in loco parentis*) when the employee was a minor child, regardless of the child's current age or dependency status.

#### C. Documentation of Proper Leave Use

Employees who take more than seven consecutive calendar days under this policy must provide documentation that leave was used for a permitted purpose as follows:

1. For sick leave, provide certification from a health care provider attesting that leave was taken because of the employee's, or their family member's, illness, injury, or medical condition. Employees should not provide or request their health care provider to provide the details of any medical condition or genetic information with this certification.
2. For safe time, provide written documentation of the authorized use of safe time, which may include signed documentation from a victim services agency, attorney, clergy member, or medical or professional services provider, a police or court record, or a notarized letter from the employee. Employees should not provide the details of any Covered Offense with this documentation

3. Documentation must be submitted no less than seven days after the employee returns to work.

The District will keep all documentation regarding the reasons for leave confidential to the greatest extent practicable and as required by applicable law.

#### D. Coordinated Leave Benefits Under MN Paid Leave

In accordance with MN Statute 268B, an employee may use vacation pay or sick pay in lieu of Minnesota Paid Leave benefit payments. An employee is eligible for the job protections provided under MN Statute 268B for any days for which this option is exercised. The District will only supplement MN Paid Leave benefit payments to the extent required by a collective bargaining agreement.

### V. INTERMITTENT LEAVE

Leave may be taken continuously or intermittently. For non-exempt employees, intermittent leave under this policy may be taken in 15 minute increments. For exempt employees, leave may only be taken in half or whole day increments. Intermittent leave is limited to 480 hours per year.

### VI. JOB PROTECTION

Employees returning from a leave protected under either the FMLA or Minnesota Paid Leave are eligible for reinstatement in the same or an equivalent position as provided by law. However, the employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the leave. The District will also continue to pay its share of an employee's insurance premiums during any leave taken pursuant to this policy. If an employee is taking unpaid leave, he or she will be required to make any required premium payments to avoid a lapse in coverage.

### VII. NO RETALIATION

The District prohibits any form of retaliation or discrimination against an employee for using or attempting to use leave under this policy, and for any other reason prohibited by applicable law. Employees who believe they have been discriminated or retaliated against should report their concerns to the Director of Employee Services.

**Legal References:** 29 U.S.C. 2601 *et seq.* (Family and Medical Leave Act)  
29 C.F.R. 925 (Regulations under Family and Medical Leave Act)  
Minn. Stat. 181.9446 -181.9447 (Earned Sick and Safe Time)  
Minn. Stat. Ch. 268B (Minnesota Paid Leave Law)

Anoka-Hennepin ISD #11  
Anoka, MN 55303  
Adopted: September 3, 1997  
Revised: December 14, 2009  
Reaffirm: September 13, 2021  
Rewritten/Revised: [Date, 2026]

(Effective date July 1,2026)

## **SHARED TIME POLICY**

### **I. Purpose and General Statement of Policy**

This policy delineates the guidelines and procedures governing the part-time enrollment of non-public or homeschooled students within the District.

### **II. Definitions**

- A. Non-public School: A school, church, religious organization, or home school wherein a child receives instruction in compliance with applicable state compulsory attendance laws (e.g., Minnesota Statute 120A.22, Subd. 4 and 120A.24).
- B. Shared Time (Students): Students enrolled in grades K-12 who attend non-public or home schools on a full-time basis but participate in District academic courses on a limited, part-time basis.

### **III. Student Eligibility and Limitations**

#### **A. Eligibility Criteria**

- 1. Students must be residents of the Anoka-Hennepin School District and attend a homeschool or non-public school full-time in compliance with applicable state compulsory instruction laws.
- 2. Shared-time privileges are available to all non-public students in grades K-12.
- 3. Nothing in this policy shall be construed to exclude students with disabilities from receiving special education services in accordance with applicable law.

#### **B. Enrollment Limitations**

- 1. Students requesting shared-time privileges must remain enrolled at their non-public or home school for the majority of their educational instruction.
- 2. Shared-time enrollment shall be limited to a portion of the school day, up to 50% of the scheduled school day. (e.g. in a 5 period day 2 courses, or in a 7 period day 3 courses, unless an exception is approved by the Assistant Superintendent's Designee.
- 3. Shared-time enrollment is restricted to courses that generate shared-time foundation aid from the state. Such classes generally include those academic classes that require instruction by a properly licensed teacher. Ineligible programs, services, or classes include, but are not limited to: targeted services, study hall, non-district provided online learning classes, Title I services, PSEO, and work-based learning programs.
- 4. Academic shared-time enrollment will be provided only on a seat available basis. Course sections will not be added to provide additional seats. Priority for course enrollment will be given to full-time public school students. Academic shared-time enrollment will be provided only in courses at regular times within the normal schedule of classes. Class hours will not be altered to provide for shared-time enrollment.

#### **IV. Participation Requirements**

##### **A. Course Prerequisites and Demonstrations**

1. Students granted shared-time enrollment in a specific course must have satisfied all prerequisite course requirements.
2. Students may be required to demonstrate appropriate skill and/or knowledge levels for course placement.

##### **B. Adherence to District Policies**

Students participating in academic shared time are required to comply with all District policies, regulations, and procedures applicable to public school students. This includes, but is not limited to, student rights and responsibilities, grading policies, attendance requirements, and performance expectations.

##### **C. On-Campus Conduct and Facilities Use**

1. Shared-time students enrolled in courses that are not offered consecutively must exit school property when not in class or may attend a supervised study hall, if available.
  - a. A study hall shall not be considered an eligible shared-time course for the purpose of state aid.
  - b. A study hall is not included in 2 course per trimester limitation for shared time students.
2. Inquiries regarding meal programs should be directed to the District's Food and Nutrition Services Department.
3. School computers, science laboratories, and libraries/media centers are available for shared-time student use exclusively as an integral component of a public school course taken by a shared-time student, or when such facilities have been made available for general public use.

##### **D. Testing**

1. Homeschool shared-time students may elect to take certain state assessments (e.g., Minnesota Comprehensive Assessments) and nationally norm-referenced tests at the public school, subject to arrangements made with the principal.
2. The homeschool shall be responsible for the cost of the test and scoring.

#### **V. Enrollment Procedures**

- A. Completed applications must be submitted to the Home School Office no less than one month prior to the commencement of the requested course(s) for due consideration.
- B. The Home School Office will verify the student's eligibility and attendance area school.
- C. Final confirmation of acceptance, contingent upon space availability, shall be transmitted to the home school (and home school office) no later than one week prior to the first day of the course(s).

D. Students who were enrolled in shared time classes prior to the implementation of this policy that do not live within the Anoka-Hennepin attendance area will be permitted to continue their enrollment. They will need to complete the application, adhere to all district policies, and will not be eligible for district provided transportation.

E. Communication

Specific communication regarding class scheduling shall occur directly between the applicant (student or parent/guardian) and the principal or their designated representative.

**VI. Attendance Area, Transportation and Athletics**

A. Attendance Area

1. Shared-time students must attend the public school located within their assigned K-12 attendance area.
2. A non-public student may submit a request to enroll in courses at a school other than their assigned attendance area school. Such a request must adhere to the same procedures as those followed by public school students applying for enrollment options (e.g., refer to District Policy 502, Student Transfers, or equivalent).
3. Should a resident homeschool student desire to take a course offered exclusively at a school outside their attendance area, the Assistant Superintendent or their designee may authorize the student's attendance at that alternative school.

B. Transportation

Transportation of special education students will be provided to the extent required by applicable law or the student's IEP. Special transportation arrangements are not available to facilitate the participation of non-special education students in shared time classes.

C. Athletics

Families and students should consult the Minnesota State High School League (MSHSL) for questions regarding student eligibility, nothing in this policy should be construed to determine student eligibility for the purposes of HS sports.

**Legal References:** Minn. Stat. 126C.01 sub.8  
Minn. Stat. 120A.22, subd 4  
M.S. 120A.24

Anoka-Hennepin District No. 11  
Anoka, MN 55303  
Adopted: [Date, 2026]

## **REWARDS**

### **I. PURPOSE**

The purpose of this policy is to authorize the school board to offer rewards to persons who provide accurate and reliable information leading to the conviction of a person who has committed or conspired to commit a crime against students or school employees, volunteers, or school board members as a result of their affiliation with the school district, or against school district property.

### **II. GENERAL STATEMENT OF POLICY**

The school board believes that, in certain circumstances, the offering of a reward may lead to the receipt of information that would solve or prevent a crime against students, school employees, volunteers, school board members, or school district property. The school board also believes that the fact that the school board may offer a reward may have a deterrent effect on the commission of such crimes.

### **III. APPROVAL OF OFFERING OF REWARDS AND ESTABLISHMENT OF PROCEDURES**

The superintendent shall develop directives and procedures to address the timing and method of payment of any reward earned by an information provider. The information provided must have led to the conviction of the person who committed or conspired to commit the crime for which the reward was offered.

Anoka-Hennepin Independent School District No. 11  
Coon Rapids, MN 55433  
Adopted September 11, 2006  
**Repealed 2026**

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

MASTER AGREEMENT

between

ANOKA-HENNEPIN

INDEPENDENT SCHOOL DISTRICT NO. 11

and

SPECIAL EDUCATION ~~PROGRAM SUPERVISORS~~  
ADMINISTRATORS ASSOCIATION

July 1, ~~2023-2025~~ through June 30, ~~2025~~2027

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## ARTICLE 1

## PURPOSE

This Agreement entered into by and between the School Board of Anoka-Hennepin Independent District No.11, hereafter called the District, and the Special Education ~~Program Supervisors~~Administrators Association, hereafter called the Association, has as its objective the establishment of the following terms and conditions of employment for certain management personnel.

## ARTICLE 2

## DEFINITIONS

- 2.1 Superintendent shall mean the Superintendent of Schools of Independent School District No. 11 or a designated representative.
- 2.2 School Board shall mean the School Board of Independent School District No. 11 or its designated representative.
- 2.3 Association shall mean the District No. 11 Special Education ~~Program Supervisors~~Administrators.
- 2.4 Parties shall mean the District and Association.
- 2.5 ~~Employees~~Administrators shall mean individuals employed in Special Education Administrator and Assistant Special Education Administrator positions.
- 2.6 Other Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

## ARTICLE 3

## RECOGNITION

- 3.1 Appropriate Unit. In accordance with the P.E.L.R.A., the District recognizes the Association as the exclusive representative of the bargaining unit certified by the Bureau of Mediation Services (Case No. 97-PCE-1071):

All Special Education Administrators and Assistant Special Education Administrators employed by Independent School District No. 11, Anoka-Hennepin, Anoka, Minnesota, who are public employees within the meaning of MN. Stat. 179A.03, subd.14, excluding confidential employees.

- 3.2 Bargaining Unit Dispute. In the event of a dispute between the District and the Association as to the inclusion or exclusion within the bargaining unit of a newly created or modified

job classification either party may petition the Bureau of Mediation Services in accordance with P.E.L.R.A.

## ARTICLE 4

### ASSOCIATION RIGHTS

- 4.1 Use of Facilities: The Association shall have the right to use District buildings before or after hours for meetings, scheduling such use with the Superintendent, provided that this shall not interfere with or interrupt school operations. Expenses incident to the meeting shall be borne by the Association in accordance with District policy.
- 4.2 Association Representatives: Duly authorized representatives of the Association shall be permitted to discuss matters pertaining to Association business with District personnel at reasonable times, at the discretion of the Superintendent, provided that this shall not interfere with or interrupt normal operations.
- 4.3 Deduction of Dues: ~~Employees~~ Administrators 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 Administrators ~~Employees~~, shall be obligated to check off said fee from the earnings of the Administrator ~~Employee~~ 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.
- 4.4 Personnel Files: Administrators ~~Employees~~ shall have the right to review their individual personnel file in accordance with applicable Minnesota statutes.
- 4.5 Meet and Confer: The Association has the right on an annual basis to request two meet and confer meetings with the School Board.
- 4.6 Notification of Vacant Positions: The District shall notify, in writing, the Association of a position covered by this agreement that becomes vacant. Said notification shall be made no later than 15 days prior to the time of the position being permanently filled.

## ARTICLE 5

### DISTRICT RIGHTS

- 5.1 Inherent Managerial Rights: The Association recognizes that the District 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 District, its overall budget, the utilization of technology, the organizational structure, and the

selection, direction, or number of personnel.

- 5.2 Reservation of Managerial Rights: The foregoing enumeration of District rights shall not be deemed to exclude other inherent management rights. Any and all management rights and functions not expressly delegated by this Agreement are reserved to the District.

**5.3 Laws, Rules and Regulations: The parties agree to abide by all State and Federal Laws, rules established by the State Department of Education, and rules and regulations established by the School Board, provided such rules and regulations are not in conflict with this agreement.**

## ARTICLE 6

### DUTY YEAR

- 6.1 **Duty Days:** The normal duty year for ~~Employees~~ **Special Education Administrators** shall be 260 days **subject to the other provisions of this article.**
- 6.2 Specific Duty Year: The specific duty days during the calendar period July 1 through June 30 shall be established by individual ~~Administrators~~~~Employees~~ and Director of Special Education, subject to the approval of the Superintendent. The Superintendent reserves the right to designate specific calendar days during the period July 1 through June 30 as mandatory duty days.
- 6.3 Holiday Observance: Twelve (12) days during the period July 1 through June 30 shall be designated as holidays. A holiday shall be defined as a paid day on which an ~~Administrator~~~~Employee~~ shall not be scheduled to perform job duties and responsibilities. The calendar days on which the twelve (12) holidays are observed shall be established by the School Board. If Juneteenth is observed as a School District holiday for employees, it will become a paid holiday **for 260 day employees.**
- 6.4 Vacations: ~~Employees~~ **Administrators** shall earn twenty-five (25) days of annual paid vacation for a 260-day duty year contract accrued on a per pay day basis. ~~Employees~~ **Administrators** employed for less than ~~a normal duty year~~ **260 days** shall be pro-rated.
- 6.41 Vacation Flexibility: Vacation days not used during the contract year shall be accumulated to an unlimited amount. Normally, the maximum vacation taken during any contract year shall not exceed thirty-five (35) days; however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed with the approval of the Superintendent.
- 6.42 Effective upon ratification of this Agreement, ~~employees~~ **Administrators** who retire will receive pay at their daily rate for unused vacation to a maximum of seventy-five (75) days payable to the Anoka-Hennepin Special Pay Plan. ~~Employees~~ **Administrators** who resign will receive pay at their daily rate for unused vacation to a maximum of fifty ~~-five (50)-~~ **(55)** days.

## ARTICLE 7

## DUTY DAY

## 7.1 Normal Duty Day:

- 7.11 ~~Administrators~~ Employees shall normally be on duty during the period established as the teachers' basic duty day at their building/s of responsibility.
- 7.12 ~~Administrators~~ Employees, because of their managerial/supervisor duties and responsibilities, agree to commit whatever time is necessary to accomplish such duties and responsibilities.

## ARTICLE 8

## COMPENSATION

- 8.1 Salary Schedule: The annual salary of ~~Administrators~~ Employees employed by an individual continuing contract for the ~~2023-2025-2024-2026~~ and ~~2024-2026-2025-2027~~ duty years is established by Appendix A, and shall be considered part of this agreement.
- 8.2 Relationship of Continuing Contract: The Salary Schedule contained in Schedule A shall not be considered part of the ~~Administrator~~ Employee's individual continuing contract.
- 8.3 Granting of Annual Experience Increment: ~~Administrators~~ Employees completing a normal duty year, as defined by Article 6, Section 6.1, shall be advanced one step on the salary schedule.
- 8.4 Annual Salary: ~~Administrators~~ Employees employed by an individual continuing contract will be paid an annual salary in accordance with their position and step placements on the Salary Schedule. ~~Administrators~~ Employees employed for a duty year less than that established by Article 6 shall be paid a pro-rated annual salary.
- 8.5 Daily Rate: For the purposes of calculating the daily rate, an ~~Administrator~~ Employee's annual salary, based on the individual's placement within Appendix A, divided by the duty year established by Article 6 shall equal the daily rate.
- 8.6 Original Employment: ~~Administrators~~ Employees who are newly employed during the term of this Agreement, shall be placed on an experience step of the Salary Schedule as agreed on by the Special Education Administrator and the Superintendent, subject to the approval of the School Board.
- 8.7 Mileage: ~~Administrators~~ Employees shall be reimbursed for the use of their personal automobile to conduct authorized travel, in accordance with the District's policy.

- 8.8 Professional Development: Upon proof of payment, the District shall reimburse each ~~Administrator~~Employee for annual dues in one state and one national professional association or organization as designated and approved by the Superintendent. Upon recommendation of the Director of Special Education (~~Elementary or Secondary~~), the District may provide national and/or state conference opportunities for ~~Administrators~~Employees for the purpose of professional development. Upon proof of payment, the District shall reimburse each ~~Administrator~~Employee for the full amount of the Board of Administration renewal fee.
- ~~8.9 Leadership and Performance Compensation: Employees shall be eligible to receive up to 4% of their base salary in Leadership/Performance Compensation.~~
- 8.109 Work Stoppage: ~~Administrators~~Employees, in the event of a strike or work stoppage by other District employees, shall report for duty to carry out School Board policies and directives. An Administrator shall be compensated during a strike or work stoppage by other District employees, provided the Administrator reports for duty and performs assigned duties and responsibilities.

## ARTICLE 9

### GROUP INSURANCE

- 9.1 Carrier Selection: The selection of the insurance carrier or carriers to provide the group insurance programs established by this Article shall remain with the district.
- 9.2 Eligibility: To be eligible for participation and contributions by this Article an ~~Administrator~~Employee must be employed by an individual continuing contract between the District and the ~~Administrator~~Employee.
- 9.3 The District shall contribute ~~\$18,730~~\$22,076 toward a flexible account for the purchase of designated employee benefits; ~~effective September 1, 2024, the District shall contribute \$19,667 toward the flexible account.~~
- 9.31 Any additional cost of the premiums shall be paid by the ~~Administrators~~Employee via payroll deductions.
- 9.32 Effective September 1, 2014, the flexible benefit package shall include \$300,000 of life insurance.
- 9.4 General Liability:
- 9.41 The District shall carry a general liability insurance policy as required by Minnesota Statutes.
- 9.42 The District shall carry "errors and omissions" insurance coverage in an amount not less than that in effect at the time of the signing of this Contract.

- 9.5 Payroll Deductions: The difference between the actual monthly premium cost of the group insurance programs and the District's contributions established by 9.3 of this Article shall be paid by the enrolled Administrator~~Employee~~ through payroll deduction.
- 9.6 Duration of Coverage: Administrators~~Employees~~ shall be eligible for District contributions, as established by this Article, through their last duty day of employment. District contributions shall cease as of the date of separation from employment.

## ARTICLE 10

### UNPAID LEAVES OF ABSENCE

- 10.1 Medical Leave of Absence: An unpaid medical leave of absence not to exceed 12 months may be granted Administrators~~Employees~~ in accordance with applicable state and federal laws.
- 10.2 Parental Leave: Administrators~~Employees~~ may request an unpaid parental leave of absence. The granting of an unpaid parental leave shall be discretionary with the School Board in accordance with applicable state and federal laws.
- 10.3 Military Leave of Absence: An unpaid military leave of absence shall be granted Administrators~~Employees~~ in accordance with applicable State and Federal Laws.
- 10.4 Educational Growth Leave: Administrators~~Employees~~ may request an unpaid educational growth leave not to exceed 12 months. The granting of an unpaid educational growth leave shall be granted at the sole discretion of the School Board and subject to the following conditions:
- 10.41 The Administrators~~Employee~~ shall have been employed by the District for at least two full duty years.
- 10.42 The Administrator~~Employee~~ shall submit a program of educational growth to the Superintendent and obtain recommendation prior to February 1 of the school year of the requested leave, which will be granted or denied no later than April 1.
- 10.43 The Administrator~~Employee~~ shall inform the Superintendent prior to April 1 of the intention to return to duty the following year or the Administrator~~Employee~~ shall be terminated at the end of the school year.
- 10.44 Educational Growth Leaves of Absence may be extended for an additional 12 months. Application for this extension must be submitted to the Superintendent by February 1 and this request will be granted or denied no later than April 1.
- 10.5 Conditions During a Leave of Absence: Administrators~~Employees~~ granted an unpaid Leave of Absence as established by Sections 10.1, 10.2, 10.3, and 10.4 shall be subject to the following conditions;

- 10.51 All benefits earned by an ~~Administrator~~~~Employee~~ shall be frozen as of the date of the beginning of a Leave of Absence. Upon return to duty at the expiration of the Leave of Absence, an ~~Administrator~~~~Employee~~'s frozen benefits shall be reinstated.
- 10.52 ~~Administrators~~~~Employees~~ may continue to participate in the group insurance program established by Article 9, Section 9.3, by assuming the full cost of the monthly premiums.
- 10.53 ~~Administrators~~~~Employees~~ returning from a Leave of Absence shall be offered an equivalent position to that held at the time the leave was granted.
- 10.54 ~~Employees~~~~Administrators~~ who fail to return to duty at the expiration of the Leave of Absence shall waive all right to reemployment.
- 10.6 Sabbatical Leave: ~~Employees~~~~Administrators~~ may request a sabbatical leave of absence in accordance with the following conditions:
- 10.61 The granting of a sabbatical leave must have the recommendation of the Superintendent and shall be granted at the sole discretion of the School Board.
- 10.62 A sabbatical leave shall be for professional study only.
- 10.63 The ~~Administrators~~~~Employees~~ shall have at least 7 years of employment with the District to be eligible to apply.
- 10.64 Requests for such leave shall be submitted in writing to the Superintendent at the earliest possible date, but in no case shall this be after February 1 of the year previous to the year for which the request is made.
- 10.65 The reimbursement for sabbatical leave shall be one-half of the ~~Administrator~~~~Employee~~'s base salary set forth in Appendix A for the year of leave or, if the ~~Administrator~~~~Employee~~ chooses, three-fourths salary for the year of the leave and three-fourths salary for the year following the leave. This reimbursement shall be paid on the condition that the ~~Administrator~~~~Employee~~ returns to duty, in an Association unit position or other Special Education administrative position as designated by the District, for a minimum of one (1) year immediately following the year of leave. If the ~~Administrator~~~~Employee~~ does not return to duty for the minimum of one (1) year after the sabbatical leave, the ~~Administrator~~~~Employee~~ shall be personally obligated to refund all compensation received and insurance contributions made by the District during the sabbatical leave.
- 10.66 Sabbatical leaves may be granted by the School Board for a period of less than 1 year.
- 10.67 The following conditions shall apply to an ~~Administrator~~~~Employee~~ on sabbatical leave:

- 10.671 Retirement: deductions from salary shall be made for T.R.A. and social security purposes. The T.R.A. deduction shall be made from the total salary, not the one-half sabbatical leave pay. The social security deduction shall be based on actual salary paid.
- 10.672 Sick Leave: One-half of the days normally allowed will be credited for the year of sabbatical leave. These days are added to the days of the ~~Administrator~~Employee's earned sick leave.
- 10.673 Salary Schedule Movement: The sabbatical year counts as a year of service to the District. An ~~Administrator~~Employee on sabbatical leave shall be eligible for an experience increment for the year following the leave.
- 10.674 Insurance Coverage: All voluntary insurance programs (District contribution for single health, life, dental, and L.T.D) shall continue to be provided as established by Article 9.

## ARTICLE 11

### PAID ABSENCES

- 11.1 Sick Leave: ~~Administrators~~Employees shall be granted **eighteen (18)** days sick leave ~~each for a 260-day~~ duty year **contract accrued** on a per pay day basis. ~~Employees~~Administrators employed for less than ~~a normal duty year~~**260 days** shall be pro-rated.
- 11.11 Use of Sick Leave: Earned sick leave may be used because of personal illness or injury, serious illness or injury in the ~~Administrator~~Employee's immediate family, or death in the ~~Administrator~~Employee's immediate family.
- 11.12 Definition of Immediate Family: Immediate family is defined as the ~~Administrator~~Employee's spouse, child, parent, brother, sister, grandparent, grandchild, or in-laws of a similar degree of relationship.
- 11.13 Accumulation: Unused sick leave shall accumulate to an unlimited amount.
- 11.14 Termination of Employment: ~~Administrators~~ ~~Employees~~ who terminate their employment prior to the completion of their normal duty year, shall reimburse the District for sick leave used in excess of their pro-rated accrual.
- 11.2 Safety Leave: ~~Administrators~~ ~~Employees~~ may use up to two (2) weeks of accrued and available sick leave for 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 above.
- 11.3 Personal/Emergency/Religious Leave: A maximum of ~~3~~**five (5)** days of earned sick leave

may be used during each duty year for situation involving personal/emergency business, which may also include religious observances, of an Administrator that cannot be normally scheduled ~~outside the duty time of the Employee.~~on a non-duty day. Request for personal leave shall be submitted to the Administrator~~Employee~~'s Supervisor at least five days in advance except in emergency situations.

#### 11.4 Jury Duty:

11.41 Administrators~~Employees~~ called for jury duty shall be compensated by the District for the difference between the Administrator~~Employee~~'s regular salary and fees received while on jury duty.

11.42 Administrators~~Employees~~ may be requested by the Superintendent to seek postponement or exemption from jury duty as provided by Minnesota Statute.

11.5 Court Hearings: An Administrator~~Employee~~ subpoenaed by a court as a defendant or witness as the result of performing management duties and responsibilities shall be compensated for the difference between the Administrator~~Employee~~'s regular daily salary and witness fees for each duty day of absence. This shall not apply to court cases initiated by the Administrator~~Employee~~ against the School District.

11.6 Professional Leave: The Superintendent may assign Administrators~~Employees~~ to visit other schools, attend conferences and workshops, or to other situations having management improvement potential. During such assignments the Administrator~~Employee~~ shall be considered to be in a duty status.

11.7 Maternity/Paternity/Childcare Leave: Administrators~~Employees~~ will be eligible for maternity and/or childcare leave in accordance with District policy and state and federal laws. Earned sick and/or vacation leave may be used for all workdays included in an FMLA approved maternity or childcare leave.

11.8 Absences without Pay: Absences without pay may be granted to Administrators~~Employees~~ requesting such absence in writing, at the discretion of the Superintendent.

11.9 Absences Due to Assault: An absence due to injury as a result of assault by a student or non-student while performing school business in a professional manner shall not be charged against the Administrator~~Employee~~'s sick leave days.

## ARTICLE 12

### RETIREMENT

All Administrators~~Employees~~ hired on or after July 1, 2001, into the District are not eligible for Section 12.1.

12.1 Severance: ~~Administrators~~~~Employees~~ who notify the district of intended retirement or resignation by February 1 of the relevant school year will qualify for a payment of up to one half of the value of the first 160 unused sick days times the ~~Administrator~~~~Employee~~'s daily rate of pay and less any District contribution to a matching 403(b) plan as set forth in Section 12.2. 403(b) of this Article.

~~Administrators~~~~Employees~~ must have five (5) years active service on a continuous contract in the District, and be immediately eligible for a Minnesota State retirement pension.

12.11 The severance payment shall be made as a lump sum payment 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 T.R.A. shall be made only as required by law.

12.12 If a retired ~~Administrator~~~~Employee~~ dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking a beneficiary, to the estate of the deceased.

## 12.2 403(b)

12.21 All ~~Administrators~~~~Employees~~ who are eligible for insurance as set forth in Article 9 are eligible for this benefit.

12.22 The District shall establish a matching contribution of up to ~~\$3,500~~~~3,900~~ in a 403(b) matching program for all full-time ~~Administrators~~~~Employees~~. Effective July 1, ~~2024~~~~2026~~, the District matching contribution shall be up to ~~\$3,900~~~~4,524~~ on a per paycheck basis over 26 pay periods per year. ~~Administrators~~~~Employees~~ who begin contributions after the start of the year will receive a prorated amount of the full District match.

12.3 Health Insurance: ~~Administrators~~~~Employees~~ eligible for retirement as established in this Article and enrolled in insurance may elect to continue to participate in the District's Health and Dental insurance program established by Article 9.

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.

12.4 For purposes of this section, active service includes FMLA leaves of absences and excludes all other unpaid leaves of absence. This section shall not apply to any ~~Administrator~~~~Employee~~ who is discharged for cause by the School District. Severance and Retirement Health Benefits shall be available only once in an ~~Administrator~~~~Employee~~'s employment with the District. ~~Administrators~~~~Employees~~ who wish to delay retirement benefits under Article 6 and Article 12, may take an unpaid extended leave of absence in accordance with MN Statute 122A.46.

12.5 Mandatory Retirement: Retirement shall be mandatory only to the extent required by law.

## ARTICLE 13

## UNREQUESTED LEAVE OF ABSENCE

13.1 In the event it is necessary for the District to reduce the number of ~~Administrators~~Employees covered by this agreement, the work force shall be reduced in accordance with the following provisions.~~Minnesota Statute 122A.40 subd. 11(b).~~

13.2 Placement on Unrequested Leave of Absence: The District may place continuing contract Administrators on unrequested leave of absence without pay or fringe benefits at the close of the school year. The District agrees to consult with the Association regarding proposed alternatives to unrequested leave of absence situations, provided such consultation does not result in delay.

13.3 The District will place the least senior administrator within a category on unrequested leave of absence without compensation or benefits. All unit members will be assigned to a category. The categories are: Special Education Administrator and Assistant Special Education Administrator. Nothing in this language allows an administrator to receive a promotion during the unrequested leave process.

Administrators who are placed on an unrequested leave of absence will be placed into an open position for which they are licensed if one is available.

13.4 Seniority Date: New Administrators shall have their first duty day in a bargaining unit position as their seniority date. Administrators shall be allowed to count only service as a unit member for purposes of placement on unrequested leave of absence; service in other units within the District cannot be counted for purposes of bumping.

New bargaining unit members shall be under a one school year probationary period with no continuing contract rights for a Special Education Administrator bargaining unit assignment.

The following criteria shall be used to break seniority ties:

1. Initial date of service in the District as a licensed teacher or other licensed professional.
2. Earliest/lowest Professional Educator Licensing and Standards Board File Folder number.

13.5 Reinstatement: Administrators will be recalled from an unrequested leave of absence to available positions for which they are licensed. Administrators with the greatest seniority date will be reinstated first. Administrators cannot assert a reinstatement right to a promotional position.

13.51 Notification will be by certified mail to the administrator's last known address or to the administrator's email address. In the event an administrator declines a position or fails to notify the District in writing of the administrator's intentions within fifteen (15) days of the date of notification, the administrator is removed from the recall list. An administrator on unrequested leave of

absence will provide the District with appropriate contact information annually for purposes of notification in this section.

13.52 The unrequested leave of absence of an administrator who is not reinstated shall continue to the first teacher duty day of the third school year following the date the administrator's unrequested leave of absence began or until the administrator fails to respond within fifteen (15) days of the date of notification or until the administrator submits in writing a request to removed from the recall list, whichever occurs first.

13.53 No appointment of a new administrator will be made while there is available on unrequested leave an administrator who is properly licensed to fill such vacancy.

## ARTICLE 14

## GRIEVANCE PROCEDURE

## 14.1 Definitions:

14.11 Grievance is defined as a disagreement as to the interpretation or application of any term or terms of this Agreement.

14.12 Days shall be defined as calendar days.

14.2 Procedure: Grievances as defined in 14.11 shall be settled in the following manner. 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 ~~Elementary and/or Secondary~~ Director of Special Education within 10 days after the ~~Administrator~~~~Employee~~ knew or should have known of the alleged violation. No settlement in Step 1 shall be made in violation of this Agreement. If a settlement is not reached within 5 days after the oral presentation to the Director of Special Education the grievance shall be reduced to writing in a clear statement of the issues involved. This shall be transmitted to the Executive Director of Human Resources for handling in accordance with Step 2.

Step 2. Grievances referred to Step 2 shall be discussed between a representative of the Association and the Executive Director of Human Resources. This discussion shall take place within 10 days after the grievance has been referred to Step 2. If agreement is reached as a result of this meeting, the Executive Director of Human Resources shall issue a disposition of the matter which shall be final and binding. If agreement is not reached, the Grievant shall, within 5 days after the Step 2 meeting, notify the General Counsel in writing that the grievance is appealed to Step 3.

Step 3. The General Counsel shall establish a Step 3 meeting with the Association. The Step 3 meeting shall be held within 10 days after the ~~Administrator~~~~Employee~~ has appealed from Step 2. The time and place for the meeting under Step 3 shall be at the discretion of the General Counsel. The General Counsel shall prepare a report of the meeting, together with a written disposition of the matter and forward copies to the ~~Administrator~~~~Employee~~ within 10 days after the Step 3 meeting. If settlement is not reached in Step 3 within 5 days of the date of the disposition, the Grievant may request arbitration.

Step 4. Arbitration: In cases referred to Step 4 the parties shall attempt to agree on an arbitrator. If agreement is not reached within 10 days, either party may petition the Bureau of Mediation Services for a list of arbitrators in which the parties shall alternately strike names until there is an arbitrator remaining to preside over the hearing. The arbitrator shall have no power to add to, subtract from or modify any of the terms of the Agreement and shall only 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 the arbitrator, shall be binding on both parties within the limitations of the P.E.L.R.A. The expense and fees of the arbitrator shall be borne jointly by the District and the Association.

- 14.3 Rules: Any loss of time by an ~~Administrator~~~~Employee~~ or a representative to attend Step 4 of the grievance procedure shall not be compensated. The number of days indicated at each step of the grievance procedure shall be considered as maximum. Any time limit may be extended by mutual written consent. The failure of an aggrieved ~~Administrator~~~~Employee~~ to proceed from one step of the grievance 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 this particular grievance. The failure of the District to communicate a decision or hold a meeting within the specific time limits shall permit the aggrieved to proceed to the next step of the grievance procedure.

## ARTICLE 15

### DURATION

- 15.1 Term of Contract: This Agreement shall remain in full force and effect for a period commencing July 1, ~~2023~~~~2025~~, through June 30, ~~2025~~~~2027~~ and thereafter until modified or terminated pursuant to the P.E.L.R.A. of 1971 as amended.
- 15.2 Modification: If either party desires to modify or terminate this Agreement effective on June 30, ~~2025~~~~2027~~, it shall give written notice of such intent no later than April 1, ~~2025~~~~2027~~. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 calendar days prior to the expiration of this agreement.
- 15.3 Effect: This Agreement constitutes the full and complete agreement between the District and the Association. The provisions herein supersede and take precedence over any and all prior Agreement, resolutions, practices, District policies, rules or regulations concerning the terms and conditions of employment.
- 15.4 Negotiating During Term: The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited opportunity to make demands and proposals regarding terms and conditions of employment for ~~Administrators~~~~Employees~~. All understandings and agreements arrived by the parties are set forth in this Agreement. For the duration of this Agreement, the District and the Association each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment, whether or not specifically referred to or covered in this Agreement, even though such matters may not have been within the knowledge or contemplation of either or both parties at the time this Agreement was negotiated or executed; provided, however, that any provision of this Agreement may be amended in writing at any time by mutual consent of the parties.
- 15.5 Finality: It is further agreed that any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, shall not be open for negotiations during the term of this Agreement.

15.6 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 affect any other provision of the Agreement or the application of any provisions thereof under different circumstances.

ARTICLE 16

DOCUMENT AUTHORIZATION

16.1 Document Authorization: In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their chief negotiators and their signature to be placed herein, all on the day and year first above written.

Special Education Program Administrators  
ASSOCIATION

BOARD OF EDUCATION

\_\_\_\_\_

\_\_\_\_\_  
Chairperson

\_\_\_\_\_

\_\_\_\_\_  
Chairperson

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\_\_\_\_\_  
Chief Human Resources Officer

Dated: \_\_\_\_\_, 2026

## Appendix A

### Special Education Administrators

July 1, ~~2023-2025~~ - June 30, ~~2025-2027~~

### Salary Schedule

<del>2023-2024</del>		-	<del>2024-2025</del>	
<u>Step</u>	<u>Salary</u>	-	<u>Step</u>	<u>Salary</u>
<u>9</u>	<u>\$110,393</u>	-	<u>1</u>	<u>\$112,893</u>
<u>10</u>	<u>\$111,140</u>	-	<u>2</u>	<u>\$115,313</u>
<u>11</u>	<u>\$112,813</u>	-	<u>3</u>	<u>\$118,869</u>
<u>12</u>	<u>\$114,555</u>	-	<u>4</u>	<u>\$123,230</u>
<u>13</u>	<u>\$116,369</u>	-	<u>5</u>	<u>\$127,678</u>
<u>14</u>	<u>\$118,562</u>	-	<u>6</u>	<u>\$132,652</u>
<u>15</u>	<u>\$120,730</u>	-	<u>7</u>	<u>\$134,652</u>
<u>16</u>	<u>\$122,928</u>	-		
<u>17</u>	<u>\$125,178</u>	-		
<u>18</u>	<u>\$128,478</u>	-		
<u>19</u>	<u>\$130,152</u>	-		
<u>20</u>	<u>\$132,152</u>	-		

<u>Step</u>	<u>2025-2026</u>	<u>2026-2027</u>
<u>1</u>	<u>\$117,659</u>	---
<u>2</u>	<u>\$120,176</u>	<u>\$120,176</u>
<u>3</u>	<u>\$123,874</u>	<u>\$123,874</u>
<u>4</u>	<u>\$128,409</u>	<u>\$128,409</u>
<u>5</u>	<u>\$133,035</u>	<u>\$133,035</u>
<u>6</u>	<u>\$138,208</u>	<u>\$138,208</u>
<u>7</u>	<u>\$141,738</u>	<u>\$141,738</u>
<u>8</u>	-----	<u>\$145,013</u>